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Item No. 3

Community Planning & Economic Development Standing Committee November 15, 2018

TO: Community Planning & Economic Development Standing Committee

Original Signed

SUBMITTED BY:

Denise Schofield, Director, Parks & Recreation

Original Signed

Jacques Dubé, Chief Administrative Officer

DATE: October 31, 2018

SUBJECT: Spring & Summer 2018 Youth Engagement Report

INFORMATION REPORT

ORIGIN

Motion of Regional Council – May 14, 2013:

MOVED by Councilor Outhit, seconded by Councilor Craig that Regional Council:

1. Dissolve the Youth Advisory Committee established in 2006 but no longer officially functioning, to adopt a more effective way of engaging with Youth across HRM.
2. Direct staff of Community Recreation Services to continue to engage youth, both in their communities and online, to better understand the current trends and issues of youth across HRM; and further direct staff to provide semi-annual reports to the Community Planning and Economic Development Standing Committee regarding trends and issues, best practices, and actions taken.

LEGISLATIVE AUTHORITY

Halifax Regional Charter, Section 79 (k) recreational programs; (m) ...the expansion of employment opportunities and the economic development of the Municipality; and (d) police services.

BACKGROUND

In May 2013, Regional Council directed the Community & Recreation Services (now Parks and Recreation) business unit to continue to engage youth, both in their communities and online, to better understand the current trends and issues of youth across Halifax.

Staff was further directed to provide semi-annual reports to the Community Planning and Economic Development Standing Committee regarding trends, issues, best practices, and actions taken with respect to youth programming.

This report also provides an update on the Youth Services Plan.

DISCUSSION

The attached Youth Engagement Report (Attachment 1) outlines youth activity over the Spring & Summer of 2018, in relation to Recreation Programming, Halifax Public Libraries, Fire and Emergency Services, Royal Canadian Mounted Police, and Halifax Regional Police youth programs.

Current data on youth activity is largely confined to Community Centres operated by HRM staff. Discussions are ongoing with Multi-District Facilities to develop a common process to collect data from those facilities.

A Municipal Youth Services Committee has been established to coordinate the Youth Services Plan implementation. Updates on the Youth Services Plan will be provided through the Youth Engagement Report.

FINANCIAL IMPLICATIONS

There are no financial implications.

COMMUNITY ENGAGEMENT

Youth engagement on the Youth Services Plan is ongoing, and now includes the collection of Most Significant Change Stories.

ATTACHMENTS

Attachment 1 – Spring & Summer 2018 Youth Engagement Report

A copy of this report can be obtained online at halifax.ca or by contacting the Office of the Municipal Clerk at 902.490.4210.

Report Prepared by: Amanda Reddick, Community Developer for Youth. 902.817.3923

Attachment 1
Youth Engagement Report

Update for Spring Summer 2018

Prepared by:

Amanda Reddick, Community Developer
Parks & Recreation
September 2018



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Purpose

In May 2013, Regional Council directed the Community & Recreation Services (now Parks and Recreation) business unit to continue to engage youth, both in their communities and online, to better understand the current trends and issues of youth across Halifax. Staff was further directed to provide semi-annual reports to the Community Planning and Economic Development Standing Committee regarding trends, issues, best practices, and actions taken with respect to youth programming. This semi-annual Youth Engagement Report is an outcome of this request.

The information presented in this report provides an overview of the services and programs offered to youth over the Spring and Summer 2018.

YOUTH SUMMIT 2018



Youth Leadership Program

Youth Services Plan Update

The objective of the Youth Services Plan (YSP) is to ensure that municipal programs and services are meeting the expressed needs of the youth. The YSP is the resource that guides staff in the provision of programs and services for youth.

The Municipal Youth Services Committee (MYSC) has three primary responsibilities. First, it oversees the roll-out of the Youth Services Plan. Secondly, the Committee administers the collection of feedback from youth on how they feel the implementation of the YSP is proceeding, and if it is meeting their expectations. Thirdly, the MYSC shares their findings with staff. The MYSC membership includes:

- 1 Representative from the Halifax Public Libraries
- 1 Community Recreation Coordinator from each Area Manager's region, including Aquatics
- 1 Area Manager
- 1 Administrative Support person
- 1 Community Developer (Youth)
- 1 Civic Events Coordinator
- 1 Representative each from Youth Live, Adventure Earth Centre, Youth Advocate Program
- 1 Multi-District Facility Manager

Key Collaborations

An information session on the YSP has been developed and is being delivered by the Community Developer for Youth to staff in the Recreation Programming Division of Parks and Recreation.

