

Student Employment Program Policy

Adopted: April 7, 2015

Expired: April 7, 2018

Motion from the 10th General Assembly meeting of the 2014-2015 Academic Year:

MOTION [20901GA]	<u>MSC: C. Hollingsworth/D. Adams</u> BIMT the General Assembly approve Policy Statement XIII – Student Employment Program Policy. Carried
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Background

WHEREAS Alberta is the only province in Canada not providing some type of summer employment program.

WHEREAS economics researchers agree that early unemployment causes a ‘wage penalty’ on students that may endure for remainder of their working life.¹

WHEREAS participants in paid internship programs were more likely to achieve employment than those in unpaid internships or without internship experience.²

WHEREAS, when students gain employment experience *relevant to their major* they are more likely to gain employment after university.³

WHEREAS, through offering training incentives, such as in B.C.’s “Get Youth Working” program⁴, seamless transitions can occur into full-time employment opportunities between employers and former student employees.

¹ Martin Schwerdtfeger, *Special Report: Assessing the Long Term Cost of Youth Unemployment*. report (TD Economics, 2013), pg. 2 http://www.td.com/document/PDF/economics/special/ms0113_YouthUnemp.pdf.

² The National Association of Colleges and Employers, *The Class of 2014 Student Survey Report: Results from NACE’s annual survey of college students*. (Bethlehem, PA: National Association of Colleges and Employers, 2014), pg 39-41. <http://career.sa.ucsb.edu/files/docs/handouts/2014-student-survey.pdf>

³ The Forum for Youth Investment. (2011, November). Ready by 21, credentialed by 26 series, #4: When working works: Employment and postsecondary success. Washington, District of Columbia: The Forum for Youth Investment.

⁴ An additional \$1,000 dollars is offered to business and non-profits for training provided to a student by a 3rd party

WHEREAS rural communities experience “brain drain” in the 20-29 year old educated population.⁵

WHEREAS the Government of Ontario provides a “Rural Summer Jobs Service” to promote student work experience in rural communities (with populations under 100,000).⁶

WHEREAS the previous STEP (Summer Temporary Employment Program) had \$7.4 million dollars of funding.

WHEREAS Edmonton’s municipality and not-for-profits reported that 85% would hire fewer or no students following the loss of STEP.⁷

BE IT RESOLVED THAT

The University of Lethbridge Students’ Union advocate for a provincial government policy that provides:

1. Incentives to businesses, government departments, and non-profits to employ student workers.
 - a. Incentives, such as tax credits, would partially relieve the burden of cost of students’ wages. Tax credits or programs that provide training to students and trainers are also relevant incentives.
 - b. Further wage recovery grants that provide a bigger incentive for rural businesses to post jobs for students.
2. Incentives of an equal or greater amount than STEP’s previous \$7.4 million.

Such incentives would help to provide:

3. Entry-level employment opportunities to students that are full time or part time in the summer and may be part-time over the course of the academic year.
4. Entry-level employment in fields directly related to students’ majors. That is, provides the relevant work experience and skills necessary for students to gain future employment.
 - a. A supervisory committee or position that filters applications from businesses, governments, and/or non-for-profit organizations that desire to post job positions. Applications would be brief questionnaires ensuring that the job posting will provide the relevant skills to match a specific post-secondary field.
5. A monitored job board where students can access job postings from employers who submit the aforementioned applications.

⁵ Ann Marie Fiore et al., "Will They Stay or Will They Go? Community Features Important in Migration Decisions of Recent University Graduates," *Economic Development Quarterly* 29, no. 1 (February 2015): pg. 24.

⁶ A \$2 an hour incentive from the Government of Ontario

⁷ Edmonton Social Planning Council, *Impact of Summer Temporary Employment Program Elimination in 2013*. (Edmonton, AB: Edmonton Social Planning Council, July 2013) pg. 1