



## MID COAST FIRST NATIONS TRAINING SOCIETY



### WORK EXPERIENCE PROGRAM (WEP) ~ PROGRAM DESCRIPTION

#### **OBJECTIVE:**

To get targeted aboriginal individuals into long-term employment by providing direct work experience.

#### **CLIENTS:**

WEP is intended to assist “insured and uninsured participants” who are having difficulties accessing employment due to factors such as lack of recent work experience.

To be eligible, an individual must have recently successfully completed, and obtained, certification in a recognized public educational institute and be seeking employment in their field of training.

#### **GENERAL DESCRIPTION:**

The strength of WEP is establishing an individual in a job with a direct employee-employer relationship.

The tool is based on the premise that for many people the best remedy for unemployment and preparation for ongoing employment, is placement in a job. In terms of its general use with local labour markets, this tool aims to influence the demand for workers by encouraging employers to hire targeted individuals whom they would not likely hire in the absence of a subsidy.

While the basic objective focuses on the targeted individual worker, the offer of a time limited wage subsidy operates by providing an incentive for employers. A WEP contribution subsidizes the wages of a worker, with the total wage package constituting insurable earnings. The subsidy encourages employers to hire such workers by defraying costs during initial periods of job orientation until the worker is productive.

The success of each wage subsidy arrangement hinges upon the commitment of the employer. In this regard, excessive paperwork and over-regulation can sharply limit the involvement of employers. For this reason it is important to “keep it simple” and avoid multiple objectives that might introduce unnecessary complexity and excessive paper-burden.

#### **DELIVERY:**

WEP is arranged through contribution agreements (contracts) negotiated by the sponsor/employer. To be most effective, wage subsidy agreements would be customized in accordance with individual client needs and the local labour market requirements.



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The WEP contribution wouldn't normally exceed 60% of the wages for the entire duration and normally, the maximum duration of any agreement shouldn't exceed 24 weeks. Setting the normal, maximum WEP contribution at 60% is intended to ensure there is an employer commitment; however, there is no maximum financial limit. The amount of the wage subsidy would be based on a number of factors, one of which would be the anticipated learning curve of the participant.

Contributions to certain costs can be negotiated with employers to support the specific job matches and enhance the likelihood of ongoing job maintenance. These costs could include items such as specialized equipment (e.g. adaptive tools such as telephone devices for deaf clients and physical accommodation costs for persons with disabilities).

### **MEASUREMENT OF RESULTS:**

Primary results will focus on the number of clients employed in continued employment following the conclusion of the wage subsidy.