

Newcomer Youth Employment Toolkit

The Newcomer Youth
Employment Toolkit was
created through funding
from IRCC and with the
input of School
Settlement staff and
newcomer youth from
the Atlantic Region.



Focus Groups With Newcomer Youth



Here is what youth said:

- Across both groups, many newcomer youths have well-defined long-term career aspirations and goals established.
- They often lack awareness of all the steps required to go through this process of achieving their career goals.
- For those who are currently employed part-time, reasons for working commonly centered around financial motivators.

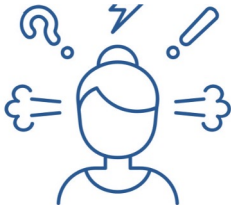
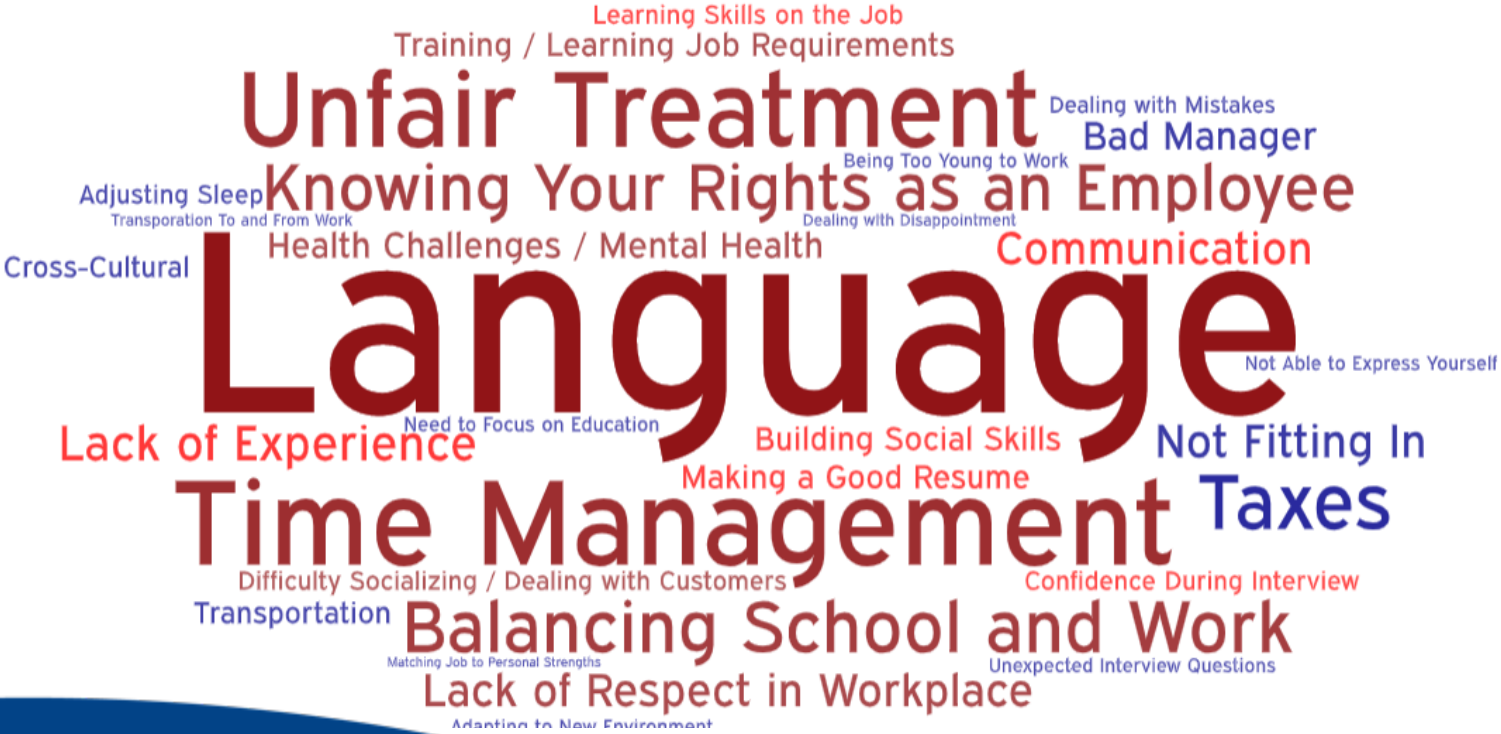


Focus Groups With Newcomer Youth

- For those not working - they either chose not to work, prioritizing education over employment or were not yet successful in securing employment. This feedback was consistent across age groups.
- Newcomer youth see a clear value in volunteering to engage and support the community and build experience.
- Several newcomer youth not currently employed saw volunteering as a way to better position themselves in the future for the job market, as they could use volunteer positions to build their resume.