Led by the Community Developer for Youth, a working group, whose membership includes the Manager of the Dartmouth Sportsplex, a representative from the Halifax Public Libraries, as well as a cross section of Parks and Recreation staff, has developed a workshop called *Friendly Faces Friendly Spaces* (FFFS). FFFS participants will learn how to create youth friendly cultures and climates in their facilities. Youth facilitators have been recruited and are being trained to deliver the workshops across HRM business units, as well in the Halifax Public Libraries, HRM's Multi-District Facilities, and in those recreation centres with HRM facility lease agreements. The FFFS workshop will also be delivered to HRM's Youth Advisory Committee as part of their orientation.

Work is progressing in the roll out of the YSP across multiple HRM Business Units. The Community Developer for Youth continues to forge collaborative working relationships with key internal stakeholders, including the Halifax Public Libraries, HRM's Office of Diversity and Inclusion, Civic Events, the Municipal Clerks Office, and Corporate Communications.

Youth Action Plans

The Recreation Programming Division of Parks and Recreation comes together each Fall and Spring to review the implementation of the YSP. All front-line staff within Recreation Programming contribute to the implementation of the YSP by sharing ideas and best practices, networking and collaborating on creative recreation program initiatives, and adjusting the implementation of the Plan as necessary according to the communities being served.

The Youth Services Plan has five strategic visions:

Strategic vision 1: the services positively impact the mental health and physical well-being of youth

Strategic vision 2: all youth can access our services

Strategic vision 3: the municipality offers friendly and welcoming environments for youth

Strategic vision 4: services are diverse and geared towards youth interests

Strategic vision 5: all youth are aware of the services offered by the municipality

The YSP is the result of a comprehensive youth engagement process that informed the goals of each recreation area. Some examples of how the YSP is being operationalized in each area, as well as through the Halifax Public Libraries, are highlighted below. For more detailed information on the progress being made on the implementation of the Youth Services Plan at specific Recreation Centres, please link to the following site: www.halifax.ca/youth.

Youth Section Youth Services Plan Updates

Youth Live Program

Spring/Summer 2018

GOAL 5.2 - To promote and clarify the importance of leadership programs

Youth Live has increased leadership opportunities within the program, including formalizing two new leadership training modules. Since April 2018, these new modules have been delivered to the youth for the Spring and Summer seasons and will be ongoing.

Youth Live now hosts a large graduation event that highlights the achievements of the participants throughout their 21 weeks of the program.

Youth Advocate Program

Spring/Summer 2018

Goal 2.0 - All youth are able to access our services

The Youth Advocate Program has expanded into new communities in HRM: North & East Preston, Cole Harbour and Lower & Middle Sackville. The Youth Advocate Program team often works with youth and families in challenging situations facing a multitude of barriers. To better serve the youth and communities, the Youth Advocate Program team will be participating in *Motivational Interviewing* training, as well as training on how to work more effectively with youth who have been sexually abused.

Adventure Earth Centre

Spring and Summer 2018

On April 4, 2018 the Adventure Earth Centre's Shubie Park location officially opened. The Adventure Earth Centre now provides opportunities for people of all ages on both sides of the harbour, to connect with the natural world, develop leadership skills, and pursue an active lifestyle outdoors. Having a second location in Dartmouth, in addition to the Halifax location in Fleming Park, provides residents with greater access to these programs and services.

This summer, the Counsellor Development team planned, prepared and implemented a Community Action project hosted at the Adventure Earth Centre. The project was an Environmental Awareness event which included environmental activities and nature based appreciation for all ages. The youth created a PowerPoint with current Canadian statistics on the harmful use of plastic, pollution and ways to live a more sustainable future. The youth engaged an Environmental Lawyer as the keynote speaker, who delivered an informative and educational presentation for the adults. There were 50 participants at the event.



