

HIRE A YOUTH TODAY, MAKE A DIFFERENCE FOR TOMORROW

Presented by: Annette Borrows



The Facts

Youth with disabilities are amongst the most poor and marginalized people in the world. They are routinely excluded from educational, economic, social and cultural opportunities.

Youth with diversities have needs very similar to all other young people.

They need to develop skills for employment purposefully and intentionally. Groce, (2004).

Youth and Employment Services

- Transition from high school to adult life for students with diversities and their families can be complicated and confusing
- Currently there are no government funding options for community based employment for youth
- Independent funding is required and with that comes innovation

Research Shows...

4 Main Contributing Factors to Youth with Disabilities Unemployment:

1. Limited school to employment transition
2. Youth with I disabilities are being limited in their choice for employment or post secondary training
3. Discrimination in the workplace
4. Limited employment training options

Benefits of Youth Employment During School Years

- Provides functional and meaningful skills that carry into adult life.
- Encourages building relationships early with employers and community.
- Offers a purpose to their education.
- Provides the environment for self determination.
- 80% success of employment 24 months after graduation if employed during high school.



Partnership with the School District

- Both Youthworks and LEAP rely on school district partnership but not the funding
- The school chooses the youth that they feel will benefit from the program
- Orientation sessions are held for the students and the families that the school district invites and hosts the meetings
- Youth Works and LEAP becomes the next step to Career discovery and gives the youth with diverse abilities who are ready, the opportunity to work

LEAP



LEADING EMPLOYMENT ACHIEVING POSSIBILITIES

LEAP: Community Pilot Project

- 2013-Formation of partnership established with Delta School District and Delta Community Living Society (DLCS)
- Funding from Vancouver Foundation (50%), matched funding from Coast Capital, RWA, Sphere, DCLS, Delta School District, donations
- There are no Eligibility Restrictions to students who may not qualify for other services or funding



STUDENT (LEAPER) SUPPORT

4 CORE NETWORKS

1

FAMILY &
FRIENDS

3

SOLUTIONS
STAFF

2

DELTA
SCHOOL
DISTRICT

4

PEER
MENTORS



LEAP Peer Mentors

- The role of a LEAP Peer Mentor is to create greater independence and self-determination in the individual they support
- Peer Mentors do not provide services but rather enhance the ability of the person they support to access services
- Peer Mentors are vetted and attend 6 weeks of leadership training before meeting their Leaper



The LEAP Retreat

LEAP participants meet all together for a remarkable two day retreat that includes ice breaker activities, survivor themed team work, creation of personal profiles, floor hockey, campfires and lots of entertaining and interactive activities. This is the time where the “matches” are made clearer between Leapers and Mentors.



Calendar Of Events

- January-March- Recruiting Leapers, Peer Mentors, information sessions, interviewing
- March-April- Peer Mentor training, Leaper intake and Retreat
- May-Match making with family introductions and setting summer schedules
- June-August
 - *Bi-weekly theme parties on Saturdays*
 - *Weekly Peer Mentor and Leaper meetings*
 - *Weekly Bounce Class*
 - *Employment as secured*
 - *Community events*
- Last Friday of August-Finale Graduation BBQ

