Career Focus
High-Demand Occupations – Atlantic Canada

Information for EMPLOYERS

Career Focus provides funding for local, regional and national employers and organizations to design and deliver a range of activities that enable youth to make more informed career decisions, develop their skills and benefit from work experiences. The program aims to help facilitate youth transition into the labour market.

The Career Focus High-Demand Occupations – Atlantic Canada program assists businesses in rural areas of New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador in hiring skilled post-secondary graduates.

The objectives of this project are to:
• Launch the careers of young post-secondary graduates
• Assist young graduates to secure employment in their fields of study in rural communities
• Help meet human resource needs of small and medium-sized enterprises (SMEs)
• Assist rural communities in Atlantic Canada to prosper
• Help with retention and repatriation of young workers in rural regions

Benefits to Employers:
• Financial contribution of salary for 26 weeks
• Assistance with recruitment and selection
• Pre-screened, skilled, knowledgeable and energetic post-secondary graduates
• Follow-up support for new employee
• Flexibility in timing, based on employer’s needs

Generally speaking, recent graduates:
• Have ideas and skills that can increase a business’s expertise and competitiveness.
• Learn quickly, are enthusiastic, are willing to take on challenges and have the ability to adapt to change.
• Have developed a habit for learning and will continuously learn in the working environment. They are often open to new ideas, ways of working and experiences.
• Have developed core transferable skills such as written and oral communication, problem-solving, presentation, organization and data analysis.
• Can inject new ideas, apply current thinking and increase diversity within the work team.
• Have a huge potential and can solve succession planning concerns.

Financial Support:
• For 26 weeks, the Restigouche CBDC will reimburse employers 50% of salary (up to a maximum reimbursable amount of $8.50 per hour) plus 12% for CPP, EI and vacation expenses.
• Employer decides the salary level according to the position. (Must be at least $12/hr.)
• Position must be a minimum of 35 hours per week.
• Graduates are on the payroll of the employers, who are reimbursed regularly through wage claims.
Priorities:
Priority will be given to employers who intend to hire or who offer a strong potential to hire the graduate after the subsidy period (provided the individual can do the job).

Employer / Work Experience Criteria:
- Must have strong potential for full-time, long-term employment
- Must be a private small or medium-sized enterprise (SME) in the local rural region
- Must be at least 26 consecutive weeks
- Must be in the post-secondary graduate’s field of study
- Work activities must match the career needs of the graduate, such as filling skill/qualification gaps
- Must be a pre-existing position
- Must pay at least $12/hr and at least 35 hrs/wk
- Employer must match the graduate with a mentor
- Employer must provide workspace, equipment and materials as required for the position
- New employee must be supervised
- Hired graduates must not displace or replace any other existing employees or individuals absent due to a dispute, on leave or lay off or awaiting recall
- Priority will be given to employers who intend to hire or who offer a strong potential to hire the graduate after the subsidy period (provided the individual can do the job)

To qualify to be hired, GRADUATE MUST:
- Be 30 years of age or under
- Have graduated from a post-secondary program with a degree or a diploma
- Lack experience in his or her field of study
- Be out of school
- Be a Canadian citizen, a permanent resident or have refugee status in Canada
- Be legally entitled to work in Canada and according to provincial legislation and regulations
- Not be receiving Employment Insurance (EI) benefits
  (Some EI recipients may be able to participate, as per the assessment process and by voluntarily withdrawing from EI)
- Not be attached to the labour market
- Not have participated in another Career Focus program funded by the government of Canada

Community Business Development Corporations (CBDCs):
The Career Focus High-Demand Occupations – Atlantic Canada program is delivered in cooperation with local CBDC offices that are based in rural areas of the four Atlantic Canada provinces and is coordinated by the Restigouche CBDC.

CBDCs are part of a network of autonomous, not-for-profit organizations that work in cooperation with all levels of government and the private sector, each dedicated to the development of small businesses and job creation in their community.

Space is limited. For more information or to apply, please contact:

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