

ADDRESSING YOUTH EMPLOYMENT CHALLENGES
IN ATIKOKAN

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Promoting Entrepreneurship to Atikokan Youth

Executive Summary

Purpose

This report has been prepared by a Confederation College project group from within the Community Development Processes course. The requirements of the project included identifying a community need, conducting a needs assessment, developing a solution, creating a proposal and identifying potential funding sources. The students involved feel this proposal has merit for possible implementation by the Atikokan Economic Development Corporation.

Community Need

As the result of extensive lay-offs within the community, Atikokan youth face challenges obtaining summer employment. Entrepreneurship could be encouraged as an alternative to traditional employment; however, there is currently no formal training program available to assist students. The Summer Company program funded by the Ministry of Economic Development provides funding to assist students with establishing and operating a summer business. Lack of knowledge & skills to develop a formal business plan has been identified as a significant factor for low participation rates in this program.

Needs Assessment

Information obtained by an Employment Counsellor confirmed that mill closures have had a negative impact on summer job availability for students.

A survey completed by 63 Atikokan High School students revealed that lack of opportunities is the biggest obstacle to securing summer employment. 22 students (34.9%) expressed an interest in starting a business (rated 3+ on scale of 1-5). If starting a business, the most help would be required with Writing a business plan, then projecting cash flow, followed by record keeping and advertising. 26 students (41.2%) indicated an interest in attending workshops (rated 3+ on scale of 1-5).

Only four Atikokan students have participated in the Summer Company program over the last five years. The Thunder Bay program coordinator indicates that intimidation over having to complete a business plan is the most likely reason for low participation.

Proposal

It is recommended that the Atikokan Economic Development Corporation consider hiring a temporary Coordinator to promote the Summer Company program to offer business development workshops to students. The cost of wages for a six month period (March – August 2013) and administrative costs would total approximately \$22,500. Funding to cover these costs could potentially be accessed through a combination of three funding programs (LIP, JCP, Trillium).

Anticipated Benefits

1. Introduce students to entrepreneurship and option of self-employment
2. Provide alternate employment opportunities to youth
3. Increased business potential in community
4. Potential to fill gaps in services and/or products
5. Reduction of youth out migration
6. Participants learn new skills that will be beneficial for their future
7. Create one temporary job in Atikokan (Project Coordinator)
8. Summer Company Program will be better promoted and utilized

Background

Since 1979 Atikokan has undergone several destabilizing events that have caused lay-offs and plant closures that have directly impacted hundreds of lives within this community. Initially we were a railway break-point, then a very successful mining town, then mainly a woods industry town. At this particular juncture we are predominantly a service industry town, and a town dependent upon government services in a variety of forms, be they health, education, or social services. We are also the beneficiary of an Ontario Power Generation plant which has also come under the dark cloud of closure from time to time as different political realities weigh in on the future of this plant.

Atikokan is a community of approximately 3300 residents that has relied heavily on the wood industry for employment. In the fall of 2007 the closure of two manufacturing plants (particleboard and softwood lumber) put approximately 300 people out of work for an indefinite period of time. Initially, 291 workers were affected but the number grew to approximately 400 as the result of additional closures of smaller businesses. (ALAAC Final Report, 2010). These plants remain closed today.

Problem

Prior to the closure of Atikokan Forest Products and Fibratech Manufacturing, these two companies provided summer employment to approximately 18 students each year. The subsequent closures of smaller businesses further compounded this loss of summer employment opportunities available to Atikokan students. According to Lisa Marusyk, Employment Counsellor:

Many small businesses that may have hired high school students were now either losing so much business that they had no need for more staff during the summer or were staffed with former plant workers that needed to produce an income to support their families. Another impact to high school students was "odd job" employment. Within our community high school students typically relied upon odd job employment, including babysitting, grass cutting, etc. Once the plants closed people did not require babysitters as they were at home, people did not require someone to mow their lawns as they were home. People also didn't have the extra income to hire people to do many of these tasks. Additionally, the federal government cutback the number of positions they funded through the Summer Career Placement program that same year. Many non-profit groups relied upon the 100% subsidy to staff their programs. These typically were jobs taken on by high school students (L. Marusyk, email, Mar 5, 2012).

As a result, many students now lack the opportunity to gain experience or to earn income during the summer months. Many of those who leave to attend college or university out of town, no longer return to the community during the summer months, but often choose to find employment in their new location. This reduction in employment opportunities has further exasperated the town's challenge of youth out-migration.

