



HOUSE OF COMMONS  
CHAMBRE DES COMMUNES  
CANADA

# **YOUTH EMPLOYMENT IN CANADA**

**Report of the Standing Committee on Human Resources,  
Skills and Social Development and the Status of Persons  
with Disabilities**

**Robert Morrissey, Chair**

**MAY 2026  
45th PARLIAMENT, 1st SESSION**

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## **Report of the Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities**

**Robert Morrissey  
Chair**

**MAY 2026**

**45th PARLIAMENT, 1st SESSION**

## **NOTICE TO READER**

### **Reports from committees presented to the House of Commons**

Presenting a report to the House is the way a committee makes public its findings and recommendations on a particular topic. Substantive reports on a subject-matter study usually contain a synopsis of the testimony heard, the recommendations made by the committee, as well as the reasons for those recommendations.

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**THE STANDING COMMITTEE ON  
HUMAN RESOURCES, SKILLS AND SOCIAL  
DEVELOPMENT AND THE STATUS OF PERSONS  
WITH DISABILITIES**

has the honour to present its

**TENTH REPORT**

Pursuant to its mandate under Standing Order 108(2), the committee has studied youth employment in Canada and has agreed to report the following:



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## SUMMARY

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Youth employment is a vital component of Canada's economic activity and social well-being, providing young Canadians with opportunities to develop skills and contribute to the country's growth. In recent years, however, youth unemployment has reached levels well above those observed just before the COVID-19 pandemic, with particularly high rates among full-time students and specific populations facing structural barriers, and in certain provinces and regions. These trends arise in a context of rising living costs and evolving labour-market demands.

Over the course of eight meetings, the House of Commons Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities heard testimony describing the state of youth employment, the causes and consequences of unemployment and underemployment, and the barriers young people encounter in accessing stable work. Witnesses provided viewpoints on macroeconomic conditions, sector-specific shocks, immigration and temporary migration, technological change and artificial intelligence, skills mismatches, and federal income-support and employment programs.

Through oral and written testimony, study participants underlined the importance of adjusting federal programs and policies to better meet the needs of young Canadians. They highlighted the role of employment insurance as part of the youth safety net, the potential of skilled trades, vocational and technical pathways to well-paid careers, the value of work-integrated learning and wage-subsidy initiatives in securing first work experiences, and certain other factors in immigration and economic policy.

The committee also heard about the circumstances of specific youth populations — including Black youth, 2SLGBTQI+ youth, Indigenous youth, youth with disabilities, youth in care, women in the trades and youth in official-language minority communities—and how one-size-fits-all approaches would be insufficient. Witnesses called for strengthened collaboration between federal, provincial and territorial governments so that youth-focused measures better align with education, training and social-service systems.

In this report, the committee summarizes key testimony and makes recommendations to the Government of Canada on ways to improve overall youth employment outcomes.



## LIST OF RECOMMENDATIONS

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*As a result of their deliberations committees may make recommendations which they include in their reports for the consideration of the House of Commons or the Government. Recommendations related to this study are listed below.*

### **Recommendation 1**

**That the Government of Canada seek to reduce taxes and red tape in order to address concerns about how the taxation and regulatory environment has limited productivity growth and held back youth employment. 21**

### **Recommendation 2**

**That the Government of Canada recognize the positive role that natural resource development, manufacturing, and all other sectors play in contributing to employment, and seek to valorize work in all sectors. 21**

### **Recommendation 3**

**That the Government of Canada, in collaboration with provinces, territories, employers and youth-serving organizations, ensure that immigration levels plans incorporate labour-market analyses, particularly impacts on young workers, including consideration of availability of entry-level jobs, wage dynamics and housing pressures. 25**

### **Recommendation 4**

**That the Government of Canada, in collaboration with provinces and territories, work to strengthen systems of credential recognition so that skilled newcomers are not forced to compete for entry-level jobs. 25**

### **Recommendation 5**

**That the Government of Canada apply strict penalties to companies hiring illegal workers. 25**

### **Recommendation 6**

**That the Government of Canada, in collaboration with provinces, territories and employers, research the impacts of artificial intelligence and automation on youth employment and consider adjusting skills development and training programs, when appropriate.** 27

### **Recommendation 7**

**That the Government of Canada, in collaboration with the provinces and territories, celebrate the value and dignity of trades work, ensure that institutions providing trade skills are treated equally and fairly, promote the acquisition of trades skills by interested high school students, and pursue additional measures to address skill mismatches in our economy.** 30

### **Recommendation 8**

**That the Government of Canada make the Student Work Placement Program a permanent and stable funded component of the national youth employment strategy and work to expand work-integrated learning in general.** 35

### **Recommendation 9**

**That the Government of Canada expand the number of funded placements under the Student Work Placement Program, with particular attention to students facing financial barriers and economic sectors and regions with high youth unemployment.** 35

### **Recommendation 10**

**That the Government of Canada, in its funding of training programs, prioritize results and effectiveness at getting young people ready for and into work, and that the government reallocate funds from less effective programs to more effective programs.** 37

### **Recommendation 11**

**That the Government of Canada re-establish apprenticeship incentives and completion grants and include apprenticeship metrics into procurement and infrastructure contracts to address employment barriers for youth.** 38

**Recommendation 12**

**That the Government of Canada, in collaboration with provinces and territories, continue harmonizing apprenticeship standards and health and safety standards across Canada to improve labour mobility, consistency and credential recognition.** 38

**Recommendation 13**

**That the Government of Canada study providing accelerated capital cost write-off for employers investing in workforce housing, recognizing the opportunity for young people to relocate for work if appropriate housing is available.** 38

**Recommendation 14**

**That the Government of Canada consider targeted tax incentives for employers to ensure that their workforce meets or exceeds federally recognized apprenticeship requirements.** 38

**Recommendation 15**

**That the Government of Canada review Employment Insurance eligibility criteria and apprenticeship-related income supports, including apprenticeship grants, so that apprentices can afford in-school training and are not penalized by their work and learning schedule structure.** 40

**Recommendation 16**

**That the Government of Canada consider ways to adjust the Employment Insurance program to better reflect the realities of young workers in non-standard, part-time, multiple-job and seasonal employment. These considerations should include lowering the number of hours required to qualify, adapting criteria to recognize fragmented work patterns, and ensuring benefit levels and durations are sufficient to bridge periods of unemployment.** 41



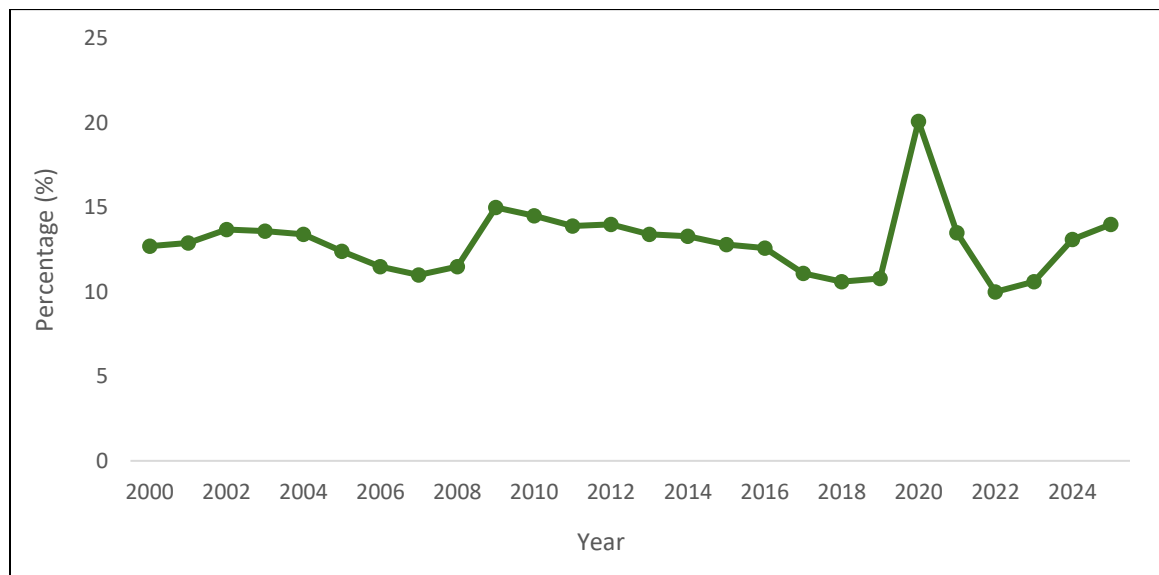


# YOUTH EMPLOYMENT IN CANADA

## INTRODUCTION

From January to August 2025, the youth unemployment rate reached an average of 14%, the highest level since 2012, excluding the COVID-19 acute phase (2020 and 2021) and the global financial crisis in 2009 (Figure 1).<sup>1</sup>

**Figure 1—Unemployment Rates Among Youth Aged 15–24, 2000–2025 (%)**



Note: Data are seasonally adjusted. Values in this figure were obtained using the unweighted average of unemployment rates over 12 months. At the start of the committee’s study on 2 October 2025, data for 2025 only include January to August. Thus, data in this figure for 2025 should be used with caution.

Source: Statistics Canada, “[Table 14-10-0287-01: Labour force characteristics, monthly, seasonally adjusted and trend-cycle,](#)” Database, accessed 2 October 2025.

On 18 September 2025, the House of Commons Standing Committee on Human Resources, Skills and Social Development, and the Status of Persons with Disabilities (HUMA or the committee) adopted the following [motion](#):

<sup>1</sup> The unemployment rates among youth aged 15–24 for the months of September, October and November 2025 were available on 10 October, 7 November, and 5 December 2025 respectively. Rates were 14.7%, 14.1% and 12.8% respectively, as of 5 December 2025.



Pursuant to Standing Order 108(2), the Standing Committee on Human Resources, Skills and Social Development, and the Status of Persons with Disabilities undertake and prioritize an urgent study on employment in Canada, especially since youth employment has reached its lowest level of in 25 years and young people continue to face barriers in accessing employment insurance, which increases their vulnerability. That the committee recommend solutions, provided that:

- a) no less than 7 meetings be dedicated to this study;
- b) the Minister of Jobs and Families and the Secretary of State (Children and Youth) be invited to appear separately for 2 hours each, alongside their officials;
- c) students, recent graduates, employers, and labour market experts be invited to provide witness testimony;
- d) the committee report their findings and recommendations to the House with a request for a government response pursuant to Standing Order 109; and
- e) in the interim, the committee immediately report to the House that it is alarmed over the 25-year low youth employment data.

Over the course of eight meetings between 2 October and 6 November 2025, the committee heard from 38 witnesses and received 25 briefs. Economists, non-profit and community organizations, labour and skills training organizations, employers, student and youth-focused service providers shared their experience and expertise on the topic.

