

PAYE

Partnership to Advance
Youth Employment

Leaders of today investing in leaders of tomorrow.

About PAYE

toronto.ca/payee

The Partnership to Advance Youth Employment is a joint initiative between private sector employers, the City of Toronto, and an extensive network of community employment service providers. The PAYE approach capitalizes on private sector leadership, uses existing resources and infrastructure at the City of Toronto, and builds on the strength of the community sector.

PAYE provides employers and industry leaders with a great opportunity to play a significant role in developing Toronto's youth to become the leaders of tomorrow. Since 2009, PAYE has successfully connected hundreds of young people with job opportunities.

PAYE focuses on youth aged 18-29 from diverse neighbourhoods, with a wide range of skills, interests, education and experience. They receive employment guidance and coaching, and are linked to services and supports provided through a broad network of community partners.

PAYE Quick Statistics

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| ❖ 40 core employers currently participating | ❖ 4200 youth have received one-on-one support | ❖ 2800 interviews facilitated | ❖ 700 + youth hired |
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The Partnership to Advance Youth Employment (PAYE) has attracted some of Toronto's largest employers and provides meaningful employment to so many of our youth. The initiative makes the process of finding talented and qualified employees very easy.

- Stephen Diamond, President and CEO, Diamond Corp

What are the benefits of being involved with PAYE?

As part of PAYE, your company can:

- access youth who are pre-screened and matched to your opportunities
- increase its business advantage by hiring qualified candidates from diverse local communities; developing a workforce that reflects your client/customer-base
- provide meaningful opportunities to young job seekers, supporting local workforce development

What types of skills and education do PAYE youth have?

PAYE youth have a wide range of education, skills and experience. Candidates include recent graduates looking to start their careers and young people with several years of work experience.

What types of opportunities are suitable for PAYE?

Entry and mid level positions with opportunities for advancement in any sector are appropriate for PAYE. Several types of jobs are well-suited to the PAYE initiative, including paid internships and contracts with a possibility for extension.

How can companies partner with PAYE?

Through PAYE, committed business leaders from a variety of different sectors help young job seekers tap into networks that they otherwise would not be able to access; networks that can help them secure quality employment and training opportunities. Your company can:

- bring forward entry and mid level job opportunities for youth
- provide skills development, training and/or work experience opportunities for youth
- share your expertise and connect face-to-face with youth through interviews and year-round learning and networking events
- engage your supply chains and wider business networks, asking them to make the same commitment to PAYE

For more information, contact:

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Toronto Employment & Social Services,
(416) 397-0722, jposthu@toronto.ca

Without a doubt, where I am now and where I hope to be in the future can all be directly traced back to the personalized support of the PAYE program which taught me the skills and confidence I needed to break into the professional world.

- Nathan, PAYE participant



"PAYE served as a huge segue for me to network directly with recruiters and gain access to employment - a really great initiative helping youth begin and advance their careers."



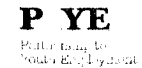
Beatrice connected to her career through **PAYE**.
Whose career will you help connect?



After applying to many organizations independently with no response, Beatrice knew it was time to get some help. Through **PAYE**, Beatrice received support with her resume, attended the PAYE Learning & Networking Forum and got connected to her future employer after making a good impression at the PAYE Interview Event.

For Beatrice, that connection created endless possibilities and many other avenues for her to elevate her career. Find out where Beatrice is working full-time now and how PAYE can help you find the right youth for your company.

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"From the day I signed up for PAYE, my life shifted into a positive spiral. The PAYE program was exactly what I needed to ramp myself back up into the corporate world."



Naoki connected to his career through **PAYE**.
Whose career will you help connect?



As a newcomer from Japan, Naoki had work experience and skills but no idea how to navigate the Canadian job market.

Through **PAYE**, he brushed up his resume, practiced interviewing and networked with other job seekers and employers. What really helped was keeping in touch with his PAYE coach and learning how to leverage social networking which led him to his current job as a Business Development Manager.

Read about Naoki's journey and how PAYE can help you find the right youth for your company.

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"The hardest part for someone at the start of their career is getting that foot in the door; you knock on them, but they just won't open. PAYE is a program that helps open those doors and helps you walk through them."



Dina connected to her career through **PAYE**
Whose career will you help connect?



Through **PAYE**, Dina participated in one-on-one coaching, employment preparation workshops and the PAYE Interview Event which led her to a temporary role at Deloitte

Although this role was not in her field of interest, during her four month placement, she worked hard to impress her employers and at the end of her placement, she secured a one year contract as a receptionist with Deloitte.