Opportunity

Promoting entrepreneurship to Atikokan Youth and encouraging the creation of summer businesses, could help to address the lack of employment opportunities. The Summer Company Program funded by the Ministry of Economic Development and Trade could provide enterprising students with the financial support they need to establish and operate a summer business.

Summer Company Program

The Summer Company program is a grant program funded by the Ministry of Economic Development and Innovation through the Thunder Bay & District Entrepreneur Centre. The program is designed to help enterprising young people between the ages of 15 and 29 start and run their own summer business while continuing their education.

Summer Company applicants can earn up to \$1,500 to assist with their business start-up costs and up to an additional \$1,500 in the fall for completing the program. Each business owner is required to comply with provincial regulations for Small Business.

The program has been operating for 11 years with great success. A survey conducted in 2009 involving 506 former Summer Company participants, reflect positive long-term results from participating in the program (see appendix B):

Percentage of past participants still running their Summer Company business	22%
Percentage of respondents self-employed full-time or part-time, either in Summer Company business or new business	28%
Combined revenue in 2007 from self-employment activities of 2001-2006 Summer Company participants	\$1,1.4 M (estimate)

Over the past 11 years, 3770 Ontario students participated in the Summer Company Program. 553 (14.67%) were from the Northern Region (see appendix C). According to Thunder Bay program coordinator, Ron Humphreys, only four students from Atikokan have participated in the program over the last five years. Testimonials from two of the local participants indicated the experience was very rewarding (see appendix B).

Although the Entrepreneur Centre cannot assist with developing business ideas, they can answer questions regarding the development of a business plan, if requested by the student. Two half-day workshops are offered in Thunder Bay to address marketing. According to Mr. Humphreys, it is often difficult to get students to participate since they are intimidated by having to complete a business plan (R. Humphreys, personal communication, March 2012).

In 2006, a 4-day entrepreneurship camp entitled "Biz Kids" was held in Atikokan and facilitated by the Thunder Bay Innovation Centre. Even with a \$99 enrolment fee, the program boasted participation of 12 youth between the ages of 9-12 (email, March 2012). It could be argued

that offering a structured program within the community may have contributed to the higher participation rate.

The funding provided by the Summer Company Program coupled with the support currently offered by the Thunder Bay Entrepreneurship Centre provides a solid base for developing entrepreneurial skills. Enhancing this program with more structured support and training at the local level could help to improve participation levels.

Student Employment Survey

To determine whether students are in fact having trouble finding summer employment, and to gauge the level of interest for self-employment, a survey was completed by 63 Atikokan High School students in grades 10, 11 & 12. (see appendix A) Key observations include:

- All 63 students hope to work this summer. 21 (33.3%) have a job lined up and 2 plan to operate a business.
- Lack of opportunities was rated as the biggest challenge finding employment.
- 27 students (42.9%) are not aware of the Summer Company Program. 14 students (22.2%) are only somewhat familiar with the program
- **22 students (34.9%) expressed an interest in starting a business (rated 3+ on scale of 1-5).**
- If starting a business, **the most help would be required with Writing a business plan**, then projecting cash flow, followed by record keeping and advertising.
- **26 students (41.2%) indicated an interest in attending workshops (rated 3+ on scale of 1-5).**

Recommendations / Proposal

Contract a project coordinator for a six month period (March 2013 to August 2013) to:

- Promote the Summer Company Program to Atikokan students, teachers and parents
- Meet with local organizations and businesses to identify existing gaps in community services or products. (Note: A Retail and Service Gap Analysis was completed in 2010).
- Create a list of potential summer business ideas
- Organize and facilitate a series of workshops designed to assist students in developing business ideas and creating formal business plans and cash flow projections
- Assist students with advertising and promotion
- Provide mentorship, guidance and support to students throughout the operation of their business
- Provide a summary of results including, number of participants, types of businesses operated, success of businesses, observations and recommendations

Goal

Increase employment opportunities for Atikokan Students through the promotion of entrepreneurship, development of business plans and operation of summer businesses.