This report summarizes testimony and briefs the committee received. It makes recommendations to the Government of Canada on ways to address the causes of youth unemployment, encourage youth participation in skilled trades, and improve access to federal programs. The committee thanks those who participated for sharing their valuable perspectives.

## **YOUTH LABOUR MARKET CONDITIONS**

### **National and Provincial Youth Unemployment Trends**

Witnesses described the current situation as the result of both structural and cyclical pressures that have disproportionately affected young Canadians aged 15–24, and in

some cases, those aged 15–29.<sup>2</sup> At the national level, they emphasized that youth unemployment has increased since the post-pandemic recovery and now stands well above pre-2020 levels.<sup>3</sup>

From the perspective of Quebec’s youth employment centres, Rudy Humbert, President and Chief Executive Officer of the Réseau des carrefours jeunesse-emploi du Québec, indicated that young people have borne a disproportionate share of recent job losses. He reported that “the youth unemployment rate ranges from 12% to 20%, which is more than double and sometimes triple the national average,” and that young people “have absorbed 80% of the job losses.”<sup>4</sup> Certain witnesses similarly observed that the national unemployment rate for youth aged 15–24 has recently reached 14.6%.<sup>5</sup>

While this national picture is concerning, witnesses stressed that youth employment outcomes vary across provinces, regions and demographic groups.

Evidence from provincial data over the 2000–2025 period shows that youth unemployment has consistently been higher in certain provinces. Table 1 reveals that Newfoundland and Labrador has frequently recorded the highest rates, while the western provinces have often experienced rates below the national average. Following the global financial crisis in 2009 and the COVID-19 pandemic onset in 2020, youth unemployment increased sharply across the country, with particularly high levels in Alberta, Ontario and Newfoundland and Labrador. In 2025, above-average youth unemployment rates persist in these three provinces.

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2 House of Commons, Standing Committee on Human Resources, Skills and Social Development and the Status of Persons with Disabilities (HUMA), *Evidence*, 2 October 2025, 1550 (Rudy Humbert, President and Chief Executive Officer, Réseau des carrefours jeunesse-emploi du Québec); HUMA, *Evidence*, 9 October 2025, 1650 (Abdul Abbasi, Chair of the Board of Directors, Canadian Alliance of Student Associations); HUMA, *Evidence*, 9 October 2025, 1645 (Delaney Krieger, Senior Manager, Career Services, Build a Dream to Empower Women); HUMA, *Evidence*, 21 October 2025, 1105 (Christopher Worswick, Professor, As an Individual); HUMA, *Evidence*, 4 November 2025, 1105 (Pierre Fortin, Professor, Department of Economics, Université du Québec à Montréal, as an Individual); HUMA, *Evidence*, 4 November 2025, 1115 (Kaylie Tiessen, Chief Economist, The Canadian SHIELD Institute for Public Policy); and HUMA, *Evidence*, 4 November 2025, 1110 (Vasiliki Bednar, Managing Director, The Canadian SHIELD Institute for Public Policy).

3 Ibid. See also, HUMA, *Brief*, Canadian Council on Rehabilitation and Work; and HUMA, *Brief*, National Educational Association of Disabled Students.

4 HUMA, *Evidence*, 2 October 2025, 1550 (Rudy Humbert).

5 HUMA, *Evidence*, 2 October 2025, 1550 (Stéphane Pageau, Senior Advisor, Labour and Public Affairs, Fédération des chambres de commerce du Québec); HUMA, *Evidence*, 21 October 2025, 1220 (Shaudia Ricketts, Head of Trades Strategy and Recruitment, North America, Kiewit Corporation).



**Table 1—Unemployment Rates Among Individuals Aged 15 to 24 by Province, 2000–2025 (%)**

Provinces	2000	2010	2020	2025
Alberta	10.6	10.8	24.4	16.2
British Columbia	13.9	13.8	18.9	13.3
Manitoba	9.3	10.8	16.5	11.6
New Brunswick	15.8	15.8	18.8	14.7
Newfoundland and Labrador	25.3	21	21.4	16.1
Nova Scotia	15.7	16	17	12.8
Ontario	11.9	16.9	21.9	16.1
Prince Edward Island	15.2	15.8	16.5	9.9
Quebec	13.9	13.8	16.7	10.1
Saskatchewan	10.5	9.4	17.4	11.1
National	12.7	14.5	20.1	14

Note: Data are seasonally adjusted. Values in this table were obtained using the unweighted average of unemployment rates over 12 months. At the start of the committee’s study on 2 October 2025, data for 2025 exist only from January to August. Thus, data for 2025 should be used with caution.

Source: Statistics Canada, “[Table 14-10-0287-01: Labour force characteristics, monthly, seasonally adjusted and trend-cycle,](#)” Database, accessed 2 October 2025.

Witnesses from Quebec underlined that, even where overall youth unemployment rate is relatively low, important regional and linguistic disparities remain. Stéphane Pageau, Senior Adviser, Labour and Public Affairs of the Fédération des chambres de commerce du Québec, explained that in Quebec, conditions vary across regions.<sup>6</sup> For example, youth unemployment rates stand at about 3.5% in Chaudière-Appalaches and reach 9% in

6 HUMA, [Evidence](#), 2 October 2025, 1545 (Stéphane Pageau).

Gaspésie and the Magdalen Islands, with a median of 4.6%.<sup>7</sup> He indicated that this median suggests that half of Quebec’s regions have youth unemployment at or below that level.<sup>8</sup>

The committee also heard that English-speaking youth in Quebec face particular labour-market challenges. John Buck, President and Chief Executive Officer, Community Economic Development and Employability Corporation, reported that their employment rate is six percentage points lower than that of francophone youth. He emphasized that these gaps are even more pronounced in some rural and remote regions.<sup>9</sup>

### Summer Employment Challenges for Full-Time Students

The committee received evidence on difficulties faced by full-time students seeking employment. Abdul Abbasi, Chair of the Board of Directors of the Canadian Alliance of Student Associations, indicated that student unemployment in summer 2025 reached levels not seen since the late 1990s, excluding the COVID-19 years.<sup>10</sup> Mikal Skuterud, Professor in the Department of Economics, University of Waterloo, added that “54% of Canada’s unemployed youth, in the most recent data, were full-time students.”<sup>11</sup>

The committee heard also about the dynamics of student unemployment over time. Mircea Vultur, Full Professor (appearing as an individual), described that, in June 2025, the unemployment rate for young people who had been in school full-time and planned to return in the fall was above its 2024 level and that summer employment opportunities “have been hit hard.”<sup>12</sup>

Stéphane Pageau informed the committee about disparities within the student population. He noted that the decline in summer employment has been more

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7 Ibid.

8 Ibid. In a [brief](#) to the Committee, the Fédération de la jeunesse canadienne-française reported that 64% of French-speaking youth are employed, with 45% part-time and 19% full-time, and 29% seeking work.

9 HUMA, [Evidence](#), 2 October 2025, 1540 (John Buck, President and Chief Executive Officer, Community Economic Development and Employability Corporation); HUMA, [Evidence](#), 7 October 2025, 1105 (Nicholas Salter, Executive Director, Provincial Employment Roundtable).

10 HUMA, [Evidence](#), 9 October 2025, 1650 (Abdul Abbasi).

11 HUMA, [Evidence](#), 6 November 2025, 1625 (Mikal Skuterud, Professor, Department of Economics, University of Waterloo).

12 HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur, Full Professor, As an Individual).



pronounced for male students, and widening the gap between student and non-student unemployment rates.<sup>13</sup>

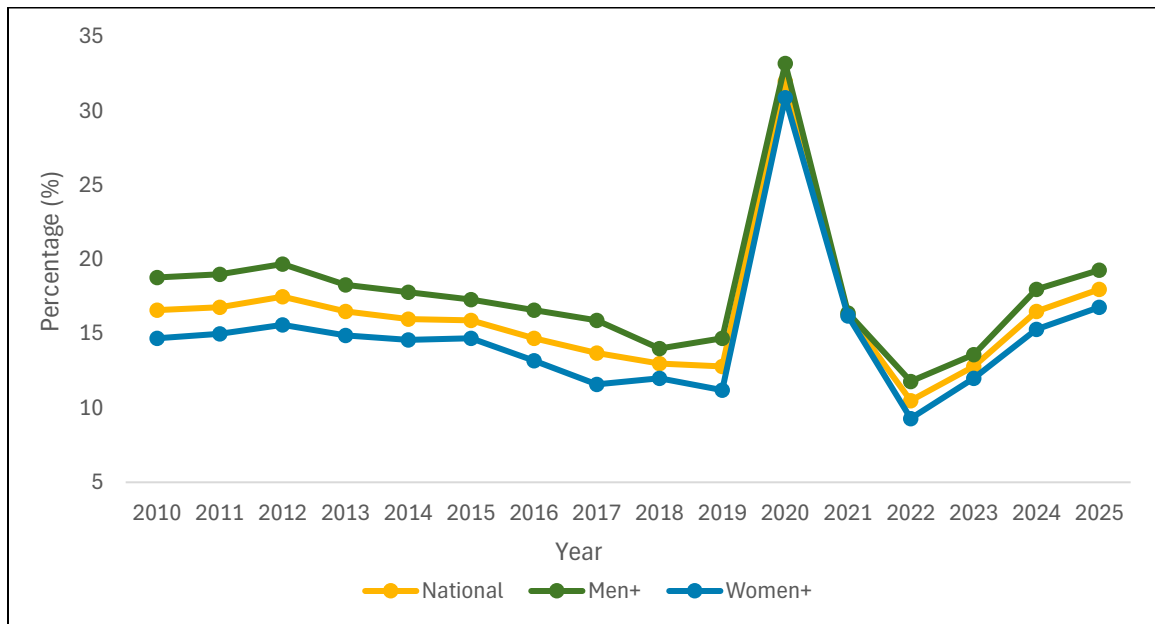
Statistics Canada’s Labour Force Survey provides a longer-term perspective on these trends. From May to August, the survey captures the labour market situation of individuals who were attending school full-time in March and intend to return full-time in the fall. These data allow for a measure of unemployment among “returning students” over time.

Between 2010 and 2019, unemployment among returning students gradually declined, before surging to unprecedented levels during the early phase of the COVID-19 pandemic (Figure 2). After a sharp spike in 2020, rates fell to a low point in 2022 but have since increased again, reaching levels in 2025 comparable to those observed in the early 2010s. Over the 2010–2025 period, men have consistently recorded higher summer unemployment rates than women. Although the gender gap narrowed temporarily around 2021, it re-emerged thereafter, with men’s unemployment again exceeding that of women by more than two percentage points in 2025 (Figure 2).

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13 HUMA, [Evidence](#), 2 October 2025, 1550 (Stéphane Pageau).