This team of youth leaders volunteered over 2,000 hours in a period of two and a half weeks, for the “Explorers” off-site camp. They led the program for over 80 children, teaching nature appreciation, outdoor skills and environmental education.

[Halifax Public Libraries Youth Report](#)

Halifax Public Libraries is committed to serving youth. The Library’s Strategic Plan outlines a vision and priorities that support many of the directions set in Halifax Recreation’s *Youth Services Plan*. Conversations with Recreation Programming are beginning to explore how Library and Recreation can collaborate on a youth services strategy.

The Halifax Public Libraries offered 883 teen specific programs between March 2017 and February 2018 for youth ages 12-18 with 18,168 participants.

542 youth volunteer positions were filled with teens contributing 8052 hours of time to their community in a variety of roles (annual statistics - June 2017).

The Halifax Public Libraries provides a variety of free services and programs for young adults in the community, including:

- Welcoming spaces to hang out, connect with others, study, play, create and learn during open hours.
- Open access to computers, WiFi, a media studio, and other technologies.
- Staff with skills in youth engagement and the ability to connect teens with information and the wider network of community support.
- Supportive adults who build relationships with youth and are often relied upon as allies and mentors for young adults experiencing challenges or in transition.
- Opportunities to contribute to the community, develop skills, connect with other youth, and lead through volunteering. Library experience is often a springboard to scholarships, school applications and future employment.

- Diverse resources for recreation and learning – from traditional collections to e-books, technology to board games, art materials to cooking equipment.
- A wide range of programs providing opportunities for discussion, hands-on learning, skill development, creativity, self-expression, and social interaction.
- Extensive partnerships with community experts and service providers help the Library support youth development and reach out to diverse teens. Examples of partners include: the YMCA Newcomer Centre, Homebridge, Phoenix Youth, Halifax Recreation, Autism Nova Scotia, the Youth Project, Capital Health, CEED's Youth Employability Project, IWK's Adolescent Mental Services, and Restorative Justice.

Parks and Recreation Centres Youth Services Plan Updates

Strategic Vision 1: Our Services positively impact the mental health and physical well being of youth

Recreation Centres across the municipality

There continues to be a steady increase in staff's capacity to work with more vulnerable youth. *Mental Health First Aid and Applied Suicide Intervention Skills Training* is being delivered to front line staff working in recreation centres.

Gordon R. Snow Recreation Centre

Summer staff participated in a discussion on the importance of maintaining good mental health and were provided with tips on how to minimize stressors. GRSCC hosted a table at Lockview High's "Yellow Day for Mental Health."

Strategic Vision 2: All youth are able to access our services

Findlay Community Centre

A Coffee House style session was organized in the spring, to generate new ideas for programs. Once a month, staff of *Youth Night* have conversations with youth regarding the types of workshops they would like to access. Future Coffee Houses will be organized to continue engaging youth.

Needham Recreation Centre

A Friday night drop-in for all ages will be offered in the gym.

Beechville, Lakeside, Timberlea and Tantallon & Hubbards

Youth programming continues to be offered at the following locations: Lakeside Community Centre, BLT Elementary, Tantallon Elementary, and Hubbards Recreation Centre. New youth programming space will be available in the Lakeside Community Centre in the fall.

Strategic Vision 3: The municipality offers friendly and welcoming environments for youth

Inclusion and Accessibility

In partnership with the Nova Scotia Rainbow Action Project, Inclusion and Accessibility supported the gathering of information from youth around "Trans youth experience's in Sport and Recreation Opportunities."

LeBrun Recreation Centre

A space has been created in the Centre where youth can access free Wifi. The Youth Leadership Program was offered at LeBrun this summer.

Strategic Vision 4: Services are diverse and geared towards youth interests

Sackville (Acadia School and Sackville Sports Stadium)

Researching program/leisure opportunities that can be offered in the Sackville Youth Centre. They are in the early stages of adding a fully accessible youth spin/cycle class.

Tallahassee Recreation Centre

The Youth Leadership Program connected with the students of the new Island View High School. There is an increase in youth interest and programming offered due to peer-to-peer engagements.

Strategic Vision 5: All youth are aware of the services offered by the municipality

Musquodoboit Valley

A Level 1 Leadership program is being developed and will be delivered in Carroll's Corner in the Fall of 2018. The Leadership program will be offered once a week.

