Attachment 1 - The PAYE Process

The diagram below captures the different components of PAYE and the benefits to youth and employers at each stage in the process.

- **Employers**: Employer partners act as PAYE Champions, offer a range of employment opportunities, participate in the design and delivery of learning and networking events, and make final hiring decisions.

- **City of Toronto**: Leverages existing City infrastructure, works with employers and youth to provide customized services, works with community to encourage coordination and maximize supports for youth.

- **Network of Community Employment Service Providers**: Engage in youth outreach in diverse neighbourhoods across the City, offer one-on-one coaching and employment supports, and share employment opportunities.

- **Youth**: Youth (18-29) from disadvantaged neighbourhoods in Toronto who represent diverse population groups (e.g., newcomers, persons with disabilities, Aboriginal jobseekers).

**Initial Outreach**

- **Employment Services and Supports**: Streamlined access to an untapped labour pool.

- **Screening and Matching for Available Opportunities**: Increased employability (confidence, knowledge, skills, and professional networks).

- **Interviews**: Transition into pathways that support career-track work.

- **Education, Training or Other Pre-Employment Activity**

- **Jobs**: Access to a pipeline of future talent.

- **For Youth**: Career assessment and connections to community and City supports.

- **For Employers**: Customized recruitment and access to pre-screened job-ready youth.

- **For Youth**: Meet employers face-to-face and receive pre/post interview support.

- **For Employers**: Local and diverse hiring able to meet needs of changing consumer base.