**Figure 2—Unemployment Rates Among Full-Time Students Aged 15–24 During Summer Months (May to August) by Gender, 2010–2025 (%)**



**Note:** Since most students are not attending school in the summer, survey questions were asked from May to August to assess their labour market situation. Students are identified as those who are attending school full-time in March and who are on summer break. According to Statistics Canada’s nomenclature, the category “Men+” includes men, as well as some non-binary persons, while the category “Women+” includes women, as well as some non-binary persons.

**Source:** Statistics Canada, “[Table 14-10-0286-01: Unemployment rate and employment rate by type of student during summer months, monthly, unadjusted for seasonality.](#)” Database, accessed 2 October 2025.

Apart from male students, witnesses stressed that summer unemployment challenges are also acute for other specific demographic groups. For example, Agapi Gessesse, Executive Director, CEE Centre for Young Black Professionals, reported that “Black youth, unfortunately, are at 24.4% as of last year. That’s more than double the national average.”<sup>14</sup>

## Types and Characteristics of Youth Unemployment

Witnesses identified several forms of unemployment affecting young Canadians, emphasizing that youth outcomes cannot be fully understood using a single headline

<sup>14</sup> HUMA, *Evidence*, 21 October 2025, 1215 (Agapi Gessesse, Executive Director, CEE Centre for Young Black Professionals).



rate. They drew particular attention to structural, sectoral or regional, long-term and transitional unemployment, and underemployment. These dimensions often overlap in the experience of young people.

## Structural Unemployment

The committee heard that a part of youth unemployment reflects long-term changes in the structure of the Canadian economy rather than short-term fluctuations. Renze Nauta, Program Director at Cardus, explained that when unemployment occurs because certain skills are no longer needed in an industry, it signals a structural problem and calls for different policy responses than those suited to temporary downturns.<sup>15</sup>

## Sectoral Unemployment

Youth employment is concentrated in certain economic sectors and is vulnerable to sectoral weaknesses. Mircea Vultur emphasized that youth-friendly sectors such as retail, accommodation and food services have shown reduced hiring in recent years, affecting part-time jobs commonly filled by students and those requiring at most a high school diploma.<sup>16</sup>

## Transitional Unemployment

John Buck drew attention to concerning trends affecting school-to-work transitions. He indicated that many youth leave education without “market-ready” skills, take longer to find meaningful employment, or are underemployed in part-time or unstable jobs.<sup>17</sup> He explained that these patterns delay entry into stable employment and can prolong dependence on family resources or public supports.<sup>18</sup>

From a broader economic perspective, Heather Exner-Pirot, Director, Energy, Natural Resources and Environment at the Macdonald-Laurier Institute, linked these experiences to a sense of stalled adulthood, characterized by lost opportunities to build skills and

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15 HUMA, [Evidence](#), 7 October 2025, 1220 (Renze Nauta, Program Director, Work and Economics, Cardus).

16 HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur). See also, HUMA, [Evidence](#), 2 October 2025, 1550 (Stéphane Pageau).

17 HUMA, [Evidence](#), 2 October 2025, 1540 (John Buck).

18 Ibid.

networks, financial hardships and persistent difficulties moving into independent living. She described this combination of factors as a “failure to launch.”<sup>19</sup>

## Underemployment

The committee also heard that some young people are employed in positions below their level of education or skill. Vasiliki Bednar, Managing Director of The Canadian SHIELD Institute for Public Policy noted that “40% of Canadian workers, including young and recent graduates, are overqualified for the job they have,” arguing that this situation reflects underemployment, and cautioned that framing it solely as a skills deficit risks inappropriate policy responses.<sup>20</sup> Kaylie Tiessen, Chief Economist, The Canadian SHIELD Institute for Public Policy, described underemployment as evidence of a “broken matching system” between workers and jobs that can erode confidence and risk creating a cohort of young Canadians whose potential is not fully realized.<sup>21</sup>

Delaney Krieger added that underemployment is particularly acute among newcomers and other groups facing credential recognition barriers. These populations may accept positions below their qualification level and thereby increase competition for entry-level jobs that would otherwise be accessible to youth.<sup>22</sup>

## Long-term Unemployment

The committee heard that the duration of unemployment is critical for understanding its impacts. Mircea Vultur distinguished between short spells of unemployment of a few weeks or months, which are often transitory, and prolonged periods of joblessness, which can have more serious consequences. He drew attention to recent data showing that in June 2025, “almost 22% of job seekers had been looking for work for at least 25 weeks, or more than six months. The year before, it was 17%.”<sup>23</sup> He warned that extended unemployment at the start of a career can lead to discouragement, a loss of self-confidence and a higher risk of long-term detachment from the labour market.

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19 HUMA, [Evidence](#), 7 October 2025, 1105 (Heather Exner-Pirot, Director, Energy, Natural Resources and Environment, Macdonald-Laurier Institute).

20 HUMA, [Evidence](#), 4 November 2025, 1110 (Vasiliki Bednar). See also, HUMA, [Brief](#), The Canadian SHIELD Institute.

21 HUMA, [Evidence](#), 4 November 2025, 1115 (Kaylie Tiessen).

22 HUMA, [Evidence](#), 9 October 2025, 1645 (Delaney Krieger)

23 HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur).



## POTENTIAL CAUSES OF YOUTH UNEMPLOYMENT

### Economic Factors

Witnesses identified a combination of macroeconomic conditions, economic and immigration policy factors, and labour-market dynamics as central drivers of the recent increase in youth unemployment. They stressed that the current outcomes reflect both weaker hiring and longer-term pressures in the Canadian economy.

### Macroeconomic Conditions and Business Uncertainty

Economists appearing before the committee explained that recent macroeconomic conditions have reduced hiring and disproportionately affected young people. Pierre Fortin, Professor, Department of Economics, Université du Québec à Montréal, noted that youth unemployment has risen rapidly because “the hiring rate has slowed down,” noting that high interest rates and trade uncertainty have weighed on job creation.<sup>24</sup> He reminded the committee that youth unemployment has historically risen more than that of core-aged workers when hiring slows, but underlined the recent “magnification factor” between youth and the rest of the workforce is unusually high.<sup>25</sup>

From the perspective of skills and training providers, Sarah Watts-Rynard, Chief Executive Officer, Polytechnics Canada, underlined that youth employment outcomes are closely tied to the phase of the economic cycle in which they seek work. She observed that “higher levels of youth unemployment always accompany times of economic weakness.” She noted that cohorts graduating into periods of weaker demand face delayed or downgraded first jobs, with repercussions for their subsequent careers.<sup>26</sup>

### Labour Demand, Job Vacancies and Skills Mismatch

Witnesses highlighted recent declines in job vacancies as a key factor behind rising youth unemployment. Mikal Skuterud testified that recent increases in youth unemployment are largely explained by a drop in labour demand, particularly in jobs requiring at most a high school diploma. He indicated that many of the vacancies that disappeared after

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24 HUMA, [Evidence](#), 4 November 2025, 1105 (Pierre Fortin).

25 Ibid.

26 HUMA, [Evidence](#), 7 October 2025, 1225 (Sarah Watts-Rynard, Chief Executive Officer, Polytechnics Canada).

early 2022 were in these lower-education occupations where youth are heavily represented.<sup>27</sup>

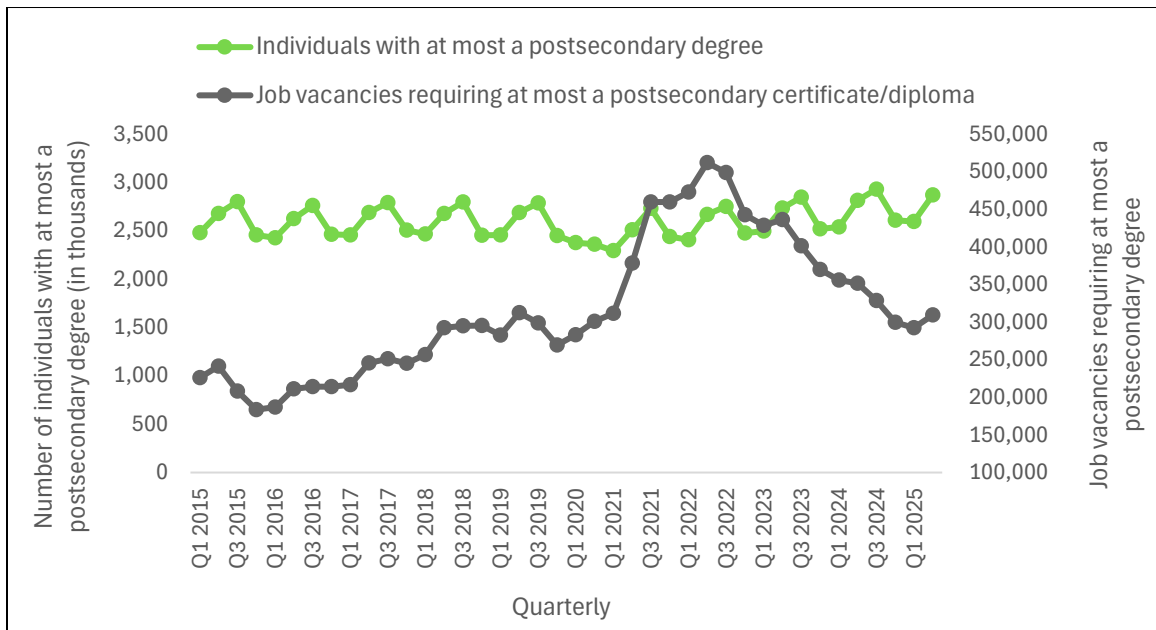
Statistics Canada's data showed that from 2015 to early 2022, vacancies in jobs requiring at most a postsecondary certificate or diploma increased significantly, while the number of workers fulfilling that credential remained relatively stable (Figure 3). Job vacancies peaked at 512,075 in the second quarter of 2022 and then decreased steadily to 309,280 by 2025, indicating a contraction in opportunities for lower-skilled positions at the same time as the pool of potential workers continued to fluctuate between approximately 2.3 million and 2.9 million.

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27 HUMA, [Evidence](#), 6 November 2025, 1625 (Mikal Skuterud).



**Figure 3—Job Vacancies Requiring at Most a Postsecondary Certificate/Diploma and Number of Individuals with at Most a Postsecondary Degree, 2015–2025, Quarterly**



Note: "At Most a Postsecondary Certificate/Diploma" refer to individuals with a high school diploma or equivalent, a university certificate/diploma below bachelor's level, a trade certificate/diploma, an apprenticeship certificate, or College, CEGEP and other non-university certificate/diploma. "Number of Individuals with at Most a Postsecondary Degree" refers to individuals in the labour force (employed or unemployed) with a postsecondary certificate/diploma. Data on the "Number of Individuals with at Most a Postsecondary Degree" exist monthly. To create quarterly levels, the unweighted average of the 3 monthly values was used. Data for the second and third quarters of 2020 are unavailable due to some Statistics Canada operations being suspended during the COVID-19 pandemic.

