Career Rising

Presentation to the Standing Committee on Community Services

MAY 7, 2019

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ESS PROGRAMMING & SERVICES

ESS provides programs and services to help move clients and youth towards labour market attachment and independence.

Preventive Programming

▶ Youth Development Initiative (YDI)

▶ Employment Supports within Residential Facilities for Youth in Care

▶ Immigrant Youth Career Exploration Program
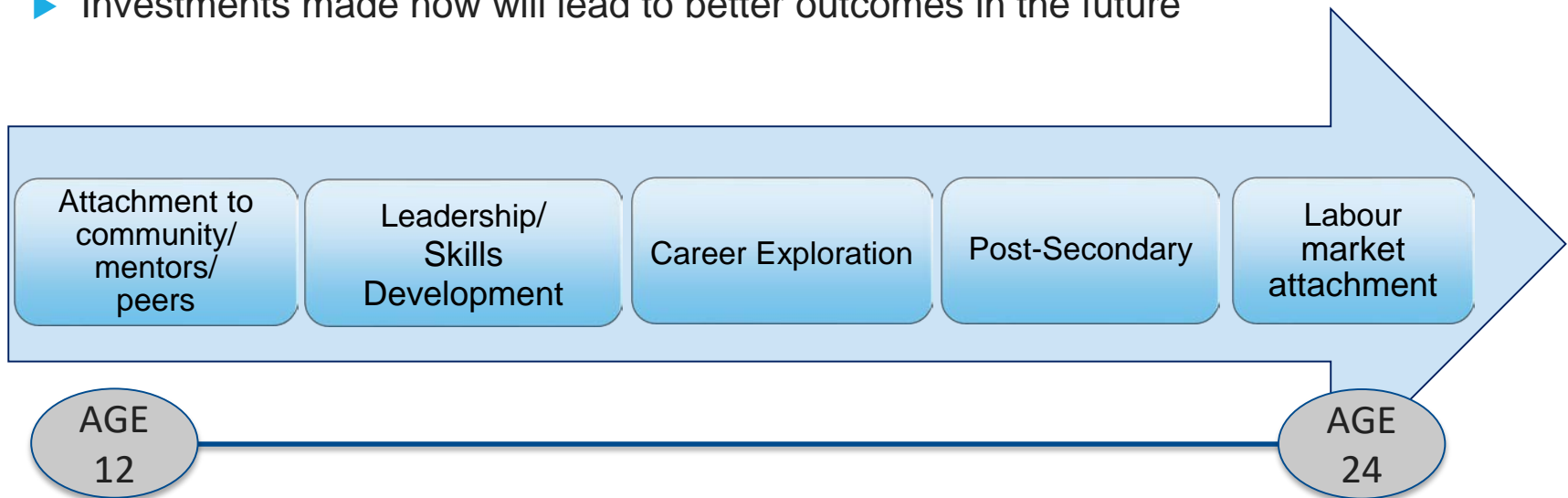
▶ Inspiring Success

▶ Educate to Work for Dependents

ESIA Client Programming

▶ EDGE

▶ Wage Subsidy Programming

▶ Project-Based Funding

▶ Work Activity Program

▶ Post-Secondary Programming

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ESIA TRANSFORMATION

Career Rising is part of the ESIA Preventive Continuum

► Committed to expanding and investing in preventive programming for youth at risk

► Building a continuum of supports for youth so that they can increase their education and employability

► Investments made now will lead to better outcomes in the future

| Attachment to community/ mentors/ peers | Leadership/ Skills Development | Career Exploration | Post-Secondary | Labour market attachment |

AGE 12 — AGE 24

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CAREER RISING

Building a Career Path for Youth at Risk

Partnership between Community Services and the Nova Scotia Co-operative Council serving rural Nova Scotian communities and youth.

Goal

Career Rising supports high school students to gain work experience, develop their career goal and go on to post-secondary education.

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Program Components

1. Two-week skills development camp

2. Paid work experience (subsidy offered)

3. Ongoing workforce and career development supports post work-experience

4. Post-secondary grant of $1,200 each year completed; one-time contribution of $500 from the Colchester Cumberland Community Credit Union

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Snapshot of Youth

They are young people motivated to learn, grow, contribute and build their career paths.

▶ Referred by DCS, Co-op Council, local organizations, Schools Plus, etc.