Strategic Vision 6: Services are diverse and geared towards youth interests

Bedford Hammonds Plains Community Centre

Build a positive relationship with the local schools to foster open communication. Identifying the tools available to promote youth services and programs. Work to close the gap between how the youth communicate and the platforms they use compared with the methods and platforms Parks and Recreation has available to use.

Regional Highlights

Eastern Shore/Dartmouth

Spring 2018

The opening of the new Island View High School in Eastern Passage brings new possibilities for youth focused programming. The Tallahassee Recreation Centre staff has been in contact with the Athletic Director of the new school and are looking forward to building a partnership. The Halifax Libraries, working with Tallahassee Recreation Centre staff, has installed a Library Kiosk in the main lobby of the Centre.

In the summer of 2018, the Cole Harbour Parks & Recreation Youth Leadership Program provided 27 youth, between the ages of 13-15, an opportunity to volunteer, train, and engage their community in meaningful recreation experiences. These youth developed social awareness, practical work-related experiences, and created lasting relationships with their peers in a fun and prosperous setting. Many of the youth will continue this path of recreation as leaders in our daily program offerings for many years to come.

In addition, Cole Harbour youth participated in the following:

- Tennis Lessons at the Cole Harbour Outdoor Pool and Tennis Complex
- Facilitating an Ice Cream Social for 50 children
- Hosting a Community Outdoor Movie and Bake Sale with proceeds going towards Hope for Wildlife
- Events like Y.E.S Camp (Held Aug 1-3) at Camp Mockingee
- The Youth Summit (Aug 16) held at the Bedford Hammonds Plains Community Centre
- 3 youth Leaders from this years Youth Leadership Program are now employed staff

Summer 2018

Two youth received recognition for their outstanding community work at this year's HRM Volunteer Awards. Allison Flewwelling and Anthony Sarto-Morrison are part of the Parks & Recreation – Cole Harbour Recreation Centre family. Allison Flewwelling has been a volunteer with Cole Harbour Recreation's Youth Leadership Program. Her outstanding volunteer work earned her a staff position with Parks and Recreation. Anthony Sarto-Morrison started at Cole Harbour Recreation as a staff member in the summer of 2017. He is very active in the soccer community and was instrumental in providing top quality programming during our Shubie Park Day Camps.

Bedford/Hammonds Plains/Sackville/Fall River

Spring 2018

The Friday Night Open Gym program in Middle Musquodoboit continues to be well attended. Over the last few seasons a group of young, and not so young, men have been traveling from Dartmouth to Middle Musquodoboit on a weekly basis to play basketball. These men, ranging in ages from 24 to 50 years, have taken the youth of the Valley under their wing. They have become mentors. They teach skills, share laughs and have developed friendships. The mentorship of these men is welcomed and appreciated.

Summer 2018

Youth Leadership Program volunteers worked at both the Musquodoboit Valley Thoughtful Food Project and the Musquodoboit Valley Public Library outreach programs. The youth organized a community games night and provided the games and children's activities for the Night Markets that took place at the Carroll's Corner Community Centre.

Parks and Recreation staff in the community of Sackville are working with Laing House and the Cobequid Community Health Team to deliver a program called The Friend Zone. The Friend Zone welcomes youth living with various mental health challenges, and participate in recreation and leisure activities. The group meets Mondays, bi-weekly, and laughter is often heard as they learn new activities. Parks and Recreation provides space for the group, and staff support. Parents and other organizations now see this space as a "safe place," and are piggy backing on the Friend Zone nights to meet and to support their children facing other challenges.

Peninsula Halifax

Spring and Summer 2018

Throughout the spring and summer months, the George Dixon Centre had a group of 12 youth working on the design, creation and production of a youth promotional video for speed skating and extra-curricular training and activities that are offered at the Centre. They worked diligently and were very proud of the outcome.