Source: Statistics Canada, "[Table 14-10-0019-01: Labour force characteristics by educational attainment, monthly, unadjusted for seasonality,](#)" Database, accessed 2 October 2025.

Mikal Skuterud drew attention to the mismatch illustrated in Figure 3. He argued that, in the short run, labour-market tightness in low-skill jobs is best addressed through market mechanisms, such as wage adjustments, rather than through large-scale policy interventions.<sup>28</sup> To ensure long-term prosperity, he emphasized the importance of a "high-skill, high-productivity and high-wage economy" based on investments that raise the average human capital.

28 Ibid.

## Structural Economic Pressures

Structural changes in demography, labour supply and costs of living can affect youth employment prospects. Delaney Krieger argued that the recent rise in youth unemployment reflects multiple long-term challenges rather than a temporary fluctuation. She noted that delayed retirements have raised the median retirement age, creating bottlenecks that slow progression for younger workers and leave many mid-career workers in roles below their skill level, thereby limiting entry-level opportunities for youth.<sup>29</sup>

Delaney Krieger also linked rising living costs to an increase in multiple jobholding among youth and older workers. She indicated that a growing share of young people aged 15 to 24 now hold more than one job and that when mid-career workers take on secondary employment, the number of part-time and entry-level positions available to youth diminishes further.<sup>30</sup>

Business representatives connected these issues to Canada's broader investment and productivity performance. Perry Rizzo, President and Chief Executive Officer, Axiom Group Inc., referred to persistent productivity challenges and argued that high operating costs and taxation reduce firms' capacity to invest in new technology and expansion. Drawing on experience in Ontario manufacturing, he described the sector as capital-intensive, with long payback periods and limited room to absorb additional costs, which can weigh on job creation and modernization.<sup>31</sup>

Perry Rizzo further pointed to regulatory and tax environments that, in his view, discourage risk-taking and undermine competitiveness relative to other jurisdictions, such as the United States and Mexico. He suggested that when entrepreneurs perceive that investment and hiring are penalized rather than rewarded, they are less likely to create new positions, including those suitable for young workers.<sup>32</sup>

From the perspective of small and medium-sized enterprises, Catherine Swift, President, Coalition of Concerned Manufacturers and Businesses of Canada, emphasized that manufacturing and the resource sector are major contributors to productivity and can provide well-paid jobs for youth. However, she reported that many of her members find

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29 HUMA, [Evidence](#), 9 October 2025, 1645 (Delaney Krieger).

30 Ibid.

31 HUMA, [Evidence](#), 2 October 2025, 1535 (Perry Rizzo, President and Chief Executive Officer, Axiom Group Inc.).

32 Ibid.



it difficult to attract young workers into these fields and face constraints related to taxation, regulatory costs and a “sluggish” economic environment. These factors, she suggested, contribute to perceptions that “Canada is no longer an attractive place to start a career or business.”<sup>33</sup>

The committee also heard that sector-specific shocks and challenges in single-industry communities can have pronounced effects on youth, particularly where local economies are heavily dependent on a small number of employers.

### Sector-Specific Shocks and Regional Challenges

Derek Nighbor, President and Chief Executive Officer, Forest Products Association of Canada, highlighted the importance of forestry to employment in many communities, with hundreds of thousands of direct and indirect jobs across the country. He described how ongoing softwood lumber disputes with the United States, including significant duties and tariffs, have contributed to layoffs and curtailments. In such an environment, he noted, it is difficult to recruit young workers into an industry where the future of local mills can appear uncertain. He recommended that, in sectors facing trade disputes and similar shocks, the federal government consider bridging supports—such as wage subsidies and retraining options—to help keep young workers attached to employers and communities during periods of disruption.<sup>34</sup>

Heather Exner-Pirot highlighted the wider implications of sector-specific shocks for resource-dependent regions and Indigenous youth. She noted that Indigenous communities are often located in areas where resource industries are dominant, and that a more competitive and predictable investment climate in these sectors could generate additional jobs and contracts for Indigenous entrepreneurs. In her view, a supportive investment environment could unlock substantial new capital spending and create large numbers of jobs in rural and remote regions, allowing northern and Indigenous youth to build careers in or near their home communities.<sup>35</sup>

At the same time, Heather Exner-Pirot observed that many young people have been discouraged from seeing futures in resource development and heavy industries, having

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33 HUMA, [Evidence](#), 7 October 2025, 1220 (Catherine Swift, President, Coalition of Concerned Manufacturers and Businesses of Canada).

34 HUMA, [Evidence](#), 28 October 2025, 1210 (Derek Nighbor, President and Chief Executive Officer, Forest Products Association of Canada). In a [brief](#) submitted to the Committee, Restaurants Canada reported that the restaurant industry employs over 500,000 youth aged 15–24, with 75% of Canadians dining out less due to costs. See also, HUMA, [Brief](#), Canadian Federation of Independent Business.

35 HUMA, [Evidence](#), 7 October 2025, 1105 (Heather Exner-Pirot).

been told that these sectors are undesirable or lack long-term prospects. She suggested that this messaging contributes to current labour shortages in parts of the resource economy, even as youth unemployment remains elevated.<sup>36</sup>

Complementing these perspectives, Michaël Bizzarro, Co-Coordinator of the Mouvement autonome et solidaire des sans-emploi, described how climate-related disruptions are affecting seasonal industries, including forestry. He indicated that shorter operating seasons due to events such as forest fires have reduced working time and earnings, pushing some workers into what advocates call an employment insurance (EI) “black hole”—the period after EI benefits end but before seasonal work resumes—during which they have no income for several weeks or months.<sup>37</sup>

Considering the above testimony, the committee recommends:

#### **Recommendation 1**

**That the Government of Canada seek to reduce taxes and red tape in order to address concerns about how the taxation and regulatory environment has limited productivity growth and held back youth employment.**

#### **Recommendation 2**

**That the Government of Canada recognize the positive role that natural resource development, manufacturing, and all other sectors play in contributing to employment, and seek to valorize work in all sectors.**

### **Immigration and Youth Labour Market Conditions**

Witnesses offered differing views on the extent to which immigration contributes to youth unemployment. They distinguished permanent from temporary migration, programs such as the Temporary Foreign Worker Program (TFWP) from international student flows, and short-term from longer-term labour-market effects. Some saw rapid immigration growth as an important factor in competition for entry-level jobs, while others cautioned against treating immigration as the primary explanation for youth unemployment.

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36 Ibid.

37 HUMA, *Evidence*, 6 November 2025, 1620 (Michaël Bizzarro, Co-Coordinator, Mouvement autonome et solidaire des sans-emploi).



## Immigration Levels and Youth Unemployment

Several witnesses linked recent youth unemployment trends to overall immigration levels. Pierre Fortin argued that the sharp increase in immigration since 2022 has substantially expanded the pool of new workers—many of whom are seeking a first or second job—and that this expansion has made young people more vulnerable to unemployment when the economy slows. He pointed to increases over time in the ratio of new adult immigrants to Canadian youth as an indicator of intensified competition for labour-market entry. He noted that the ratio of new adult “immigrants per 100 youths” rose from 25 in 2016 to 70 in 2025.<sup>38</sup>

Richard Dias, Global Macro Strategist (appearing as an individual), presented a similarly critical assessment of immigration policy. He argued that significantly higher population growth driven by the arrival of younger, lower-wage workers has had secondary effects, including upward pressure on housing and downward pressure on wages, and that these dynamics have shifted labour-market risk toward younger cohorts. He referred to a recent Bank of Canada’s research article titled [\*The Shift in Canadian Immigration Composition and its Effect on Wages\*](#) and suggested that changes in the composition of immigration have affected wage dynamics in ways that may be particularly challenging for youth.<sup>39</sup>

## Temporary Residents, International Students and Early-Entry Jobs

Christopher Worswick, Full Professor (appearing as an individual), encouraged the committee to consider immigration broadly, including temporary residents. He noted that large numbers of individuals have been admitted through the TFWP, the [\*International Mobility Program\*](#) and international student pathways, and that many of them are young people. In his view, it is reasonable to expect that they compete with Canadian youth for jobs, particularly lower-wage and entry-level positions, and expressed concern that this may put downward pressure on wages and contribute to unemployment among young Canadians.<sup>40</sup>

Based on this assessment, Christopher Worswick suggested tightening certain aspects of federal policy governing temporary residents. He advocated for stronger restrictions on off-campus work for international students to limit direct competition with lower-wage young workers and recommended that the government consider eliminating or scaling back the TFWP in sectors where temporary foreign workers compete with youth, relying

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38 HUMA, [\*Evidence\*](#), 4 November 2025, 1105 (Pierre Fortin).

39 HUMA, [\*Evidence\*](#), 9 October 2025, 1640 (Richard Dias, Global Macro Strategist, As an Individual).

40 HUMA, [\*Evidence\*](#), 21 October 2025, 1105 (Christopher Worswick).

instead more on permanent immigration. He also proposed reviewing the [International Mobility Program](#) to identify categories of workers that might warrant caps or elimination because of their labour-market impacts.<sup>41</sup>

In Mikal Skuterud’s opinion, concerns about competition between new immigrants and domestic workers are consistent with findings in the labour-economics literature. He pointed to research on the TFWP, including work supported by Employment and Social Development Canada (ESDC) titled [Research on Labour Market Impacts of the Temporary Foreign Worker Program](#), which found evidence of “crowding-out” effects in some low-skill labour markets, and suggested that efforts to address labour shortages through temporary migration had, in some cases, produced unintended consequences.<sup>42</sup>

Other witnesses challenged the view that temporary residents are a major driver of youth unemployment. Syed Hussan, Executive Director of the Migrant Workers Alliance for Change, argued that immigration has, at times, been unfairly “scapegoated” for broader labour-market challenges. He emphasized that most temporary foreign workers are employed in agriculture, care and trucking—sectors that are not typically the main source of first jobs for Canadian youth.<sup>43</sup>

Stéphane Pageau questioned the premise that the TFWP displaces young workers. He reported that, in Quebec, “85% of the jobs filled under this program are full-time jobs, and 60% of them require a college diploma, which is not the case for student job seekers.” He contended that restricting access to temporary foreign workers has, in some cases, reduced production and forced businesses to turn down contracts or cut shifts, with negative consequences for overall employment.<sup>44</sup>

The committee notes the divergent perspectives and policy recommendations from witnesses. Some advocated for restrictions on the use of temporary foreign workers in sectors where youth could otherwise be employed, while others viewed the program as essential to maintaining business activity and, indirectly, supporting jobs for Canadians.

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41 Ibid.

42 HUMA, [Evidence](#), 6 November 2025, 1625 (Mikal Skuterud).

43 HUMA, [Evidence](#), 6 November 2025, 1630 (Syed Hussan, Executive Director, Migrant Workers Alliance for Change).

44 HUMA, [Evidence](#), 2 October 2025, 1550 (Stéphane Pageau). See also, HUMA, [Brief](#), Hotel Association of Canada; HUMA, [Brief](#), Tourism Industry Association of Canada.



