

Frequently Asked Questions

Use the hyperlinked table of contents to easily navigate this document and find the questions you are interested in.

About the 360 Program

What is 360?

What can I expect from the 360 program?

What is a micro credential?

What is a leading Canadian employer?

Eligibility and Requirements

What are you looking for in an applicant?

Who do you classify as young people facing barriers?

Do applicants have to attend an information session?

Can I be a student and apply for the program?

Where are the jobs located?

Application Process

What are information sessions?

When will I hear back?

What if I cannot attend an interview date?

Do you offer a relocation package?

Who do I contact if I have questions about the job posting or recruitment?

Program Details

What types of jobs are available?

Is the three-week onboarding paid?

Is the onboarding in person?

How often do I have to be in the office?

What is the difference between coaching and mentoring?

During and After the Program

Can I continue working at the job after the first year of 360?

What happens if I cannot finish the program?

About the 360 Program

What is 360?

360 is an innovative, pilot program from The King's Trust Canada which focuses on giving young people facing barriers meaningful work experience at Canada's top employers.

The program teaches you foundational skills to get them work-ready, then places them in well-paid corporate jobs. To ensure your success, 360 provides mentorship, wrap-around support and valuable professional networking opportunities throughout the entire program.

After graduating, you'll possess sought-after professional skills, real work experience at reputable organizations, positive references, a professional network and most importantly, the confidence to self-navigate the world of work.

What can I expect from the 360 program?

The program is split into 2 years. The first entails full time employment and the second is mentorship.

Year 1: Skills Development and Your New Job (Full-time, up to 40 hours/week)

- You'll kick off your 360 experience with 3 weeks of onboarding where you will learn professional skills like communication and problem solving. Once you graduate the onboarding, you will receive micro-credentials from Humber Polytechnic to add to your resume and you will be ready for the world of work!
- Following onboarding, you will start your new job, in a 12-month full-time contract at one of Canada's leading employers.
- We won't leave you to handle your new career alone. You'll also receive a coach whom you will have regular check-ins with throughout the year! You will also benefit from 3 Professional Development Days where you will learn about the employee-manager relationship, performance reviews and how to prepare for your next job opportunity.
- In your last month on the job, we will help you prepare to find your next opportunity by guiding you in building your resume, learning how to job search, and utilize your network.

Year 2: Mentorship (A few hours per week depending on your goals and needs)

What is a micro-credential?

A micro-credential is a short, focused course or certification that helps you gain specific skills or knowledge in a particular area. Unlike traditional degrees, which can take years to complete, micro-credentials are designed to be completed in a much shorter time, often online. They are great for quickly updating your skills or learning something new to advance your career.

What is a leading Canadian employer?

A leading Canadian employer is an organization recognized as one of the most influential in its industry, distinguished by its strong reputation, employee satisfaction, innovation, diversity and inclusion, commitment to sustainability, and workplace development. These companies have been selected for our 360 program to help provide a supportive, engaging, rewarding, and inclusive work experience for participants.

Eligibility and Requirements

What are you looking for in an applicant?

We are looking for young people who meet the following eligibility criteria:

- Between the ages of 18-30 when the program begins on March 3, 2025.
- Legally entitled to work in Canada.
- Located in Ontario or Quebec (jobs are only available in these provinces).
- Available to work full-time (up to 40 hours/week) from March 3, 2025, to February 27, 2026.
- Currently unemployed or underemployed (e.g., working part-time outside of your field).

This program is ideally suited for someone seeking their first break in their career. It's tailored for individuals who have experienced barriers to employment, offering intensive training, mentorship, and support to help you succeed in the workplace and build a strong foundation for your future career.

If this sounds like you, we encourage you to apply!

Who do you classify as young people facing barriers?

Barriers include attitudinal, historic, social, and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation, and transgender status.

Do applicants have to attend an information session?

We strongly encourage interested applicants to attend an information session to find out more about the program, learn how to put together a good application and ask any questions you may have.

Can I be a student and apply for the program?

The first year of 360 is a full-time job requiring up to 40 hours per week and in-office attendance, so if you are a student, you will want to take this into consideration before applying.

Where are the jobs located?

We are piloting the 360 program with leading Canadian employers in Quebec and Ontario!

Locations include:

- Montreal
- Toronto
- Brampton
- London

Application Process

What are information sessions?

Information sessions are virtual events where you can learn more about the 360 program, determine if it's the right fit for you, and get tips on how to create a strong application. These sessions are a great opportunity to ask questions and gain a deeper understanding of what the program offers and what we're looking for in applicants.

The dates and registration links for these sessions can be found on our website. We encourage you to sign up to one if you are interested in applying.

When will I hear back?

You will hear back on your application by January 20, 2025.

If successful, you will be invited to a group interview on either January 21 or January 22, 2025. If you advance past the group interview, you will be invited to an interview preparation session on January 28, 2025, followed by your interview with the employer on January 29, 2025. The program officially begins on March 3, 2025.

What if I cannot attend an interview date?

Group interviews will be held on January 21 or January 22, 2025, and you only need to be available for one of these days.

If successful, the panel interviews will take place on January 28 and January 29, 2025, and you will need to be available on both days.

Unfortunately, we are unable to accommodate alternative arrangements. We do not recommend applying if you are unavailable for these interview dates.

Do you offer a relocation package?

No, we do not offer a relocation package and recommend that candidates apply only for jobs within their current location. We are unable to assist with relocation expenses or cover commuting costs associated with in-office attendance as per employers' policies.

Who do I contact if I have questions about the job posting or recruitment?

The King's Trust Canada (TKTC) is leading the recruitment process for this program. If you have questions, we encourage you to attend one of our upcoming information sessions or email us at youth@kingstrust.ca.

Program Details

What types of jobs are available?

Jobs are available in Quebec and Ontario across a variety of fields and with a diverse range of employers. To explore all the roles available, visit our website to view detailed job descriptions and find opportunities that match your interests and skills.

Is the three-week onboarding paid?

Yes.

Is the onboarding in person?

In your first week, you will join us in person in Toronto for onboarding, and we'll cover your travel and accommodation costs. The next two weeks will be online training - some sessions will be live with a trainer, and some you can do at your own pace.

How often do I have to be in the office?

Office attendance requirements are set by each employer, so the specific details will be outlined in each job description. Be sure to review the job posting for exact information about in-office expectations.

What is the difference between coaching and mentoring?

In your first year, you'll work with a coach who will help you achieve specific, short-term goals and build essential workplace skills. You'll meet with your coach monthly to receive structured support and guidance to succeed in your new role.

In your second year, you'll be matched with a mentor who will provide long-term guidance and advice. Your mentor will share their experiences and help you navigate your career path. You can meet with your mentor as often as you need, based on your goals and schedule.

During and After the Program

Can I continue working at the job after the first year of 360?

Currently, all roles in the 360 program are contracted for one year. However, depending on the employer, their needs, and your performance during the program, there may be opportunities to explore staying on after the contract ends. These decisions are made on a case-by-case basis between you and your employer.



What happens if I cannot finish the program?

We are only accepting applications from candidates who are fully committed to the full two years of the program. This program is designed as a comprehensive, two-year experience with carefully planned training, employment, mentorship, and career growth opportunities that build on each other. By completing the full program, you'll gain the full benefits of the program and make the most of the support and resources provided to help you succeed in your career.