JOB MATCHING, PLACEMENT AND INCENTIVES

The Canadian Career Academy (CCA) provides job matching and placement services to connect local employers and clients. These services are **FREE** to the employer as they are funded by Employment Ontario. All of our services however do have eligibility requirements for both employers and our CCA clients. If interested in any of these services, please speak with our **Job Developer** for specific details.

Our services include:

**JOB MATCHING**
The CCA can assist employers with their hiring needs by referring CCA clients to any current job opportunities. We use our on-line client database and recommendations from our experienced Employment Counsellors/Job Developer to refer suitable clients to the employer, at no cost. The employer then can conduct an interview to determine if the client is a good fit for the position.

**JOB TRIALS**
The Job Trial service allows employers to hire a CCA client for 2-4 weeks, while receiving financial incentives to reduce the costs of hiring and training a new employee.

A Job Trial can be used:
- For an employer to assess the fit of a candidate
- For a client to assess the fit of an employer
- For CCA to conduct a Skills Assessment to assist the client in developing an effective action plan

Financial incentives are provided to reduce payroll costs, with the hopes of ultimately reducing the stress between the employer and the employee at the beginning of the employment relationship. The amount of financial incentives the employer is eligible for is negotiated prior to the start date of the Job Trial. The employer may be reimbursed for 50 to 100% of the employee’s wages, whereby this percentage if based on the rate of pay for the job position.

During the Job Trial, the employer is expected to provide training and supervision to the employee as a way to assess their skill set relevant to the job position. The client is expected to participate fully in the Job Trial and to adhere to the employer’s procedures, standards and expectations. The employment terms will be dependent on the reasons for why the Job Trial is being used, but it is our hopes that the Job Trial will lead to full-time, long term employment for the CCA client. The Job Developer will monitor the Job Trial and provide support to both the employer and the client by facilitating any communication concerns, skill deficiencies and general employment relationship terms.
JOB PLACEMENTS
When an employer is interested in hiring a CCA client, but feels the client lacks some of the necessary skills or work experience to meet their employment requirements, CCA can use a Job Placement to provide the employer with financial incentives to help offset the costs of additional training for the client. Job Placements cannot exceed 6 months and are used as a way for the employer to help the client increase their skill set so that they can meet all the employment requirements. The financial incentives are negotiated prior to the start date of the Job Placement and are typically in the form of a $4.00 or $5.00 per hour wage reimbursement, with additional monies available for approved training requirements.

During the Job Placement, the client becomes an employee of the employer and is afforded all the same rights and obligations as other company employees. In this period of time, the employer is expected to provide training and supervision to the employee, while assessing their skill set relevant to the job position. The client is expected to participate fully in the Job Placement and adhere to the employer’s procedures, standards and expectations. The Job Developer will monitor the Job Placement and provide support to both the employer and the client by facilitating any communication concerns, skill deficiencies and general employment relationship terms.

JOB RETENTION/TRAINING
CCA and the Job Developer are committed to ensuring that our clients are successful with their employment, even after the Job Trial and/or Job Placement are completed. If there is a risk that the employment relationship may not succeed, the Job Retention/Training service is available to ensure long term attachments, completion of training and advancement in the labour market. The Job Developer is available to provide both the employer and the CCA client with support to resolve any communication issues, job performance issues, etc. The Job Developer would be happy to assist in the facilitation/coaching of these resolutions and is available to help with accessing additional resources as a way to ensure workplace success.

VOLUNTEER OPPORTUNITIES
We encourage CCA clients to volunteer and build upon their skills and experience, especially when returning to work after some time out of the labour force or when transitioning to a new career field. We feel strongly that volunteer opportunities create value both for the client, the volunteer organization and the community. We would be happy to advertise any volunteer opportunities through our on-line job board.

Helping Employers to Achieve Business Success!