1

Interview Skills

7

Workplace Etiquette

THEME PARTIES

LEAP

2

Money Management

6

Job Safety

Employment Skills

3

Community Exploration

4

Transportation

5

Resume & Cover Letter

Bounce: Employment Boot Camp

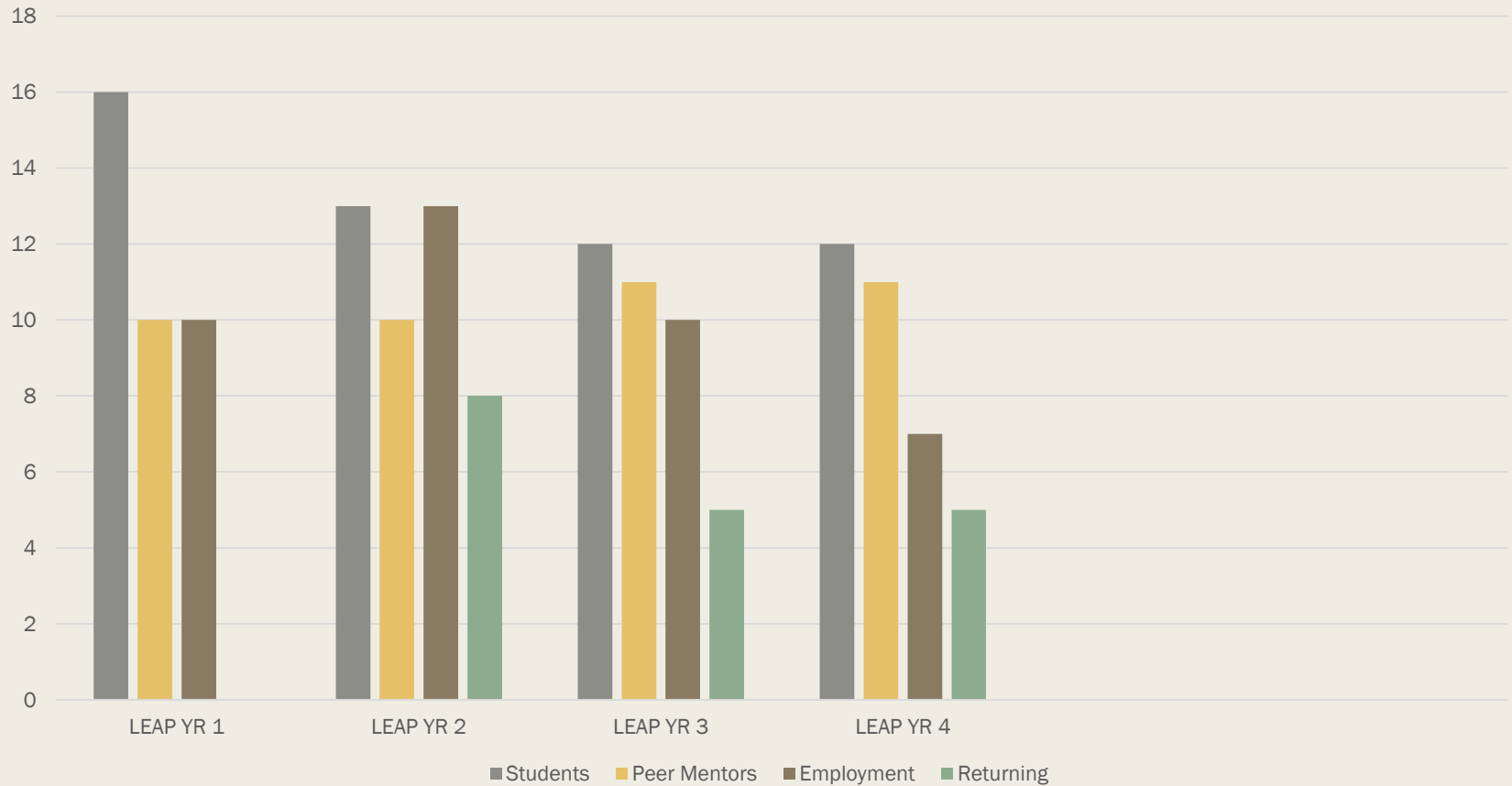
- Employment skills for young people transitioning from LEAP or High School to adult life
- Offered to current and graduated Leapers.
- Once a week 9-3
- 8 modules
- Activities will take place on location as well as in the community
- Curriculum designed so that it may serve as a credit course for students returning to school

BOUNCE Modules

- Communication Skills
- Safety Skills- Workplace and Community
- Goal setting
- Money Management
- Workplace Behaviour and Attitude
- Friends, Friendship and Co-workers
- Time Management
- Dress For Success and Hygiene

Outcomes

LEAP OUTCOMES



LEAP Video

<https://spark.adobe.com/video/KmtgurFESzZEd>

Learnings

- Funding is hard to find
- Begin employment process earlier with students that are more complex (grade 10)
- Spend time with parents to support through transitional plans
- The business community engages well with youth when the right support is applied
- Peer Mentors are a fantastic addition to Leaper's lives
- Communication is critical and nearly impossible to stay on top of!

LEAP Year 4 Summary

- Year 4
 - 12 Leapers, 11 Bouncers, 11 Peer Mentors (all under age of 22)*
- BOUNCE Curriculum expanded and tested
- Awarded Canada Job Grant for summer student to work full time in coordinating LEAP with staff support
- A new youth centre
- A Youth Summit in Vancouver being planned for November 2017, bringing together all four Ministries and provincial innovators of youth employment
- And hopefully year 5 in 2018



LANGLEY ASSOCIATION
FOR COMMUNITY LIVING

YOUTHWORKS

Youth Works



- Youth with disabilities need access to summer employment services to gain experience and improve the likelihood that they will secure employment after graduation.
- In 2010, LACL was awarded a grant from Vancouver Foundation to provide supported employment to youth between the ages of 16 and 19, in grades 10 to 12.
- Since then, YouthWorks has supported **144** students from 2011-2017

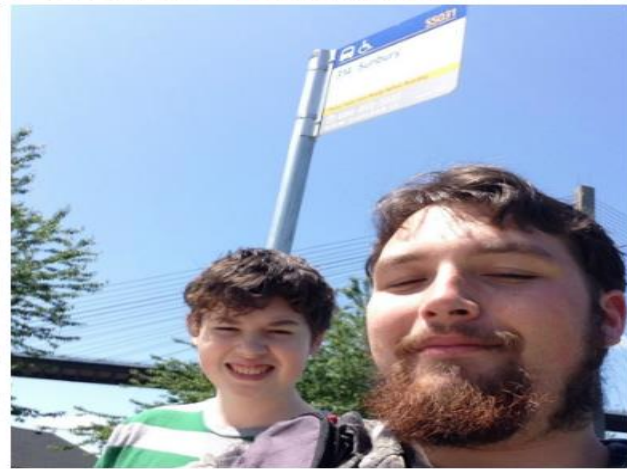
Successes of YouthWorks

- 2011-2017 Employment results
 - *144 students served*
 - *140 students successfully employed*
 - *62 students continue working into Fall- many permanently employed*
- Students return to school refusing to do unpaid work experience, knowing that they can be paid to work
- Students demonstration of their ability to contribute to community through employment is having an effect on families, employers and future “cost of care” as many youth turning 19 are **NOT** seeking social assistance



Challenges for Youthworks and LEAP

- Transportation
- Finding employment late into summer
- Competing with other high school students for jobs
- Developing natural supports in short periods of time and limited natural support resources
- Maturation to employment (not unlike all teen agers!!)
- May need to invest in job coaching at a higher level but have seen independence grow through the high school years
- Securing ongoing funding



QUESTIONS?