Target

10 Atikokan Students establishing a summer business.

Recommended Community Partners

Organization	Role	Funding Contributions
AEDC	Project Lead	In kind: Office space & equipment
Thunder Bay Entrepreneurship Centre	Program partner	Funding to participants – Summer Company Program
HRSDC & Trillium	Funding Partners	Wages for Project Coordinator

Budget

DESCRIPTION	BUDGET	FUNDING SOURCES		
		JCP	TRILLIUM	LIP (Atikokan)
Wages @ \$20/hr	\$ 18,200.00	\$ 10,998.00	\$ 7,202.00	
Merchs @ 15%	\$ 2,730.00		\$ 2,730.00	
Advertising	\$ 500.00			\$ 500.00
Supplies	\$ 300.00			\$ 300.00
Workshops	\$ 700.00			\$ 700.00
TOTAL	\$ 22,430.00	\$ 10,998.00	\$ 9,932.00	\$ 1,500.00

Anticipated Community Benefits

1. Introduce students to entrepreneurship and option of self-employment
2. Provide alternate employment opportunities to youth
3. Increased business potential in community
4. Potential to fill gaps in services and/or products

Note: An analysis of gaps in Retail and Service was completed in 2010 and could be used to help identify business ideas

5. Reduction of youth out migration
6. Participants learn new skills that will be beneficial for their future
7. Create one temporary job in Atikokan (Project Coordinator)
8. Summer Company Program will be better promoted and utilized

APPENDIX A – Student Employment Survey

STUDENT EMPLOYMENT SURVEY

March 2012

(AHS Students age 15-18)

Note: Results based on 63 respondents**1. Gender:**

Male	54.0%	34
Female	46.0%	29

2. Are you currently working?

Yes	36.5%	23
No	63.5%	40

3. Were you employed last summer?

Yes	57.1%	36
No	42.9%	27

4. What are your employment plans for this summer?

I have a job lined up	33.3%	21
I hope to obtain employment	66.7%	42
Operate a summer business	3.2%	2
Don't plan on working	0.0%	0

5. How might the following factors affect your ability to find a summer job?

	Low				High			
	1	2	3	4	5	(Avg)	#	
Lack of opportunities		11.1% (7)	14.3% (9)	36.5% (23)	17.5% (11)	20.6% (13)	3.22	63
Lack of skills		48.4% (30)	32.3% (20)	17.7% (11)	0.0% (0)	1.6% (1)	1.74	62
Lack of experience		24.2% (15)	37.1% (23)	24.2% (15)	11.3% (7)	3.2% (2)	2.32	62
Lack of transportation		44.3% (27)	21.3% (13)	19.7% (12)	8.2% (5)	6.6% (4)	2.11	61

6. The Summer Company Program provides money and support for students to operate a summer business. Are you aware of this program?

Yes		34.9%	22
No		42.9%	27
Somewhat		22.2%	14

7. How interested are you in running your own business?

	Not interested			Very interested				
	1	2	3	4	5	(Avg)	#	
	44.4% (28)	20.6% (13)	14.3% (9)	11.1% (7)	9.5% (6)	2.21	63	

8. If you were to set up a business, how much help would you need?

	Minimal help			Lots of help		(Avg)	#
	1	2	3	4	5		
Finding a business idea	15.9% (10)	17.5% (11)	34.9% (22)	11.1% (7)	20.6% (13)	3.03	63
Writing a business plan	3.2% (2)	6.3% (4)	27.0% (17)	31.7% (20)	31.7% (20)	3.83	63
Projecting cash flow	4.8% (3)	19.0% (12)	23.8% (15)	20.6% (13)	31.7% (20)	3.56	63
Record Keeping	7.9% (5)	19.0% (2)	34.9% (22)	14.3% (9)	23.8% (14)	3.27	63
Advertising/Promotion	14.3% (9)	20.6% (13)	28.6% (18)	15.9% (10)	20.6% (13)	3.08	63

9. Would you be interested in attending workshops to help set up a business?

	Not interested			Very interested		(Avg)	#
	1	2	3	4	5		
	39.7% (25)	19.0% (12)	25.4% (16)	9.5% (6)	6.3% (4)	2.24	63

KEY OBSERVATIONS:

All 63 students hope to work this summer. 21 (33.3%) have a job lined up and 2 plan to operate a business.

Lack of opportunities was rated as the biggest challenge finding employment.

27 students (42.9%) are not aware of the Summer Company Program. 14 students (22.2%) are only somewhat familiar with the program

22 students (34.9%) expressed an interest in starting a business (rated 3+ on scale of 1-5).

If starting a business, **the most help would be required with Writing a business plan**, then projecting cash flow, followed by record keeping and advertising.