## Immigration, Credential Recognition and Labour Mismatches

Witnesses also commented on ways immigration and credential-recognition systems intersect with youth labour-market conditions. Delaney Krieger pointed to 2021 Census data showing that “25.8% of immigrants with foreign degrees were working in jobs requiring, at most, a high school diploma,”<sup>45</sup> more than twice the overqualification rate observed among Canadian-born workers. She argued that this underutilization of highly educated immigrants contributes to “wasted” skills and increased competition for entry-level positions that might otherwise be available to youth.<sup>46</sup>

## The “Cash” Economy and Newcomers

In addition to formal migration programs, the committee heard how the underground or “cash” economy interacts with immigration and youth employment in certain sectors, particularly in residential construction. Andrew Tarr, Business Manager and Financial Secretary of the Heating, Ventilation, Air Conditioning and Refrigeration (HVAC&R) Workers of Ontario Local 787 (United Association of Journeymen and Apprentices), described an environment in which there are many more applications than available positions, including from temporary residents, and where some workers accept cash-only arrangements. He explained that the underground economy usually involves work performed off the books, with no income tax, payroll deductions or workplace insurance contributions. He indicated that social media platforms and informal networks have facilitated such arrangements and that both individuals and companies may participate, often driven by financial pressures rather than deliberate intent to evade “the system.”<sup>47</sup>

In Andrew Tarr’s view, these dynamics create additional competition for limited formal jobs and can depress wages and working conditions, particularly when some workers accept lower compensation in cash. He also cautioned that youth unemployment should not be understood solely as a shortage of workers relative to jobs, noting that in some cases wages or conditions are not attractive enough to draw young people into available roles.<sup>48</sup>

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45 HUMA, [Evidence](#), 9 October 2025, 1645 (Delaney Krieger). See also, HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur).

46 HUMA, [Evidence](#), 9 October 2025, 1645 (Delaney Krieger).

47 HUMA, [Evidence](#), 30 October 2025, 1540 (Andrew Tarr).

48 Ibid.

Taking this testimony into consideration, the committee makes the following recommendations:

### **Recommendation 3**

**That the Government of Canada, in collaboration with provinces, territories, employers and youth-serving organizations, ensure that immigration levels plans incorporate labour-market analyses, particularly impacts on young workers, including consideration of availability of entry-level jobs, wage dynamics and housing pressures.**

### **Recommendation 4**

**That the Government of Canada, in collaboration with provinces and territories, work to strengthen systems of credential recognition so that skilled newcomers are not forced to compete for entry-level jobs.**

### **Recommendation 5**

**That the Government of Canada apply strict penalties to companies hiring illegal workers.**

## **Technological Change and Artificial Intelligence**

### **Impacts on Entry-Level Opportunities**

Witnesses described artificial intelligence (AI) as both a possible contributor to recent youth unemployment trends and a factor reshaping entry-level work. Mircea Vultur reported that some employers are already using AI tools to automate routine tasks and to screen applications, which reduces the number of junior positions and internships available to young people, especially for those without prior experience. He indicated that these developments have been illustrated by a decline in summer internships, disadvantaging inexperienced youth.<sup>49</sup>

Stéphane Pageau similarly identified AI as a factor affecting entry-level positions, noting that young people are particularly exposed because they are concentrated in roles most easily subject to automation or reconfiguration. This would explain why some youth

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49 HUMA, *Evidence*, 30 October 2025, 1535 (Mircea Vultur).



have seen their first opportunities eroded even when overall employment appears stable.<sup>50</sup>

## Automation, Vulnerability to Job Transformation, and New Skill Demands

Witnesses from youth-serving networks underlined that AI and automation are not only eliminating certain tasks but also altering the profile of skills demanded across the labour market.<sup>51</sup> At the same time, Rudy Humbert underlined that many occupations are being transformed rather than eliminated, with new roles emerging that require higher levels of digital literacy, problem-solving and interpersonal skills.<sup>52</sup>

Other witnesses cautioned, however, against viewing AI as the primary explanation for recent increases in youth unemployment. They stressed that while technological change is important, it should be distinguished from more immediate factors, such as reduced hiring and weaker labour demand. In this regard, Mikal Skuterud questioned the extent to which current youth unemployment levels can be attributed directly to AI. He indicated that available evidence does not yet show a clear link between the use of AI tools and the displacement of tasks typically performed by young workers. Mikal Skuterud suggested that the recent rise in youth unemployment is better explained by the increased difficulty youth face in finding a first job than by large-scale job losses among those already employed.<sup>53</sup>

## Evidence Gaps and Implications for Training Systems

Academic witnesses underscored the lack of robust data on AI's labour-market effects, particularly for young people. Mircea Vultur recommended that governments support dedicated research on the relation between AI and youth employment, noting that current evidence is limited and that policy decisions would benefit from more systematic analysis.<sup>54</sup>

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50 HUMA, [Evidence](#), 2 October 2025, 1550 (Stéphane Pageau). See also, HUMA, [Evidence](#), 2 October 2025, 1550 (Rudy Humbert); HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur).

51 HUMA, [Evidence](#), 2 October 2025, 1550 (Rudy Humbert).

52 Ibid.

53 HUMA, [Evidence](#), 6 November 2025, 1625 (Mikal Skuterud).

54 HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur).

Other witnesses focused on ways education and training systems should respond to youth unemployment. Alexandre Gagnon, Vice-President, Public Affairs, Labour and Regional Vitality of the Fédération des chambres de commerce du Québec, emphasized that “young people are currently being trained for jobs that will evolve significantly as a result of artificial intelligence, automation and all the upcoming changes,” while “educational institutions lack the resources to adapt their programs accordingly.” He pointed out that updating programs can take several years even as workplace expectations change rapidly and suggested that greater emphasis on “lifelong learning” and “basic skills, including digital literacy” is needed.<sup>55</sup>

Valerie Walker, Chief Executive Officer, Business and Higher Education Roundtable, stressed the importance of closer collaboration between educators and employers in this context. She observed that work-integrated learning has often been concentrated in STEM fields but that, “in every field of study, students benefit from connections to employers.” In her view, such partnerships allow educators to adjust programs more effectively to emerging skill needs and help young people build the experience and networks required to succeed in an AI-enabled labour market.<sup>56</sup>

Taking into consideration the testimony received, the committee recommends:

### **Recommendation 6**

**That the Government of Canada, in collaboration with provinces, territories and employers, research the impacts of artificial intelligence and automation on youth employment and consider adjusting skills development and training programs, when appropriate.**

## **Skill Mismatch, Education and Training**

### **Overqualification and Misalignment Between Credentials and Jobs**

Renze Nauta indicated to the committee that skills mismatches often appear as overqualification. He explained that a large share of workers in jobs that do not require post-secondary credentials hold college diplomas or university degrees, and that this situation is particularly acute among youth. He suggested that many young people end

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55 HUMA, *Evidence*, 2 October 2025, 1645 (Alexandre Gagnon, Vice-President, Public Affairs, Labour and Regional Vitality, Fédération des chambres de commerce du Québec). See also, HUMA, *Evidence*, 2 October 2025, 1540 (John Buck).

56 HUMA, *Evidence*, 9 October 2025, 1540 (Valerie Walker, Chief Executive Officer, Business and Higher Education Roundtable).



up in roles that do not use their education, feeding “credential inflation.”<sup>57</sup> In its brief, The Canadian Shield Institute reported that 21.8% of Canadians are over-qualified for their jobs, with rates at 34.7% for recent immigrants.<sup>58</sup>

## Basic Skills, Career Preparation and Guidance

Some witnesses focused on the extent to which, or lack thereof, education systems provide core competencies needed for work. Catherine Swift argued that current approaches give insufficient attention to basic skills, such as literacy, numeracy and problem-solving, and suggested that some employers prefer to hire young people directly out of secondary school and train them in-house, rather than rely on post-secondary institutions that may not provide job-ready skills.<sup>59</sup>

Other witnesses emphasized the need to update curricula and strengthen school–employer linkages. John Buck reiterated that many youth in the communities he serves leave education without the practical skills that employers seek. Mircea Vultur recommended to better integrate digital and transversal skills and to incorporate real-world business experience through partnerships with employers.<sup>60</sup> Sharif Mahdy, Chief Executive Officer of The Students Commission of Canada, added that youth increasingly understand that success depends as much on adaptability and networks as on formal credentials.<sup>61</sup>

The committee heard that to address youth unemployment, “young people need to see a six- or 12-month opportunity map by region and sector including openings, wages and skills. We can then distribute those maps through schools, post-secondary institutions and job platforms so youth can see where work is growing and where opportunities are.”<sup>62</sup> In a brief to the committee, the Canadian Career Development Foundation recommended developing a National Workforce Readiness Strategy.<sup>63</sup>

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57 HUMA, [Evidence](#), 7 October 2025, 1220 (Renze Nauta).

58 HUMA, [Brief](#), The Canadian SHIELD Institute.

59 HUMA, [Evidence](#), 7 October 2025, 1220 (Catherine Swift).

60 HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur).

61 HUMA, [Evidence](#), 28 October 2025, 1215 (Sharif Mahdy).

62 HUMA, [Evidence](#), 9 October 2025, 1540 (Valerie Walker).

63 HUMA, [Brief](#), Canadian Career Development Foundation.

## Vocational, Technical and Skilled Trades Pathways

Witnesses underscored that skilled trades and technical occupations offer stable, well-paid careers, yet remain undervalued relative to university pathways. They linked persistent labour shortages in these fields to cultural norms that portray trades as a “lesser career path,”<sup>64</sup> which discourages youth from pursuing opportunities that could support homeownership and family life. Some reported that children who performed well academically were told they were “too smart” for trades-related programs, while others noted that, for many generations, professional careers such as law or medicine were presented as the preferred route, even when trades offered strong prospects.<sup>65</sup>

Against this backdrop, witnesses argued that raising the status of trades and technical programs is essential to addressing both skills shortages and youth unemployment.

Renze Nauta argued that part of the solution is to “reorient” education systems so they better align with labour-market needs. In his view, young people should not be pushed into university “if that is not their calling;” rather, education systems should promote co-op programs and highlight legitimate career paths in the skilled trades as “fulfilling and lucrative” options.<sup>66</sup>

Sarah Watts-Rynard described polytechnics and institutes of technology as “leaders in the college sector,” working closely with industry to deliver advanced technical education. She noted these institutions prepare graduates for a large share of occupations in highest demand and reported strong employment outcomes, with many programs seeing over 90% of graduates working in their field within six months.<sup>67</sup>

However, Sarah Watts-Rynard also pointed out that financial and administrative barriers can impede completion of apprenticeships. She gave the example of an electrical apprentice who struggled to identify supports available during technical training and scrambled to devote time away from work to complete required schooling.<sup>68</sup>

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64 HUMA, [Evidence](#), 7 October 2025, 1105 (Heather Exner-Pirot).