▶ Youth ages 15-19, and in high school

    ▶ ESIA clients or dependents

    ▶ Youth in care

    ▶ CYFS-funded youth outreach programs

▶ Live in or near program sites
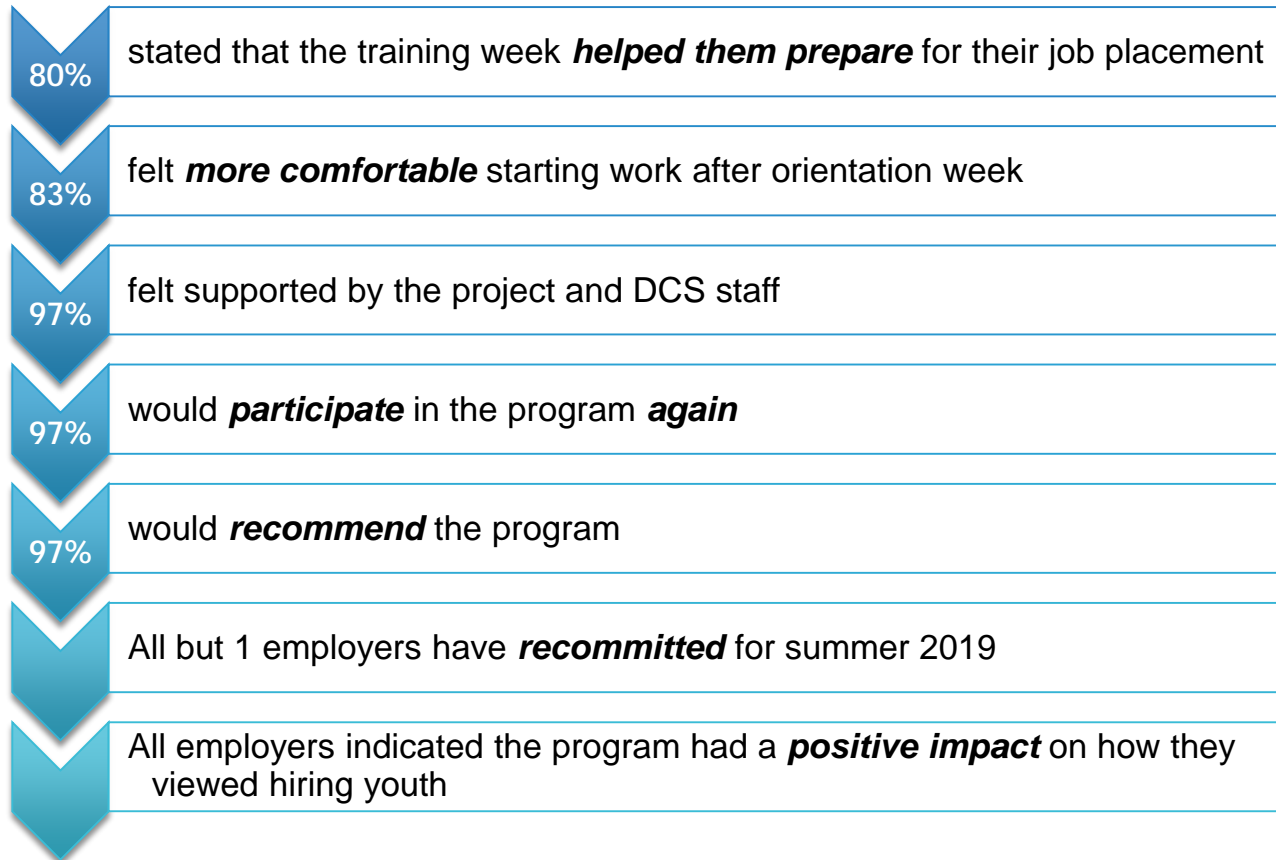
    ▶ Kentville, Bridgewater, Truro, and North Sydney

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CAREER RISING
2017 & 2018 Stats

2017	2018
▶ Kentville, Truro	▶ Kentville, Truro, North Sydney, Bridgewater
▶ 12 employers	▶ 40 employers (8 returning)
▶ 23 youth placed	▶ 50 youth placed (4 returning)
▶ 15 youth completed	▶ 30 youth completed
▶ Average grade: 11	▶ Average grade: 10

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CAREER RISING
What We Learned – 2018 Participants (Survey)

80% stated that the training week *helped them prepare* for their job placement

83% felt *more comfortable* starting work after orientation week

97% felt supported by the project and DCS staff

97% would *participate* in the program *again*

97% would *recommend* the program

All but 1 employers have *recommitted* for summer 2019

All employers indicated the program had a *positive impact* on how they viewed hiring youth

The **top skills** developed, as reported by participants include: agricultural, working with others/interpersonal, and time management (reliability/dependency)

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Youth Outcomes (2017 & 2018)

Of the **42** youth who have completed the program:

▶ **64%** have graduated or are graduating in 2019

▶ **33%** youth are still in high school (grade 10/11)

▶ **2%** left high school but plan to return

Of the **27** who graduated or are graduating in 2019:

▶ **33%** are attending or have enrolled in post-secondary

▶ **26%** are working full-time

▶ **41%** are solely attending school or looking for employment

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What's Next

Career Rising was recently cited as an example of innovative practice by the **OECD's Observatory of Public Sector Innovation**

In **2019** we are:

▶ supporting our first post secondary students sponsored by Inspiring Success and Educate to Work for Dependents

▶ Expanding to include referrals from:
▶ New Glasgow, Amherst, Cumberland County, Glace Bay and Sydney

▶ Offering a weekend leadership retreat for returning participants

▶ Offering new work experiences at local credit unions, and within the fisheries and natural resource sectors

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ESIA TRANSFORMATION
Continuing to Build Opportunities for Youth

▶ **We are just getting started**

▶ We continue to evaluate our services and programming to see where we can improve and expand

▶ Collaboration with community is key and we will continue to develop those relationships and partnerships so we are able to serve more young people that need us

▶ ESIA Transformation is ongoing and we are dedicated to always striving to do and be better

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Thank You