26 students (41.2%) indicated an interest in attending workshops (rated 3+ on scale of 1-5).

APPENDIX B - Local Testimonial**SUMMER COMPANY TESTIMONIAL****Participant:** Greg Sanders**Business:** What's Your Beef**Location:** Atikokan**1. Why did you decide to start your own business?**

I decided to start my own business because the incentive was excellent, and it provided me with what I thought would be, and has indeed been, an invaluable opportunity.

2. How instrumental was the Summer Company program in your decision to start a summer business?

Summer Company was irreplaceable in the starting of my business. The \$1500 start-up capital, in particular. I used the start-up to purchase equipment that I otherwise wouldn't have, and without this equipment the business could not function.

3. Tell us a little about your business and the challenges you have faced?

My business is called What's Your Beef. I produce affordable beef jerky. Some of the challenges I have faced revolve around achieving the sanitary condition necessary for producing clean and safe food products from one's house. Some health standards are difficult to meet; however, with training, continuous cleaning, and inspections, I have achieved these conditions.

4. What do you feel you have learned from the experience?

From this experience, I have learned that business is just business. In Atikokan, it is sometimes difficult to separate business from personal life, and I have learned that in business this is a crucial part to ensure profitability.

5. Would you recommend the Summer Company program to others?

Yes. Absolutely yes. The Summer Company program is an excellent program that, unfortunately, more people don't take the opportunity to use the program.

APPENDIX C – Summer Company Study Results



Summer Company Study Results

MSBE engaged R.A. Malatest and Associates to perform a survey-based study of the Summer Company program to evaluate its impact on past participants from the 2001 through 2006 program years. The study ran between November 2007 and March 2008, and 38% of the study group participated. The following is a summary of the findings.

Percentage of past participants still running their Summer Company business	22%
Percentage of respondents self-employed full-time or part-time, either in Summer Company business or new business	28%
Combined revenue in 2007 from self-employment activities of 2001-2006 Summer Company participants	\$11.4 M (estimate)
Current full-time jobs from self-employment activities 2001-2006 Summer Company participants	208 (estimate)
Current part-time jobs from self-employment activities of 2001-2006 Summer Company participants	665 (estimate)
Current number of SMEs being operated by 2001-2006 Summer Company participants	375 (estimate)
Percentage of respondents who would recommend Summer Company to a friend	99%
Percentage of self-employed respondents who said Summer Company influenced their decision to pursue self-employment	99%
Percentage of respondents who have chosen to study business or entrepreneurship who say that Summer Company influenced this choice	93%
Percentage of all respondents who agreed Summer Company gave them skills that were transferable to other areas of their lives and/or other employment	> 92%
Percentage of all respondents who disagree with the statement <i>Summer Company made me conclude entrepreneurship is not for me</i>	92%
Best means of increasing visibility of Summer Company (69% of respondents)	More advertising/publicity in schools
Number of completed surveys	506

APPENDIX D – Summer Company Participation 2001-2011

SUMMER COMPANY PARTICIPATION 2001 – 2011 (NORTHERN REGION)

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	Total
Ontario	181	225	169	188	255	328	248	368	561	604	643	3770
Northern Region	34	52	47	37	49	48	44	58	57	57	70	553
Northern % of Total	18.78	23.11	27.81	9.68	19.22	14.63	17.74	15.76	10.16	9.44	10.89	14.67
Over 90% of former participants say they would recommend the program to a friend												
Over 62% of participants from 2011 indicated they would continue their business during the school year												
Over 80% of participants from 2011 indicated the program provided them with entrepreneurial skills.												

APPENDIX E – Funding (LIP)

FUNDING / GRANT INFORMATION

ORGANIZATION OFFERING GRANT

Atikokan Economic Development Corporation (AEDC), Local Initiative projects (LIP)

HOW TO APPLY

Send this proposal to:

Local Initiatives Fund

Attention: Paula Sanders

AEDC, P.O. Box 218

Atikokan, Ontario P0T 1C0

Fax: (807) 597-2726

email: paula.sanders@atikokaninfo.com

DEADLINE

The LIP committee reviews applications three times per year: Feb. 28th, May 31st, and Sept. 30th

ELIGIBILITY

Eligible activities for this funding include the following:

- Pre-feasibility studies and/or research projects.
- Community Information/Communications/Technology strategies and projects.
- Projects to promote innovation and new technology.
- E-commerce promotion.
- Development of on-line business services.
- Environmental assessment reports.
- Small scale capital projects.
- **Seminars/workshops.**
- Marketing/promotional events.
- Community tourism events.
- **Other community based economic development projects.**
- Promotion of Atikokan and catchment area.
- Promotion of commercial and industrial development projects.
- Promotion of capacity building in the service sector.