Find out how Dina found her dream job and how PAYE can help you find the right youth for your company toronto.ca/paye.

PAYE
Participation in
Youth Employment

"There are so many good things to say about this wonderful program. I truly believe if I could do it, then anyone can. My last piece of advice would be to never lose hope and keep trying."



Onik connected to his career through **PAYE**
Whose career will you help connect?



Onik's **PAYE** coach helped him customize his resume according to specific job postings and worked with him to gain the skills he would need to complete job interviews effectively.

The job that Onik got through PAYE gave him the confidence and experience he needed to start a career in his field.

Find out what Onik is doing now and how PAYE can help you find the right youth for your company:

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PAYE
Participation in
Youth Employment

"PAYE gave me hope, a new outlook and an avenue for my job search activities to secure stable employment. The atmosphere made me hopeful that I would land a job soon, and I did."



Nigel connected to his career through **PAYE**.
Whose career will you help connect?



Even after upgrading to a specialized honours bachelor's degree, Nigel still had difficulty finding full-time employment. Through the **PAYE** Learning & Networking Forum, he made new connections with employers, gained insight into each company's culture and most importantly, learned about each employer's expectations. He worked with his PAYE coach to identify job opportunities matching his qualifications and interests and was successful in getting a job offer.

Find out where Nigel is working now and how PAYE can help you find the right youth for your company:

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"Since starting, I am happy to say that I have already been promoted twice."



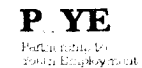
Nutan connected to her career through **PAYE**.
Whose career will you help connect?



Nutan's passion was to work at a bank but as a newcomer to Canada, she didn't have the connections and networks to get started in this field. Through **PAYE**, she was connected to an employment coach who helped her improve her resume and develop her interview skills. After the PAYE Interview Event she was offered a position with RBC Royal Bank and continues to work there today as an Expert Client Advisor.

Read about Nutan's successes and how PAYE can help you find the right youth for your company:

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"If not for PAYE, I would never have been introduced to Tridel or would have even known about the type of opportunities available with this company. PAYE helped me get that first connection which has led me to where I am now."



Zachary connected to his career through **PAYE**.
Whose career will you help connect?



Zachary didn't have a specific career in mind when he first signed up for **PAYE**. At the PAYE Learning & Networking Forum he was introduced to Tridel and after a successful interview, accepted a contract position in customer care. Today, he continues to work there as a Service Associate.

Find out how the connections that Zachary developed through this program led him to his current position and how PAYE can help you find the right youth for your company: toronto.ca/payee.

PAYE
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"Not only did this program give me an opportunity, it gave me hope – hope to succeed in everything I do!"



Elza connected to her career through **PAYE**.
Whose career will you help connect?



As a newcomer, Elza's start in Canada was not easy. Through **PAYE**, she learned how to write a resume and prepare for interviews. After the PAYE Interview Event, Elza landed her first Canadian job at a financial institution as a Content Verification Clerk where she developed the basic skills and experience for her current job.

Find out what Elza is doing now and how PAYE can help you find the right youth for your company:

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"Without a doubt, where I am now and where I hope to be in the future can all be directly traced back to the personalized support of the PAYE program."



Nathan connected to his career through **PAYE**.
Whose career will you help connect?



After meeting with his **PAYE** coach, Nathan realized how unprepared he was and understood why he had not made any progress looking for work on his own. He needed to improve his resume, polish his interview skills, and build an online presence for himself.

Through PAYE, he gained the confidence and experience he needed to start a career in his field.

Find out what Nathan is doing now and how PAYE can help you find the right youth for your company:

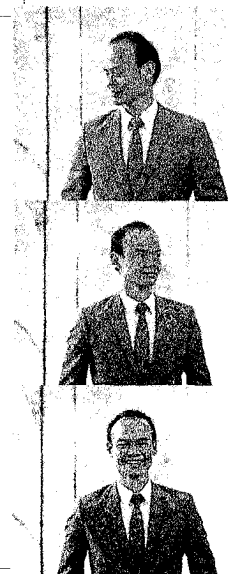
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PAYE taught me to be more positive and focused on a career track of my dreams and to confidently pursue it.



Paul connected to his career through **PAYE**.
Whose career will you help connect?



Paul was a newcomer to Canada working two jobs in unrelated fields to support himself but never stopped pursuing the career of his dreams.

His **PAYE** coach helped him identify and communicate the transferable skills that he had developed from his other jobs. Through PAYE, Paul was hired by RBC Royal Bank where he is now working as a Banking Advisor, providing personal finance advice to clients.

Read about Paul's journey and how PAYE can help you find the right youth for your company:

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