

# Employment Programs for Refugee Youth



## Employer Engagement

Employment programs benefit refugee youth as well as the employers who support them.

### Employer Motivations - Why Join?

- Wage subsidies
- Inclusive hiring
- Support newcomers and their families
- Community involvement
- Seasonal staffing needs
- Potential long-term employees



### Employer Benefits During the Program

- Subsidized labour
- Increased workplace diversity and intercultural knowledge
- Gain motivated and skilled workers
- Labour support during seasonal demand
- Hands-on support from program staff

### Short- and Mid-Term Outcomes

- Youth hired for permanent positions
- Positive experiences hiring newcomers
- Intercultural communication
- Further training resources
- Motivation to pursue other employment inclusion initiatives
- Increased intercultural communication

### Long-Term Outcomes

- Reduced stigma about immigration and hiring newcomers
- More inclusive practices and initiatives at work
- More diverse workforce
- Employers continue to support employment programs
- Increased employment opportunities for newcomer youth