ASSESSMENT CRITERIA

The committee considers the following when evaluating the submissions:

- 1) **Partnerships are encouraged;** they show cooperation, the sharing of resources, and often result in increased sustainability.
- 2) **Economic development impact** on the community

3) Relation to AEDC's strategic plan goals

4) Does the project duplicate other activities in the community?

5) How will the ongoing funding needs be addressed?

6) A copy of the project budget must be submitted.

7) For projects involving consultants, a quote from three consulting firms is requested. Lowest price quoted must be used unless prior approval given by AEDC. A one-page quote for services is sufficient.

8) Other funding sources are fully utilized

9) Job creation

10) There is demonstrated need for the funds

11) Broad-based support in community and/or region

12) Helps to diversify the local and regional economy

GRANT CATCHMENTS

- Atikokan
- Upsala
- Lac La Croix
- Seine River

PROGRAM INFORMATION

The AEDC receives up to \$75,000 per year in funding from FedNor for the Local Initiatives Program (LIP). Groups and organizations in the **Atikokan**, Upsala, Seine River First Nations and Lac La Croix First Nations areas are eligible to apply for funding of up to **\$5,000 to support local economic/community development activities**. Projects must be consistent with the strategic goals and mandate of the AEDC and FedNor/Industry Canada. They must be one-time funding applications and no projects requiring ongoing funding will be considered.

The AEDC Board of Directors is responsible for the policies, practices and approval of LIP funding. To obtain project funding:

- Prospective applicants are advised to discuss their application with AEDC staff before proceeding.
- The completed funding application form, signed by a duly elected officer of the applicant, is to be delivered to the AEDC office.

ADDITIONAL INFORMATION

Please note:

- a. We strongly suggest that applications include local purchasing.
- b. LIP grants are public funds and as such, we encourage recipients to consider sharing assets (purchased with LIP funds) with other community groups.
- c. It is the responsibility of the recipient to maintain and insure assets purchased, according to their own internal policies and practices.

Local Initiatives projects approved by the AEDC are subject to review by Fednor/Industry Canada. For this reason, funds will be distributed when Fednor/Industry Canada confirms the project meets eligibility requirements.

APPENDIX F – Funding (Trillium)

FUNDING/GRANT INFORMATION

ORGANIZATION OFFERING GRANT

Ontario Trillium Foundation

HOW TO APPLY

Online (<http://www.trilliumfoundation.org/en/index.asp>)

DEADLINE

- March 1st, **July 1st** and November 1st, by 5 p.m. (If the deadline falls on a statutory holiday or weekend, request must be received by 5:00 p.m. the next business day.)

ELIGIBILITY

The following organizations may apply for either the Community Program or the Province-Wide Program, as long as they are in compliance with the Ontario Human Rights Code:

- A charitable organization or foundation registered as a charity by the Canada Revenue Agency
- **An organization incorporated as a not-for-profit corporation without share capital in a Canadian jurisdiction**
- An unincorporated branch or chapter of a registered charity or incorporated not-for-profit organization. (The incorporated organization or registered charity must authorize the application and accept responsibility for any approved grant.)
- A First Nation
- A Métis or other Aboriginal community
- **A collaborative of two or more organizations that are working together to achieve a common goal. The collaborative must include at least one eligible member. The eligible member normally acts as the lead applicant and accepts responsibility for any approved grant**

ASSESSMENT CRITERIA

- All proposals are assessed against other proposals received to determine if:
The proposal is consistent with the organization's mandate and supports the work of the organization;
- **The organization has articulated a successful history of running programs/projects;**
- **The organization has a fully developed board; appropriate size (6+ board members) and board composition relative to organization's mandate, size, history and community served;**
- **The organization demonstrates the ability to manage, handle, and/or sustain growth and that the scope of the initiative is in line with the organization's structure;**
- **There appears to be systems and a structure in place to achieve expected result;**
- **The organization is subject to an appropriate level of financial review (i.e. externally prepared, audited financial documents).**

GRANT CATCHMENTS

01 - Northwestern

PROGRAM INFORMATION

Ontario Trillium Foundation distributes funding to charities and not-for-profits through three programs: **Community** and Province-Wide programs and the **Future Fund**. Within those programs, funding is allocated in four sectors: Arts and Culture, Environment, Sports and Recreation, and **Human and Social Services**.