65 HUMA, [Evidence](#), 7 October 2025, 1105 (Heather Exner-Pirot); HUMA, [Evidence](#), 7 October 2025, 1220 (Catherine Swift, President, Coalition of Concerned Manufacturers and Businesses of Canada).

66 HUMA, [Evidence](#), 7 October 2025, 1215 (Renze Nauta).

67 HUMA, [Evidence](#), 7 October 2025, 1225 (Sarah Watts-Rynard). See also, HUMA, [Evidence](#), 9 October 2025, 1645 (Delaney Krieger); HUMA, [Brief](#), Cooperative Education and Work-Integrated Learning Canada; HUMA, [Brief](#), University of Waterloo - Work-Learn Institute.

68 HUMA, [Evidence](#), 7 October 2025, 1225 (Sarah Watts-Rynard).



In a brief submitted to the committee, Indigenous Youth Roots reported that Indigenous youth prioritize meaningful work connected to their communities and seek work/education with land-based learning.<sup>69</sup>

Witnesses also underscored that education and skills mismatches play out differently across communities and population groups, and that targeted, community-based approaches to skills development are required.

Considering the above testimony, the committee recommends:

### **Recommendation 7**

**That the Government of Canada, in collaboration with the provinces and territories, celebrate the value and dignity of trades work, ensure that institutions providing trade skills are treated equally and fairly, promote the acquisition of trades skills by interested high school students, and pursue additional measures to address skill mismatches in our economy.**

### **Community- and Population Group-Specific Barriers and Skills Mismatches**

Nicholas Salter, Executive Director of the Provincial Employment Roundtable, emphasized that English-speaking youth in Quebec experience labour-market detachment, uncertainty and instability, and that one-size-fits-all youth measures often fail to reach them. He argued that responsive, community-designed interventions are needed to address these gaps and to ensure that federal and provincial youth programs effectively support English-speaking youth across the province.<sup>70</sup>

Agapi Gessesse emphasized that, for Black youth, skills development alone is insufficient. She explained that training must be accompanied by “wraparound” supports—such as mental health services, housing and food security—so that young people can remain in training and sustain employment. She described how her organization designs programs based on identified labour gaps, including in emerging sectors like critical minerals, but noted a disconnect between these efforts and

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69 HUMA, [Brief](#), Indigenous Youth Roots. See also, HUMA, [Brief](#), 360°kids.

70 HUMA, [Evidence](#), 7 October 2025, 1105 (Nicholas Salter). See also, HUMA, [Evidence](#), 1150 (Morgan Gagnon, Director of Policy and Research, Provincial Employment Roundtable).

governmental funding priorities, calling for governments to help broker relationships between community organizations and industry.<sup>71</sup>

In the forestry sector, Derek Nighbor cited the Outland Youth Employment Program (OYEP) as an example of a successful, long-standing initiative. He noted that OYEP has provided six-week training opportunities to Indigenous high school students for over 25 years, supporting more than 1,000 participants and has reached nearly 200 communities across the country. He argued that programs with demonstrated results of this kind should be reinforced rather than face funding cuts.<sup>72</sup>

David Binger, Care Advocate and Graduate Student, Counselling Psychology, highlighted the situation of youth from care, who often experience “trauma, disrupted education and delayed developmental readiness.” He noted that post-secondary supports are typically tied to rigid age cut-offs, which can push youth from care into post-secondary education before they are “developmentally prepared” and withdraw assistance before they have a “fair chance” to complete their studies, thereby heightening the risk of unstable employment and underemployment later.<sup>73</sup>

## IMPACTS OF YOUTH UNEMPLOYMENT

### Individual and Societal Impacts

Witnesses underscored that youth unemployment has consequences that extend beyond short-term joblessness, affecting individual well-being, long-term career trajectories, social cohesion and Canada’s broader economic performance.

From a community perspective, Rudy Humbert emphasized that unemployment is not merely a statistic but a “human reality” that undermines the “collective future.” He pointed to high levels of food insecurity among youth and noted that many experience housing precarity, with some surveys indicating that a significant share have lost hope in

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71 HUMA, *Evidence*, 21 October 2025, 1215 (Agapi Gessesse).

72 HUMA, *Evidence*, 28 October 2025, 1210 (Derek Nighbor). See also, HUMA, *Evidence*, 28 October 2025, 1215 (Sharif Mahdy, Chief Executive Officer).

73 HUMA, *Evidence*, 4 November 2025, 1205 (David Binger, Care Advocate and Graduate Student, Counselling Psychology).



the future.<sup>74</sup> In a brief submitted to the committee, Food Banks Canada reported that youth aged 12–30 comprised 27% of food bank clients in March 2025.<sup>75</sup>

Mircea Vultur similarly warned that prolonged unemployment at the start of a career can have enduring effects on income, employability and advancement. He explained that cohorts entering the labour market during economic downturns often experience limited prospects for years, which can exacerbate intergenerational inequalities, especially among indebted youth who struggle to repay student loans.<sup>76</sup>

## Impacts on First Work Experience

Several witnesses highlighted the importance of first jobs and early work experiences as foundations for long-term labour-market success. Catherine Swift noted that many young people obtain their first job in a small business, and that this sector plays a critical role in setting youth “on the path for a successful career and life.”<sup>77</sup>

Youth-serving organizations emphasized that well-designed first work experiences can build confidence, resilience and employability. Sharif Mahdy described success in programs that integrate employment experiences and training practices across sectors.<sup>78</sup> Julie-Ann Vincent, Chief Operations Officer of the YMCA of Greater Halifax/Dartmouth, indicated that the impact of early work extends far beyond a first job, contributing to lifelong skills and a sense of belonging, and stressed that programs must be flexible, as “there is no one-size-fits-all solution” for diverse youth.<sup>79</sup>

## Impacts on Vulnerable and Under-Represented Youth

### Women and Under-Represented Groups in Trades

The committee heard about the effects of youth unemployment and underemployment on women and other under-represented groups in the skilled trades. Delaney Krieger

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74 HUMA, [Evidence](#), 2 October 2025, 1550 (Rudy Humbert). See also, HUMA, [Brief](#), WoodGreen Community Services; HUMA, [Brief](#), Jack.org.

75 HUMA, [Brief](#), Food Banks Canada.

76 HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur).

77 HUMA, [Evidence](#), 7 October 2025, 1220 (Catherine Swift).

78 HUMA, [Evidence](#), 28 October 2025, 1215 (Sharif Mahdy).

79 HUMA, [Evidence](#), 28 October 2025, 1220 (Julie-Ann Vincent). See also, HUMA, [Evidence](#), 9 October 2025, 1535 (Robert Henderson, President, BioTalent Canada); HUMA, [Evidence](#), 7 October 2025, 1225 (Sarah Watts-Rynard).

reported that young people, especially women, struggle to secure “meaningful, stable work,” even in regions with significant labour demand. She pointed to low completion rates in apprenticeship programs for women and men alike, which limit their progression into higher-paid, journey-person roles. She explained that in many small and medium-sized businesses, highly skilled workers delay retirement because they are the only ones holding critical knowledge, while high-school students and young workers lack sustained support to progress through the “mid-level” phase into leadership positions. This dynamic can trap youth in low-level roles and slow renewal of the trade’s workforce.<sup>80</sup>

Shaudia Ricketts, Head of Trades Strategy and Recruitment, North America, Kiewit Corporation, testified that the skilled trades offer “incredible opportunity,” yet many young Canadians struggle to access, complete and thrive in these careers. She identified multiple barriers, including limited early exposure to trades, complex apprenticeship systems, financial and mobility constraints, gaps in employment insurance coverage during training blocks and persistent under-representation of women, Indigenous youth and newcomers. In her view, removing such barriers is essential to growing a robust talent pipeline.<sup>81</sup>

## Youth in Care

The committee heard evidence on the impacts of unemployment and economic insecurity on youth leaving the child welfare system. David Binger described how youth from care face particularly poor outcomes in education, income and housing stability. He stated that these outcomes have historically been “horrendous,” citing low graduation rates, chronic poverty and overrepresentation in homelessness and incarceration.<sup>82</sup>

On long-term socio-economic impacts, David Binger cited research estimating that each annual cohort of approximately 500 youth aging out of care in Ontario generates between \$394 million and \$1.05 billion in lifetime public costs. These costs arise from lost earnings, reduced tax contributions and higher use of social assistance, housing, and health and justice services. He noted that education is “the strongest predictor of stable employment and independence,” but warned that age-limited supports, such as the

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80 HUMA, [Evidence](#), 9 October 2025, 1645 (Delaney Krieger). See also, HUMA, [Brief](#), Centre for Young Black Professionals.

81 HUMA, [Evidence](#), 21 October 2025, 1220 (Shaudia Ricketts).

82 HUMA, [Evidence](#), 4 November 2025, 1205 (David Binger).



living and learning grant ending at age 26, terminate financial support too early, thereby increasing the risk of unemployment and long-term precarity.<sup>83</sup>

## FEDERAL YOUTH EMPLOYMENT PROGRAMS

### Work-Integrated Learning Initiatives

Witnesses highlighted federal work-integrated learning programs—particularly the [Student Work Placement Program](#) (SWPP)—as important tools for helping young people secure a first foothold in the labour market.<sup>84</sup>

Robert Henderson described SWPP and related work-integrated learning initiatives as “incredibly effective at delivering student placements,” particularly because they are “connected to Canada’s small and medium-sized businesses.” He reported that “one-third of employers say the position would not even exist without the program, and another 6% expanded their hiring because of it.”<sup>85</sup>

In its brief, Youth and Innovation Project at the University of Waterloo reported that access to the work-integrated learning initiatives is stagnant at 2020 levels, with 49% paid placements down 9% in 2024.<sup>86</sup>

Robert Henderson also argued that:<sup>87</sup>

Making the Student Work placement program a permanent and predictably funded part and the foundation of Canada’s youth employment strategy would not only help thousands more young people launch their careers, but it would strengthen Canada’s resilience, productivity and competitiveness for the long-term.

Considering this testimony, the Committee recommends:

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83     Ibid.

84     HUMA, [Evidence](#), 9 October 2025, 1535 (Robert Henderson); HUMA, [Evidence](#), 9 October 2025, 1540 (Valerie Walker); HUMA, [Evidence](#), 9 October 2025, 1650 (Abdul Abbasi); HUMA, [Evidence](#), 9 October 2025, 1705 (Wasiimah Joomun, Executive Director, Canadian Alliance of Student Associations); HUMA, [Brief](#), The Canadian Alliance of Student Associations.

85     HUMA, [Evidence](#), 9 October 2025, 1535 (Robert Henderson).

86     HUMA, [Brief](#), Youth and Innovation Project at the University of Waterloo. [Budget 2025](#) would support approximately 55,000 work-integrated learning opportunities for post-secondary students.

