

INSPIRING SUCCESS

The NS Government Hiring Initiative for DCS Youth and Clients

Presentation to the Atlantic Workforce Partnership
Youth Best Practices Workshop

SEPTEMBER 18, 2019

Youth As Our Priority

How did Inspiring Success get started?

The Deputy Ministers' Committee on Youth has set the priorities for horizontal collaboration on youth. Identifying **opportunities for youth at risk to work within government** is one of these key strategic priorities.

Nova Scotia Context

- ▶ Youth are the fastest growing segment of ESIA new intakes
- ▶ The ESIA Program is in the midst of a total transformation that includes the design of a new continuum of preventative supports and programming for youth at risk
- ▶ The Premier is the Minister for Youth and has established a Senior Officials, Deputy and Ministerial Committee to support a youth-focused approach across all departments
- ▶ We know that we need to think differently about how we support youth at risk
- ▶ Government has a key role in being a leader in this change and opening doors

Background

What is Inspiring Success?

Inspiring Success has been designed to provide government work experience that helps students explore, validate and support their career goals.

1. **Highschool youth attached to DCS**

- Dependents of clients
- Youth in care

2. **DCS post-secondary students**

- Community College
- University
- Dependents of clients

It opens doors to students that may not see government as a career path. It is **Inspiring Success** by:

- ▶ Providing invaluable government work experience to support career planning or field of study
- ▶ Providing province-wide opportunities – rural and urban
- ▶ Breaking stigma barriers for DCS youth and clients
- ▶ Exposing students to the benefits of work and the public service
- ▶ Helping DCS achieve its transformation goals

Government Leadership

2018

- ▶ 7 depts and agencies
- ▶ 24 participants – 100% completion rate
- ▶ 79% youth under age 34
- ▶ 33% high school age
- ▶ 67% post-secondary
- ▶ 33% extended

2019

- ▶ 14 depts and agencies
- ▶ 50 participants – 100% completion rate
- ▶ 11 returning
- ▶ 30% high school age
- ▶ 70% post-secondary
- ▶ 3 permanent hires





“

Even if you don't think it is for you, accept the opportunity with an open mind and give new things a try! I never pictured myself working in an “office” setting, but now that I have experienced what it is like I am open to new career ideas in the future.

”

Defying Stereotypes

- ▶ “A” was an asset to our support team. She understood direction and when she didn’t she would ask for clarification. She is very accountable and a very pleasant and nice person.
- ▶ “T” is exceptional in his ability to produce work requested of him and pays attention to detail. He works very efficiently and independently.
- ▶ “M” has done excellent work in a challenging environment with a steep learning curve. He works independently and on a team. His critical thinking skills were of great benefit.



The Key Elements of Inspiring Success

- ▶ Candidate Screening Process
- ▶ Pre-Employment Supports
- ▶ Inspiring Success First Approach
- ▶ Collaborative Referral Process
- ▶ Informal Interviewing
- ▶ Mentorship and Coaching
- ▶ Job Maintenance
- ▶ Employer and Student Evaluation



“My goal is being an effective and productive person in my new country, working with Community Services is the first step.”



“ I’ve never felt like I’ve had such an inclusive work environment before. I feel like I’m really **part of something big** which is important to me. ”

Thank You!