- The Community Program is for activities that take place in one catchment area and have a local impact in one or more communities within that catchment area. Community grants account for 80% of OTF funding.
- Through the Community Program, the Foundation makes grants of up to \$375,000 over five years. **This can include up to \$75,000 per year for operating or project expenses** and up to \$150,000 over one or more years for capital initiatives such as building renovations and/or equipment purchases. The decision to fund all or part of a request depends on how well an application fits with OTF's granting priorities and assessment criteria as well as the overall demand and granting budget in the catchment area.
- The Future Fund allocates \$2 million each round to innovative projects that are focused on Ontario's futures. In 2007, the Future Fund targeted leadership in the environment sector. In 2009, the Fund focused on initiatives creating economic opportunities for Ontarians. The 2009/10 Future Fund grants supported initiatives focused on building skills for the green economy.

The 2010/11 Future Fund aims to support initiatives that help build economic opportunities for Ontario youth by achieving all or some of the following goals:

Provide **entrepreneurial skills development and support for youth to generate innovative and promising business or social enterprise ideas;**

- **Incubate and strengthen skills, talents, personal interests and attributes of Ontario youth and link them to meaningful economic opportunities that will help build strong communities;**
- **Provide opportunities for youth to build a connection with employers to shape workplace environments and culture in ways that are stimulating and adaptable to the new workforce.**

COMMUNITY GRANTS

The Community Program provides grants for proposals that have primarily a local impact. The Community Program is delivered by staff and volunteers located in 16 catchment areas across the province. Each catchment area has local staff supported by Grant Review Teams made up of between 18 and 25 local volunteers that help assess applications by examining how well proposed activities fit with OTF's granting priorities and assessment criteria and meet local needs.

Through the Community Program, the Foundation makes grants of up to \$375,000 over five years. This can include up to \$75,000 per year for operating or project expenses and up to \$150,000 over one or more years for capital initiatives such as building renovations and/or equipment purchases. The decision to fund all or part of a request depends on how well an

application fits with OTF's granting priorities and assessment criteria as well as the overall demand and granting budget in the catchment area.

ADDITIONAL INFORMATION

How long will it take to know if an application is approved?

Once the deadline is passed, it will take up to four months for the application to go through the extensive review process and be presented to the Foundation's Board of Directors for ratification. Notification is within a few days following the Board's decision.

APPENDIX G – Funding (JCP)

FUNDING / GRANT INFORMATION

ORGANIZATION OFFERING GRANT

Employment Ontario - Job Creation Partnership

HOW TO APPLY

Application

Atikokan Economic Development Corporation

214 Main Street West

P.O. Box 218

Atikokan, ON

P0T 1C0

Phone: 807.597.2757 -or- 1.888.334.AEDC

Fax: 807.597.2726

Email: info@atikokaninfo.com

Web: <http://www.atikokaninfo.com/>

DEADLINE

No Deadline

ELIGIBILITY

The following organizations are eligible to provide work experience through this program:

- businesses
- **non-profit organizations**
- Crown corporations
- municipalities or provincial/territorial governments
- First Nations councils
- public health and educational institutions

The project should

- **Have a fixed start and end time**
- **Be new and in addition to your normal projects**
- **Offer meaningful work experience**
- **Benefit the community or the local economy**

Funding Catchments

Ontario

ASSESSMENT CRITERIA

The proposal description is assessed and the information that must be submitted is:

- Proposal objectives
- Proposed activities and timelines
- Description of the targeted participants
- List of partner organizations and identify their roles and responsibilities and financial obligations specify whether these contributions have been confirmed
- Expected results
- Means by which success will be measured
- Applicants background mandate and expertise
- Past projects with MTCU and their achievements
- Environmental impact of proposed activity (if any)
- Budget template form provided must be completed

PROGRAM INFORMATION

Ontario job creation partnerships is an employment program that provides work experience to unemployed job seekers within projects that benefit the community or local economy. At the end of their participation, participants will have recent work experience and additional skills to add to their resumes, increasing their chances of successfully finding long term employment.