

Group-based Employability Skills

The Group-based Employability Skills intervention is a pre-employment activity for young people who are not yet prepared to enter the world of work, or who need some additional development before advancing to a work experience. Interventions will be **up to 24 weeks in length** and must involve life and/or employability skills as defined by the Conference Board of Canada.

This group-based intervention offers young people the opportunity to participate in workshops to learn or enhance skills transferable to the workplace, such as leadership, teamwork and communication skills, as well as develop personal qualities, including self-esteem and self-reliance. Sessions in first aid, CPR and other health and safety fields also would be eligible for support, as these skills are applicable in many employment situations. However, this intervention is **not** to be used to support occupation-specific skills development or accreditation. For example, a 15-week bartending course or a 24-week carpentry apprenticeship would not be eligible.

Group-based Employability Skills must help to prepare participants for future work or career decisions, and/or assist them with seeking, obtaining and maintaining employment. It is important to note that this intervention must be deemed appropriate in the context of the participant's overall employment action plan, i.e. a useful and logical step in helping the individual prepare for the world of work. In this context, and with the core elements being employability skills, the provision of Group-based Employability Skills does not equate with project-based training.

Financial support will be provided to participants where no other support (social assistance, municipal support) is being provided. HRSDC will pay an allowance equal to the provincial/territorial minimum wage.

Where allowances are provided, the maximum cost per participant is \$12,000.

The use of a \$500 maximum completion bonus for participants can also be considered, where deemed appropriate and where not detrimental to the social welfare of the participant. These bonuses are paid through the contribution agreement and are in addition to any allowances that are paid. Should the contribution recipient choose to pay completion bonuses, they must be paid to all eligible participants at the end of their intervention(s).

The maximum duration for this intervention is 24 weeks; interventions of shorter duration are permitted as long as there is sufficient time for participants to build the required skills.

Participation in this intervention will be full-time (i.e. 30+ hours) as the intervention is intended for groups of participants. While it cannot feasibly be tailored to allow for part-time involvement by selected participants, where all individuals are able to participate only part-time (e.g. groups of persons with disabilities), an intervention of reduced hours is allowable. A rationale supported by the case manager(s) must be developed and retained on file.