87     HUMA, [Evidence](#), 9 October 2025, 1535 (Robert Henderson).

### Recommendation 8

**That the Government of Canada make the Student Work Placement Program a permanent and stable funded component of the national youth employment strategy and work to expand work-integrated learning in general.**

### Recommendation 9

**That the Government of Canada expand the number of funded placements under the Student Work Placement Program, with particular attention to students facing financial barriers and economic sectors and regions with high youth unemployment.**

## Youth Employment and Skills Strategy

Several organizations emphasized the [Youth Employment and Skills Strategy](#) (YESS) and related federal youth employment programs as effective platforms that could be scaled up. In the forest sector, Derek Nighbor pointed to “tremendous infrastructure” built through YESS and encouraged the federal government to “lean in and scale up” where there has been demonstrable success.<sup>88</sup> When asked which federal program would be most effective in preventing “failure to launch,” Sharif Mahdy identified YESS as his top choice.<sup>89</sup>

Community organizations described ways federal youth programs operate at the local level. Julie-Ann Vincent explained that programs such as the [Youth Exchanges Canada](#), [Canada Summer Jobs](#) (CSJ) and YESS “can alter the trajectory of lives” by supporting youth development and instilling transferable “skills for success” relevant across careers and industries. She called for continued, stable funding of community-based programs with demonstrated impact and cautioned against repeatedly redesigning successful models from one funding cycle to the next.<sup>90</sup>

The committee also heard that while the YESS provides valuable support, it remains incomplete in addressing all relevant needs. Joe Hersch, Managing Director, Youth Jobs

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88 HUMA, [Evidence](#), 28 October 2025, 1210 (Derek Nighbor).

89 HUMA, [Evidence](#), 28 October 2025, 1215 (Sharif Mahdy). See also HUMA, [Brief](#), jointly by Canadian Council of Archives, Canadian Museums Association, Culture Works Canada, Fédération Des Milieux Documentaires, and National Trust for Canada.

90 HUMA, [Evidence](#), 28 October 2025, 1220 (Julie-Ann Vincent, Chief Operations Officer, YMCA of Greater Halifax/Darmouth). See also HUMA, [Evidence](#), 2 October 2025, 1540 (John Buck); HUMA, [Evidence](#), 9 October 2025, 1650 (Abdul Abbasi); HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur); HUMA, [Brief](#), Réseau des Carrefours jeunesse-emploi du Québec.



Canada, described the 14 federal programs within YESS as useful “starters” that provide initial work experience, but noted that many are tied to jobs within federal departments and do not always connect youth to the broader market economy. He recommended “greater and improved integration and collaboration between YESS and ESDC” and proposed “year-round wage subsidy options to stimulate investment in youth employment.”<sup>91</sup>

In a brief submitted to the committee, the Canadian Parks and Recreation Association recommended establishing a Youth Recreation Hiring Incentive under YESS.<sup>92</sup>

Witnesses also raised concerns about ways federal funds reach youth-serving organizations. In Quebec, Rudy Humbert indicated that due to administrative rules, “more than 25,000 young people were denied services in the past year,” including those “underemployed, in school or interested in returning to school,” because their situations were not reflected in federal–provincial agreements. He called for federal and provincial governments to realign agreements with current labour-market realities so that “every public dollar invested can go directly toward services for young people.”<sup>93</sup>

Robert Johnson, President of the Treasure Mills Inc., characterized wage subsidies and co-op programs as short-term and administratively burdensome incentives that his firm had not found worthwhile to access.<sup>94</sup>

From the perspective of a Black-led organization, Agapi Gessesse stressed that even when programs demonstrate strong outcomes, access to federal funding can be precarious. She noted that reapplying for federal funds often depends more on the quality of written applications than on track records of impact, which can limit the ability of high-performing community organizations to sustain and scale their work.<sup>95</sup>

Timothy Lang, President and Chief Executive Officer of Youth Employment Services, emphasized the importance of directing federal resources to organizations that deliver measurable outcomes. He expressed disappointment that large sums are sometimes

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91 HUMA, *Evidence*, 21 October 2025, 1220 (Joe Hersch, Managing Director, Youth Jobs Canada). Budget 2025 would provide ongoing support for the [Youth Employment and Skills Strategy](#), which delivers employment counselling, job placements, skills training, and wrap-around supports for youth facing employment barriers.

92 HUMA, *Brief*, Canadian Parks and Recreation Association.

93 HUMA, *Evidence*, 2 October 2025, 1550 (Rudy Humbert).

94 HUMA, *Evidence*, 2 October 2025, 1600 (Robert Johnson, President, Treasure Mills Inc.).

95 HUMA, *Evidence*, 21 October 2025, 1215 (Agapi Gessesse).

allocated to research, consultations and “glossy output” rather than to front-line “impact organizations” with demonstrated track records in placing youth into jobs.<sup>96</sup>

Considering the above testimony, the committee recommends:

### **Recommendation 10**

**That the Government of Canada, in its funding of training programs, prioritize results and effectiveness at getting young people ready for and into work, and that the government reallocate funds from less effective programs to more effective programs.**

## **Apprenticeship Service Program**

The committee heard that the [Apprenticeship Service](#) program (ASP), which incentivizes small employers to hire first-year apprentices, has helped some youth obtain first placements in the trades, but that its reach, eligibility rules and integration with broader apprenticeship and income-support systems warrant further attention.

Shaudia Ricketts explained that the ASP is a “step [...] in the right direction,” but that large employers—who train thousands of apprentices annually—were excluded, despite their capacity to employ significant numbers of young workers. She argued that “we need inclusive policies that engage all employers, large and small, in building Canada’s apprenticeship system.” She therefore recommended that the government of Canada “continue harmonizing apprenticeship standards across provinces and territories to improve mobility, consistency and credential recognition nationwide.”<sup>97</sup>

Shaudia Ricketts also recommended incorporating apprenticeship completion metrics into public procurement and infrastructure contracts so that employers who successfully train and certify apprentices are recognized and rewarded. In addition, she called for targeted tax incentives for project developers and major industrial owners who ensure that their contractors meet or exceed federally recognized apprenticeship hiring requirements.<sup>98</sup>

Other witnesses emphasized that apprenticeship supports cannot be considered in isolation from income-support measures. Andrew Tarr drew attention to ways EI rules interact with apprenticeship training blocks, noting that some apprentices struggle to

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96 HUMA, [Evidence](#), 21 October 2025, 1105 (Timothy Lang, President and Chief Executive Officer, Youth Employment Services).

97 HUMA, [Evidence](#), 21 October 2025, 1220 (Shaudia Ricketts). See also, HUMA, [Brief](#), Labour Education Centre, and HUMA, [Brief](#), Blue Door.

98 Ibid.



qualify for EI while in school and risk falling through the cracks.<sup>99</sup> Michael Gordon, Director of Canadian Training of the United Association Canada, encouraged the federal government to re-establish apprenticeship incentive and completion grants and align micro-credentials with existing training pathways so that they complement, rather than fragment, recognized trades credentials.<sup>100</sup>

Considering the testimony, the committee recommends:

#### **Recommendation 11**

**That the Government of Canada re-establish apprenticeship incentives and completion grants and include apprenticeship metrics into procurement and infrastructure contracts to address employment barriers for youth.**

#### **Recommendation 12**

**That the Government of Canada, in collaboration with provinces and territories, continue harmonizing apprenticeship standards and health and safety standards across Canada to improve labour mobility, consistency and credential recognition.**

#### **Recommendation 13**

**That the Government of Canada study providing accelerated capital cost write-off for employers investing in workforce housing, recognizing the opportunity for young people to relocate for work if appropriate housing is available.**

#### **Recommendation 14**

**That the Government of Canada consider targeted tax incentives for employers to ensure that their workforce meets or exceeds federally recognized apprenticeship requirements.**

### **Other Federal Student and Youth Employment Initiatives**

Concerns were also raised about reductions in student employment within the federal public service. Milan Bernard, Co-spokesperson, National Council of Unemployed Workers, drew attention to the elimination of nearly 2,000 student jobs, describing this

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99 HUMA, *Evidence*, 30 October 2025, 1540 (Andrew Tarr, Business Manager and Financial Secretary, HVAC&R Workers of Ontario Local 787 (United Association of Journeymen and Apprentices)).

100 HUMA, *Evidence*, 4 November 2025, 1215 (Michael Gordon, Director of Canadian Training, United Association Canada).

as alarming because these positions often provide good-quality experience and pathways into public service careers.<sup>101</sup>

## EMPLOYMENT INSURANCE AND YOUTH EMPLOYMENT

### Seasonal, Part-Time Work and Employment Insurance “Black Hole”

Witnesses emphasized that the EI program is a key element of the income-support system for young workers, but its current design often leaves youth in precarious situations without coverage. Rudy Humbert indicated that only about one-third of unemployed youth receive EI, largely because an increasing share of jobs are “atypical,” making it difficult to accumulate the required hours of insurable employment. He observed that many young people hold multiple jobs, that regional unemployment conditions vary significantly, and that, as a result, “the social safety net has holes in it.”<sup>102</sup>

The committee heard that EI eligibility rules are poorly adapted to the realities of part-time and seasonal work, which are common among youth and women. Michaël Bizzarro noted that a large proportion of young people want full-time work but are employed part-time, and that many women are also constrained to part-time schedules. He pointed out that, while all workers contribute to EI, those in part-time jobs face greater difficulty accumulating enough hours to qualify for benefits.<sup>103</sup> He recommended lowering the hours required for EI eligibility to 350 hours, or roughly 13 weeks of work, and argued that eligibility should not distinguish between part-time and full-time employment. He stressed that this issue is particularly acute in seasonal industries, where the season may end before workers have accumulated sufficient hours, leaving them without benefits despite regular participation in the labour market.<sup>104</sup>

Michaël Bizzarro also proposed extending EI benefit durations for seasonal workers and ultimately ensuring that all unemployed workers can receive up to 50 weeks of support, providing sufficient time to bridge seasonal gaps or search for another job.<sup>105</sup>

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101 HUMA, *Evidence*, 7 October 2025, 1105 (Milan Bernard, Co-spokesperson, National Council of Unemployed Workers). See also HUMA, *Evidence*, 9 October 2025, 1705 (Wasiimah Joomun).

102 HUMA, *Evidence*, 2 October 2025, 1550 (Rudy Humbert). See also HUMA, *Evidence*, 30 October 2025, 1535 (Mircea Vultur).

