

# Youth Initiatives Atlantic Workforce Partnership 2019



Centre for  
Employment  
Innovation  
**ext.** St. Francis Xavier University  
Extension Department





**INNOVATION IS A STATE OF MIND**

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# CEI Statement of Purpose

The Centre for Employment Innovation (CEI) **provides leadership, fosters best practices, conducts research and encourages collaboration** in the development and delivery of career development and employment services across Nova Scotia.



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# Innovation Priorities

1. Building partnership through meaningful **engagement** and **collaboration**
2. Fostering life-long and life-wide **learning**
3. Strengthening career development and employment services through **applied, community-based, practitioner-led research** and evaluation



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# Research Component

## Contemporary Vision of CEI's research agenda:

The research program will, through a program of community / practitioner-based investigations, improve and/or **change the systems** that help Nova Scotians find meaningful work and which foster a **skilled, resilient** and **productive workforce** across Nova Scotia.

## Developmental Evaluation

What?

So what?

Now what?



# Research Component

## Engagement, Research, Capacity Building and Leadership

Our assumptions:

1. Engagement begins with meaningful consultation and curiosity.
2. Everyone has skills and capacity.
3. Community-based organizations have strengths and assets.
4. Together, we can create something valuable.
5. Ensure stakeholders are involved at every step of the way.
6. Developmental evaluation is core to our work.



# Youth Initiatives

- Youth Employability Skills Project
- Career Development (School-focused) Pilot
- Youth Mentorship Research Project
- Engagement Activities:
  - 4H Leadership Development Conference at StFX
  - How We Thrive!
  - Disability, Access, Equity and Education: Creating Welcoming Communities
- New Opportunities for Work (Youth Stream)



# NOW Statement of Purpose

...to increase the **labour force participation, attachment, and integration** of groups under-represented in the workforce including **First Nations, African Nova Scotians, racially visible persons, Nova Scotians on Employment Support and Income Assistance (ESIA), persons with a disability, and older workers (over 55 years of age)** through the development and delivery of an innovative and evidence-based workplace attachment program.



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# **New Opportunities for Work Program**

**Participant pre-employment education and training**

**On the job experience and training**

(including wage subsidy for two years of up to \$10.50 per hour with an expected minimum wage of \$15.00 per hour).

**Employer education and training**

**Ongoing wrap around supports and guidance – for employers and participants**

# New Opportunities for Work Program



# New Opportunities for Work Youth Program

## Pheonix Youth Partnership (<https://phoenixyouth.ca>)

- Community of Learning
  - Partnerships
  - Safe, welcoming and constructive learning environment
- Developmental Evaluation
  - Youth-focused evaluation tool development that includes participant check-ins and employer check-ins
  - Streamlining and consolidating processes to create better youth-focused systems
  - Flexibility and customization, collaboration and connection, culture of innovation, learning from ongoing lessons

Through extensive youth and employer engagement, able to better identify youth supports, education and training that is required for labour attachment.



# Cregg

“I am most excited about being able to use my welding trade in a company based out of Nova Scotia. I have a young family and given this opportunity, I am able to be home with them every day. The 2-year long subsidy gave me an edge that I would not have been given otherwise. The benefit for me is the sustained employment in a labour market where there is very little in my trade.”

# Appreciative Reflection

- Think about a time when you, someone you know or have worked with, had a very positive attachment to employment as a youth (this could be your own journey or perhaps a child, family member, or someone you have worked with in your community or professional life).
- **What were the circumstances, who was involved, what was the outcome?**

# Group Inquiry

- What are some of the top 2 strengths that youth bring to the conversation about youth attachment to the labour force?
- Context:
  - Issues/barriers facing youth with respect to employment, entrepreneurship/self-employment
  - Opportunities/solutions to address those Issues/barriers



# Group Inquiry

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# Group Inquiry

- **What Is one youth focused project that you would like to see developed and/or implemented?**
- **Context:**
  - Issues/barriers facing youth with respect to employment, entrepreneurship/self-employment
  - Opportunities/solutions to address those Issues/barriers

# Group Inquiry

- **What are we hearing?**
- **What are some of the themes that are emerging?**
- **What are the projects you are interested in exploring?**

# Wrap-Up

- Thank you
- Questions

**What can the Workforce Innovation Centres do for you?**