

**Inclusive Employment Continuum**

**Overview**

UWGT's Inclusive Employment strategy works with an Employment Readiness Continuum that has three distinct stages:

- Stage One: Foundational Capacities
- Stage Two: Skills Building
- Stage Three: Employment

The Employment Readiness Continuum table below details the key characteristics and expected outcomes of programs at each stage of the continuum, as well as the key population that is a best fit for each stage and provides examples. UWGT funds demand driven, workforce development initiatives along all stages of the Continuum that support people facing significant barriers to employment. But for this round of funding only programs in Stage Three will be considered for funding.

There are five industries that UWGT sees as in-demand in 2024 and in the coming years:

1. Computer services & IT
2. Construction & advanced manufacturing
3. Financial services
4. Health & social services
5. Online retail & logistics

Other industries will be considered if strong labour market demand can be demonstrated.

<b><u>Inclusive Employment Readiness Continuum</u></b>			
	<b>Stage One: Foundational Capacities</b>	<b>Stage Two: Skills Building</b>	<b>Stage Three: Employment</b>
<b>Program Characteristics</b>	Programs that support individuals in establishing a stable foundation from which participate in career exploration. Interventions have comprehensive and intense wrap around supports, some training and skills building activities and a long-term vision for employment outcomes. Programs may offer the following: - Basic financial literacy training	Programs that support individuals in the process of identifying possible careers and building workplace skills. Interventions may also result in the expansion of meaningful work-related connections but have no employment outcomes. Programs may offer the following: - Industry/sector skills training - Professional networking - Mentorship - Financial literacy training - Soft skills training	Interventions or programs that result in employment. Programs support individuals in the process of acquiring job-specific skills and securing a job where they apply their skills, as well as job retention and advancement. Programs will train to place, are industry informed, and employer focused workforce development interventions or programs. Employment social enterprises, whether linking, hybrid, or parallel would fit in this stage.

	<ul style="list-style-type: none"> <li>- Mental health supports</li> <li>- Numeracy and literacy education</li> <li>- Soft skills training</li> </ul>		
<b>Key Population</b>	People distant from attaining employment because they are not ready or do not have capacity. This group faces the most significant barriers to employment.	People who are exploring employment.	People who are close to being job ready and actively seeking employment, or require the ongoing accommodation provided by a parallel ESE.
<b>Expected Outcomes</b>	<p>These interventions must be able to connect graduates with interventions that are either:</p> <ul style="list-style-type: none"> <li>- workforce development organizations or programs that have employment outcomes (Stage Three of the Continuum)</li> <li>- interventions without employment outcomes but with robust training / skills building and wrap around supports - allied to a mid / long-term vision for employment outcomes (Stage Two of the Continuum)</li> </ul>	<p>These interventions must connect with Stage Three of the Continuum and either:</p> <ul style="list-style-type: none"> <li>- be happening in conjunction to programs that lead to employment outcomes</li> <li>- be able to directly connect graduates with workforce development organizations or programs with employment outcomes</li> </ul>	<p>Interventions must connect participants to employment and deliver jobs that offer a perspective for a career growth</p> <ul style="list-style-type: none"> <li>- a clearly defined career pathway. In order to qualify for this stage, interventions must have:</li> <li>- Technical or vocational and soft skills training that has been informed and validated by employer/s (This can include direct work experience in ESEs or with other employers)</li> <li>- Paid internships or jobs</li> </ul>
<b>Example Programs</b>	<p>Program A provides one on one case management and counselling supports to people who have been in conflict with the law. At the end of the program, graduates are connected to food service or trades pre-employment programs.</p> <p>Program B is a one-year soft skills program providing one workshop per week to people with intellectual and developmental disabilities on topics like teamwork, professional</p>	<p>Program L is a 3-week program that provides general wraparound supports and digital career skill building opportunities such as training on Microsoft Office, professional email communication, networking, and more to newcomer women. At the end of the program, graduates go to IT and tech career pathway programs that will result in the women's' employment.</p> <p>Program M runs monthly networking and mentorship events for Black youth interested in a job in the</p>	<p>Program X is a millwright pre-apprenticeship program for youth facing barriers to employment. It is a 5-month program with stipends paid to youth participants every month. At the end of the program, graduates are employed as millwright apprentices.</p> <p>Program Y is an e-commerce employment social enterprise that sells gift baskets. The ESE trains and employs people with mental health conditions for 6 to 12 months and then links them to retail jobs.</p>

	<p>communication, and problem-solving. At the end of the program, graduates go to a retail training program or employment social enterprise.</p>	<p>financial services sector. At the end of the program, graduates go to post-secondary school, work for a financial institution, or do a Stage Three employment program that will result in working for a financial institution.</p> <p>Program N works with people with physical disabilities to explore jobs in the health and social services sector. At the end of the program, graduates go to a health career pathway program that results in working for a healthcare institution.</p>	
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