Youth were asked to identify challenges or difficulties teenagers might face when looking for a job or volunteer position.





7 Key Recommendations

*youth employment research



Practice your interview skills



Ask for Help



Do your Research



Understand the importance of soft skills

Understand Cultural Differences



Stay Positive



Ask Questions and Take Notes



Special Considerations for Older Youth

- The older a youth arrives in Canada, the greater the risk that they will not graduate high school.

[Source: Joint Centre of Excellence for Research on Immigration and Settlement](#)

- Refugee youth face greater challenges in achieving a high school diploma once in Canada.

[Source: AMSSA \(Affiliation of Multicultural Societies and Service Agencies of BC\)](#)



School Settlement Workers and other stakeholders interviewed play a major role in helping newcomer youth in adjusting to life here in Canada



- SSWs will often stress the importance of education over employment, especially if the youth has limited English or French, is currently struggling academically, and/or has only been in Canada for a short period of time.



No Rush to Work

- Newcomer youth are still in a period of adjustment, School Settlement Staff and other stakeholders would encourage youth to wait to seek employment at a later time. Instead, priority would be placed on education, developing language skills (predominantly English), and ensuring youth have access to relevant community-based resources.



What is in the Toolkit?

The toolkit consists of 6 modules with various learning methods for each topic in a combination of in-person workshops, activities, workbooks, and handouts.

There are short animated videos on each of the topics that are in English and French featuring a cast of six newcomer youth characters explaining various



Review of Toolkit Topics



Questionnaire for you to fill out to help them identify what type of job they could do based on their interest and their abilities



Information on how to prepare a cover letter and resume

Information on how to open a bank account and how to get a SIN

A list of online resources to find out about the best workplaces for students

Where to look for a job



How to apply for a job: online and in-person



Information on how to prepare for an interview and what to expect



Things you need to know about your job (employment contracts, preparing for the first day/week, getting your first paycheck)



Your rights and responsibilities as an employee



Setting career goals/vision


How to balance school and work


How to ensure that you still make time for fun



How to stay healthy when you have a busy work-school schedule



 = topics considered most useful to younger youth

 = topics considered most useful to older youth

Toolkit Modules



**Preparing Your
Resume and
Candidate Profile**



Applying for Jobs



**Interviews and
Following Up**



**Things to Know About
Your New Job**



**Rights and
Responsibilities**



**Setting Goals and
Staying Focused and
Healthy**



SAVE THE DATE

FOR THE

LAUNCH OF THE NEWCOMER YOUTH EMPLOYMENT TOOLKIT

AGENDA

- **9:00** - Opening remarks
- **9:15** - Guest speaker - watch for an announcement coming soon!
- **9:40** - YMCA of Greater Halifax Dartmouth showcases the toolkit **Kathryn Bates Khan**
- **10:00** - Small group breakout sessions - share how you think you will use the toolkit
- **10:30** - Closing remarks and small group sharing
- **11:00** - Off to work



April 14 9:00 -- 11:00



Zoom

Once you have R
link will be sent



Questions

YMCA of Greater
Halifax/Dartmouth
Newcomer Youth
Employment Toolkit

[Home](#)

[Introduction](#)

[Modules](#) ▾

[Français](#)

Newcomer Youth Employment Toolkit

The Newcomer Youth Employment Toolkit is designed to offer self-directed tools and resources that newcomer youth can review on their own and with settlement staff who work with youth in schools and communities.

[Introduction & Assessment](#)



[Home - Newcomer Youth Employment Toolkit](#)



Any Questions?

