



Youth Unemployment Policy Paper

Take A Stand Community Consultations

YOUTH ADVISORY COUNCIL

Meet the Presenters

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Welcome!

Thank you to everyone who has taken the time to participate.

- For the past year, an entirely youth-led team of 35 students has been researching and writing policy recommendations for two pertinent social issues
- Today's agenda includes:
 - format overview
 - recommendations



Our Approach to the Policy Paper

- Anti-oppressive
 - Gender-informed
 - Harm reduction
- 



CONCERNS OUTLINED IN THE PCR PAPER

- *The COVID-19 Pandemic*
- *Barriers to Employment*
- *Geography and Youth Unemployment*
- *Youth Employment Programs and Career Readiness Programming Available to Youth*
- *Implications of Mentorship and Support on Youth Unemployment*
- *Costs of Employing Youth and the Investment into Youth Employment for Small-Medium Enterprises (SME's)*

Paper Overview

- Principles
- Concerns
- Recommendations
- Limitations

Our Principles

Principles serve as the foundation and guiding statements behind our recommendations.



Principle: Youth should not face undue barriers such as discrimination based on gender, ability, race, sexuality or socioeconomic class when looking for employment.

Principle: All youth should be protected by legislation that demands equal and fair wages, safe working environments and equitable hiring and firing processes.

Principle: Community services and programming for youth should aim to maximize youth employability and address existing barriers to youth employment.

Principle: Youth should have equal employment opportunities.

Principle: Youth should have access to peer and industry support systems that increase mentorship and minimize the underutilization of labour.

Principle: Policies that address youth unemployment should recognize that these situations are nuanced and multidimensional.

Our Concerns

Our concerns highlight key facets of the issue where we believe the most reform is required.



Concern: Marginalized communities are disproportionately affected by youth unemployment and more likely to be victims of discrimination, which can be reflected in hostile work environments, pay disparities or impaired career mobility.

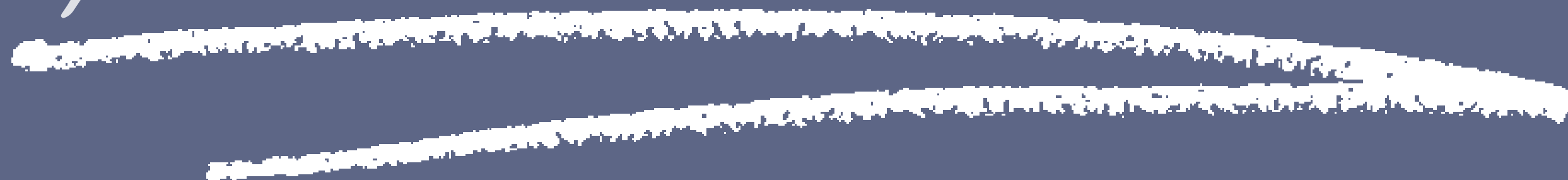
Concern: Programming that does exist to address youth unemployment is severely underfunded, ineffective or lacking in representation.

Concern: Current labour policy does not address the undue barriers to youth unemployment that exist like geographical location. The declined use of public transportation due to COVID-19 has exacerbated the geographical barriers of youth.

Concern: Youth workers do not receive the necessary mentorship or support from the education system and other public services to match their skills with the current labour demand.

Concern: The stigmatization of specific career fields like the trades and the inaccessibility of others like STEM has resulted in a skills gap that has the most detrimental effects for marginalized young people.

Recommendations

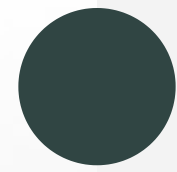




● COVID-19 Pandemic

● Recommendations

- Immediate action must be taken to rectify the effects of COVID-19 on youth unemployment
- This action can include increasing investment into youth programming and mentorship.
- To address the gender disparities, existing labour policy must be examined and equitable work conditions maintained
- The hiring of youth should be made a priority in economic recovery plans



Barriers to Youth Unemployment Recommendations



- Undue barriers including lack of awareness, the stereotyping of youth, the absence of transferable skills and various forms of discrimination must be addressed
- Programming and advertising for workshops should be increased
- Young people should be provided certifications to mark their progress
- Programming should also focus on the development of soft-skills



● Geography and Youth Unemployment

● Recommendations

- Public transportation should be expanded and there should be an increase in remote job opportunities for young people
- A program that focuses on alleviating the costs of transit for youth job seekers would help resolve the geographical concerns that come with youth unemployment
- Increasing the number of online or remote job opportunities for youth through government programs and incentives for businesses to do the same
- The City should move from auto-oriented urban planning to people-oriented urban planning



Youth Employment Programs and Career Readiness Programming Available to Youth Recommendations

- The City of Brampton should continue establishing programs that create job opportunities for young people in traditionally inaccessible industries
- One of such programs includes the Rogers Cybersecure Catalyst and the Community Benefits Policy.



Implications of Mentorship Recommendations

- The City of Brampton should partner with small businesses to connect students with industry professionals, job opportunities and foster mentorship relationships.
- Such relationships can be established using the Brampton Entrepreneur Centre and similar programs.
- The City should look to increase the investment in mentorship programs and hire a more diverse range of mentors
- Mentorship programs should be increased in accessibility

Costs of Employing Youth and the Investment into Youth Employment for Small-Medium Enterprises (SME's) Recommendations

- The City of Brampton should continue their partnerships with businesses to offer co-op and summer intern placements
- Firms can be made more comfortable by offering probationary pay periods until employees are fully trained



Limitations



Limitations of our Current Policy Paper

- No heavy analysis of the links between urban planning and youth unemployment
- No historical background of systems of oppression designed to keep specific groups of young people unemployed



Thank you!

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- ***any questions?***

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