Attachment 2: Youth Employment Pathways Model

YOUTH EMPLOYMENT PATHWAYS: FROM POTENTIAL TO OPPORTUNITY

A successful roadmap connects youth to meaningful employment through clear, supported and inclusive pathways.

THE PATHWAY

1 EXPLORE & GET INFORMED

Build Awareness and Spark Interest

- Early exposure to careers, industries, and opportunities
- Access to labour market information and guidance
- Helps youth discover options and set goals

2 BUILD SKILLS & GET READY

Develop Skills and Confidence

- Skills development, training, and certifications
- Career coaching and workforce readiness supports
- Pre-employment supports to remove barriers

3 GAIN EXPERIENCE & CONNECT

Gain Experience and Make Connections

- Volunteer opportunities, mentorship, and job shadowing
- Work-integrated learning, apprenticeships, and internships
- Connections to employers and professional networks

4 ACCESS JOBS & PLACEMENTS

Transition into Meaningful Employment

- Job matching and placement supports
- Employer partnerships and hiring opportunities
- Targeted outreach to priority and equity-deserving youth

5 GROW & SUCCEED

Advance and Build a Future

- On-the-job supports and retention strategies
- Pathways to advancement, further training, and career progression
- Stronger long-term attachment to the labour market

CROSS-CUTTING: EQUITY, PARTNERSHIP & SUPPORT

These elements strengthen every stage of the pathway and ensure no youth is left behind.

Equity-Driven: Culturally responsive, youth-centred, and barrier-free

Strong Partnerships: City, community, employers, schools and youth

Coordinated Access: Aligned programs and seamless navigation

Measurable & Accountable: Data, outcomes, and continuous improvement

Youth Voice Matters: Informed by lived experience

THE IMPACT

Youth thrive. Employers benefit. Toronto grows stronger.

MORE YOUTH EMPLOYED
Increased access to meaningful opportunities

STRONGER ECONOMY
A skilled, diverse, and future-ready workforce

MORE EQUITABLE TORONTO
Opportunities that work for all youth