103 HUMA, *Evidence*, 6 November 2025, 1620 (Michaël Bizzarro).

104 Ibid. See also HUMA, *Brief*, Mouvement autonome et solidaire des sans-emploi.

105 Ibid.



## Employment Insurance and Apprenticeship Pathways

Witnesses from the skilled trades emphasized that EI rules can also discourage young apprentices from completing required in-school training. Andrew Tarr explained that apprentices in construction and related trades often rely on EI while they attend eight-week blocks of trade school, but that some are unable to afford this period without a paycheque and therefore turn down opportunities to go to school. He noted that, in some cases, records of employment mistakenly indicate that apprentices “quit” when they leave work to study, which can disqualify them from EI benefits.<sup>106</sup> He suggested that support for apprentices should be structured in a way that reflects the cyclical nature of apprenticeship training, comparing a more appropriate model to a scholarship or dedicated training fund rather than relying entirely on standard EI rules.<sup>107</sup>

From a broader system perspective, Sarah Watts-Rynard reported that even individuals closely connected to the trades struggle to understand what support is available between the [Canada Apprenticeship Loan](#), EI and other programs.<sup>108</sup>

Given the testimony received, the committee recommends:

### Recommendation 15

**That the Government of Canada review Employment Insurance eligibility criteria and apprenticeship-related income supports, including apprenticeship grants, so that apprentices can afford in-school training and are not penalized by their work and learning schedule structure.**

## Debt, Precarious Work and Adequacy of Income Supports

Beyond specific issues related to seasonal work and apprenticeship, witnesses situated EI reform within broader concerns about youth indebtedness, cost of living and adequacy of income support for non-standard work. Mircea Vultur reported that among those aged 18 to 34, “66% are in debt and 35% of them are having trouble repaying their

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106 HUMA, [Evidence](#), 30 October 2025, 1540 (Andrew Tarr).

107 Ibid.

108 HUMA, [Evidence](#), 7 October 2025, 1225 (Sarah Watts-Rynard).

debts.” He cited data indicating that about 40% of young people born in the early 2000s have experienced food insecurity, reflecting the financial strain many face.<sup>109</sup>

In this context, Mircea Vultur recommended facilitating access to EI for young people, ensuring a benefit level that better reflects current living costs. Humbert similarly stressed that many young people are in precarious situations and that urgent measures are needed to protect and support them.<sup>110</sup>

Witnesses concluded that EI is “supposed to be a social safety net for everyone.”<sup>111</sup> Considering the above-noted testimony, the Committee recommends:

### **Recommendation 16**

**That the Government of Canada consider ways to adjust the Employment Insurance program to better reflect the realities of young workers in non-standard, part-time, multiple-job and seasonal employment. These considerations should include lowering the number of hours required to qualify, adapting criteria to recognize fragmented work patterns, and ensuring benefit levels and durations are sufficient to bridge periods of unemployment.**

## **FEDERAL-PROVINCIAL-TERRITORIAL COLLABORATION ON YOUTH EMPLOYMENT**

The committee heard that effective responses to youth unemployment depend on coordination across federal, provincial and territorial governments.

In Quebec, for example, youth-serving organizations cautioned that misalignment between [Labour Market Agreements](#) parameters and on-the-ground realities can mean that federal investments do not fully reach the youth they are intended to support.

Other witnesses highlighted the importance of collaboration in sectors such as forestry and skilled trades, where provincial training systems, federal apprenticeship supports, and regional economic development measures must work together to offer coherent pathways.

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109 HUMA, [Evidence](#), 30 October 2025, 1535 (Mircea Vultur). See also HUMA, [Evidence](#), 2 October 2025, 1550 (Rudy Humbert).

110 Ibid.

111 HUMA, [Evidence](#), 6 November 2025, 1620 (Michaël Bizzarro).



On youth welfare, the committee heard that provincial responsibility for group homes and youth in care intersects with federal interests in long-term social outcomes.

In sum, this study exposed the need for a federal–provincial–territorial dialogue that is explicitly focused on youth. Such collaboration would better align EI design, immigration planning, Labour Market Agreements and youth employment programs with provincial education, training and social-service systems.

## CONCLUSION

Over the course of this study, the committee heard that the recent increase in youth unemployment reflects both cyclical economic weakness and structural pressures in the labour market. Witnesses described a situation in which youth unemployment rates have climbed above pre-pandemic levels, with full-time students and young workers in certain provinces, regions and communities experiencing particularly high rates.

The committee sees opportunities for the federal government to strengthen youth employment outcomes in collaboration with provinces and territories. It recommends addressing economic and skill challenges, consolidating and expanding proven youth employment programs while providing more stable funding for community-based organizations. In addition, it recommends that immigration policies examine impacts on young workers. Finally, the committee calls for the government to review potential adjustments to the Employment Insurance program so that young people in seasonal, part-time, multiple-job and apprenticeship-related work get more reliable access to income support.

The committee remains concerned about the persistent challenges in youth employment and considers the present report an interim account of its study. The committee will continue to monitor developments in the youth labour market and may refocus its future work on this subject to ensure that federal measures respond effectively to the needs of young Canadians.

## APPENDIX A: LIST OF WITNESSES

The following table lists the witnesses who appeared before the committee at its meetings related to this report. Transcripts of all public meetings related to this report are available on the committee’s [webpage for this study](#).

Organizations and Individuals	Date	Meeting
<b>Axiom Group Inc.</b> Perry Rizzo, President and Chief Executive Officer	2025/10/02	6
<b>Community Economic Development and Employability Corporation</b> John Buck, President and Chief Executive Officer	2025/10/02	6
<b>Fédération des chambres de commerce du Québec</b> Alexandre Gagnon, Vice-President, Public Affairs, Labour and Regional Vitality Stéphane Pageau, Senior Advisor, Labour and Public Affairs	2025/10/02	6
<b>Réseau des carrefours jeunesse-emploi du Québec</b> Rudy Humbert, President and Chief Executive Officer	2025/10/02	6
<b>Treasure Mills Inc.</b> Robert Johnson, President	2025/10/02	6
<b>Cardus</b> Renze Nauta, Program Director, Work and Economics	2025/10/07	7
<b>Coalition of Concerned Manufacturers and Businesses of Canada</b> Catherine Swift, President	2025/10/07	7
<b>Macdonald-Laurier Institute</b> Heather Exner-Pirot, Director, Energy, Natural Resources and Environment	2025/10/07	7
<b>National Council of Unemployed Workers</b> Milan Bernard, Co-spokesperson	2025/10/07	7
<b>Polytechnics Canada</b> Sarah Watts-Rynard, Chief Executive Officer	2025/10/07	7

<b>Organizations and Individuals</b>	<b>Date</b>	<b>Meeting</b>
<b>Provincial Employment Roundtable</b> Morgan Gagnon, Director of Policy and Research Nicholas Salter, Executive Director	2025/10/07	7
<b>As an individual</b> Richard Dias, Global Macro Strategist	2025/10/09	8
<b>BioTalent Canada</b> Robert Henderson, President	2025/10/09	8
<b>Build a Dream to Empower Women</b> Delaney Krieger, Senior Manager, Career Services	2025/10/09	8
<b>Business + Higher Education Roundtable</b> Dr. Valerie Walker, Chief Executive Officer	2025/10/09	8
<b>Canadian Alliance of Student Associations</b> Abdul Abbasi, Chair of the Board of Directors Bibi Wasiimah Joomun, Executive Director	2025/10/09	8
<b>As an individual</b> Christopher Worswick, Professor, Department of Economics, Carleton University	2025/10/21	9
<b>CEE Centre for Young Black Professionals</b> Agapi Gessesse, Executive Director	2025/10/21	9
<b>Kiewit Corporation</b> Shaudia Ricketts, Head of Trades Strategy and Recruitment, North America	2025/10/21	9
<b>Youth Employment Services</b> Timothy Lang, President and Chief Executive Officer	2025/10/21	9
<b>YouthjobsCanada</b> Joe Hersch, Managing Director	2025/10/21	9
<b>Forest Products Association of Canada</b> Derek Nighbor, President and Chief Executive Officer	2025/10/28	11
<b>The Students Commission of Canada</b> Sharif Mahdy, Chief Executive Officer	2025/10/28	11

<b>Organizations and Individuals</b>	<b>Date</b>	<b>Meeting</b>
<b>YMCA of Greater Halifax/Dartmouth</b> Rebekah Skeete, Director, Employment Services Julie-Ann Vincent, Chief Operations Officer	2025/10/28	11
<b>As an individual</b> Mircea Vultur, Full Professor	2025/10/30	12
<b>HVAC&amp;R Workers of Ontario Local 787 (United Association of Journeymen and Apprentices)</b> Andrew Tarr, Business Manager and Financial Secretary	2025/10/30	12
<b>As an individual</b> David Binger, Care Advocate and Graduate Student, Counselling Psychology Pierre Fortin, Professor, Department of Economics, Université du Québec à Montréal	2025/11/04	13
<b>The Canadian SHIELD Institute for Public Policy</b> Vasiliki Bednar, Managing Director Kaylie Tiessen, Chief Economist	2025/11/04	13
<b>United Association Canada</b> Michael Gordon, Director of Canadian Training	2025/11/04	13
<b>As an individual</b> Mikal Skuterud, Professor, Department of Economics, University of Waterloo	2025/11/06	14
<b>Migrant Workers Alliance for Change</b> Syed Hussan, Executive Director	2025/11/06	14
<b>Mouvement autonome et solidaire des sans-emploi</b> Michaël Bizzarro, Co-Coordinator	2025/11/06	14



## **APPENDIX B: LIST OF BRIEFS**

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The following is an alphabetical list of organizations and individuals who submitted briefs to the committee related to this report. For more information, please consult the committee's [webpage for this study](#).

**360 kids**

**Blue Door**

**Canadian Alliance of Student Associations**

**Canadian Career Development Foundation**

**Canadian Council of Archives**

**Canadian Council on Rehabilitation and Work**

**Canadian Federation of Independent Business**

**Canadian Museums Association**

**Canadian Parks and Recreation Association**

**CEE Centre for Young Black Professionals**

**Co-operative Education and Work-Integrated Learning Canada**

**Culture Works Canada**

**Fédération de la jeunesse canadienne-française**

**Fédération Des Milieux Documentaires**

**Food Banks Canada**

**Hotel Association of Canada**

**Indigenous Youth Roots**

**Jack.org**

**Labour Education Center**

**Mouvement autonome et solidaire des sans-emploi**

**National Educational Association of Disabled Students**

**National Trust for Canada**

**Réseau des carrefours jeunesse-emploi du Québec**

**Restaurants Canada**

**The Canadian SHIELD Institute for Public Policy**

**Tourism Industry Association of Canada**

**University of Waterloo**

**WoodGreen Community Services**

# REQUEST FOR GOVERNMENT RESPONSE

Pursuant to Standing Order 109, the committee requests that the government table a comprehensive response to this report.

A copy of the relevant *Minutes of Proceedings* ([Meetings Nos. 3, 6 to 9, 11 to 14, 31, 34 and 35](#)) is tabled.

Respectfully submitted,

Robert Morrissey  
Chair

