

Bill #5
Education Concealment Act
Moved by: Minister of Human Resources

WHEREAS Employers tend to use a university degree as a “de facto intelligence test” which significantly alienates those who cannot afford secondary education¹

WHEREAS “61% of employers have rejected applicants with the requisite skills and experience simply because they didn’t have a college degree”²

WHEREAS Unemployment rates for youth age 15 to 24 are almost double that of any other age group in Canada³

THEREFORE HER MAJESTY, BY AND WITH THE CONSENT OF THE YOUTH PARLIAMENT OF MANITOBA, ENACTS AS FOLLOWS:

Purpose

1. The purpose of this Act is to
 - a. Establish **EMPLOYS**; and
 - b. Encourage students to explore options outside of traditional secondary education.

Definitions

2. The following terms shall be defined for the purposes of this Act:
 - a. **Credentialism:** Reliance of academic achievement to determine one’s ability to do a job.
 - b. **Vocational Programs:** Curriculums that complete specific requirements for a trade or career.
 - c. **Undergraduate Degree:** A degree for first level secondary students who have finished the required courses.

Establishing EMPLOYS

3. Beginning January 2022, the Canadian government will establish Employment Monitoring Program for Legal Occupations and Youth Services [**EMPLOYS**]
4. **EMPLOYS** will consist of the following members:
 - a. Economists

¹ O’keefe, B., & Vedder, R. (2008). *“Griggs V. Duke Power”: Implications for College Credentialing*. Washington, DC: John William Pope Center for Higher Education Policy.

² Hess, F., & Addison, G. (2018, April 02). Degree Inflation and Discrimination. Retrieved September 19, 2020, from <https://www.wsj.com/articles/degree-inflation-and-discrimination-1522708380>

³ Purdon, N., & Palreja, L. (2017, March 23). 'It's not a guarantee': University degree no longer comes with promise of stable job | CBC News. Retrieved September 19, 2020, from <https://www.cbc.ca/news/business/millennial-jobs-education-1.4009295>

- b. University professors
- c. Leading representatives from different job fields
- d. Human Resources experts

Mandate and Powers of EMPLOYS

5. The mandate of **EMPLOYS** is to
 - a. Host and monitor **EMPLOYS'** National Job Hub;
 - b. Enforce education concealment on jobs posted to the National Job Hub;
 - c. Create and manage a list of guidelines that will outline what employers are exempt from education concealment; and
 - d. Review applications from employers for exemption from education concealment.

Job Application Process

6. **EMPLOYS** will create a National Job Hub to facilitate all job applications in Canada.
7. Employers will post all job openings to the National Job Hub.
 - a. All employers must exclusively post all job listings through the Hub.
8. Applicants can view these job postings and submit applications to the National Job Hub.
 - a. After receiving and screening all job applications from applicants **EMPLOYS** will forward them to employers.

Education concealment

9. **EMPLOYS** will enforce education concealment on jobs posted to the National job hub.
Professions included in education concealment are jobs that do not require a specific degree that translates to direct training for the job. These professions may include, but are not limited to:
 - a. Receptionists;
 - b. Sales representatives; and
 - c. Computer programmers.
10. Applications cannot include the applicant's education level, name or photo but may include work experience, volunteer experience, and interests outside of school.
 - a. If contacted for an interview, applicants can disclose names, education, and other experience.

EMPLOYS Handbook

11. **EMPLOYS** will print a handbook regarding what jobs or job fields qualify for exemption from education concealment.
 - a. This handbook is subject to review every two years.
12. The professions that are exempt from education concealment are jobs that require a specific degree that translates to direct training for the job. These jobs include but are not limited to:
 - a. Doctors;
 - b. Nurses;
 - c. Lawyers;
 - d. Professors; and
 - e. Engineers.

13. Employers not listed in the handbook can apply for exemption annually. This application will be viewed and approved by **EMPLOYS**.

Sanctions to violations of EMPLOYS' mandate

14. Failure to comply to **EMPLOYS'** mandate will result in:
 - a. A 15% fine of company's annual profit for first time offences; and
 - b. A 25% fine of company's annual profit for following offences
15. The money from these fines will go towards funding national vocational programs.

Vocational Programs

16. **EMPLOYS** will increase funding to Vocational schools so they are able to provide a larger variety of programming.
17. **EMPLOYS** will also increase funding to public schools to integrate more vocational programs into provincial curriculums.
18. **EMPLOYS** will ensure that vocational programs are more accessible by increasing available bursaries and scholarships to individuals interested in pursuing trade school.