Regional Aquatics

Spring 2018

Beginning on May 7, 2018, a free youth afterschool drop-in program was launched at the Captain William Spry Centre. There was an identified need for such a program, as youth were hanging out in the lobby of the Centre through-out the winter and it was important to provide them with a safe, welcoming space to spend their time afterschool. The program was offered to youth ages 10-14 years old, on Mondays, Wednesdays and Fridays from 3:30-5:30pm. Posters were created to promote the program, and were posted throughout the Centre and were distributed to all of the local schools. Two staff were hired to run the program. Staff set out table top board games, Nintendo switch video games, crafts and, on occasion, snacks. In addition, youth were encouraged to use the time for homework and socializing. On the first day, staff and youth discussed program ideas. The consensus amongst the youth was that they wanted a spot to spend time with their friends.

With the goal of increasing attendance for the Sept 2018-June 2019 school year, staff will continue to advertise the afterschool drop in program over the summer months in the community.

Summer 2018

A highlight for Aquatics was the positive response from a youth who participated in the Youth Leadership Program.

"For me, the Youth Leadership Program was a very positive experience. I gained so many valuable skills which I will be able to use in the future. Some of these skills include: team work, communication, taking initiative, and most important – a sense of belonging in my own community. If I was not involved in this program, I probably would have spent the summer playing video games and being on my phone more often. Instead I looked forward to seeing the

children every day and building relationships with the staff/program leaders and learning from them. Knowing that I was a role model to these kids and that my interactions with them could make a positive impact in their lives and their summer experiences made me happy!”
~Anonymous

Mainland North & Mainland South

Spring 2018

Lakeside, St. Andrew's and Chocolate Lake Community Centres hosted a Youth Information session. 110 youth and their families attended. Those in attendance were interested in finding out more about our Youth Leadership program. This is an increase from the previous 88 youth who attended last year.

Summer 2018

Youth volunteers from Chocolate Lake, Lakeside and St. Andrews travelled to Ronald MacDonald House three times over the summer to cook a meal. All three occasions were successful and positive feedback was received from those who attended. The youth were enthusiastic and worked well as a team.

Youth Section Manager Update



Youth Advisory Committee

On January 16, 2018, Regional Council approved a two-year pilot project to establish a Youth Advisory Committee for HRM. Over the spring and summer months, staff from the Municipal Clerks Office and the Community Developer for Youth, established a Community Leadership Team

(CLT), made up of key HRM staff and representatives from each of the following community organizations and HRM business units: iMatters, Delmore Buddy Daye Learning Institute, Immigrant Settlement Association of Nova Scotia, HRM Parks & Recreation's Youth Section, HRM's Office of Diversity & Inclusion and HRM Corporate Communications.



YAC Information and Engagement Gathering at City Hall – July 2018

To date the CLT has:

- Developed a communication, outreach and recruitment strategy.
- Hosted a youth gathering and engagement session at City Hall in July. The purpose of the event was to generate concepts and to capture youth friendly marketing ideas to better promote the YAC and aid with recruitment efforts.
- Initiated work on a Youth Advisory Committee web page, an on-line application form, a FAQ sheet and rack cards.
- Developed content for information sessions on the YAC. The information sessions will be delivered by CLT members to youth serving organizations across the municipality.
- Developing resource materials for a Municipal Leadership Workshop on how to work with and support youth on the YAC.

Youth were able to apply for a seat on the Youth Advisory Committee between October 19, 2018 through to November 11, 2018. The Youth Advisory Committee is expected to be up and running in December 2018.

Multi-Services Centre for Youth Pilot in Sackville

On March 6, 2018, Regional Council approved a one-year pilot project to establish a collaborative multi agency, multi service youth centre in the Acadia Centre in Sackville. Over the last several months Parks & Recreation staff, and stakeholder representatives from the IWK Community Health Team, Nova Scotia Health Authority, Opportunity Place, the Boys and Girls Club, the Sackville Library, Laing House and the YMCA have completed a substantial amount of Phase One and part of Phase Two of the Pilot. Work that has been completed, is almost completed, or has just begun, includes:

- A Memorandum of Understanding, including committee terms of reference and a lease agreement has been drafted and are going through each organization's approval process.
- A communication strategy has been approved by the stakeholder group and promotional materials are in development.
- An youth outreach program will be launched in October 2018.
- Policies and protocols around decision making are being developed for front line staff.
- Key performance indicators and an evaluation protocol have been drafted, and are in the process of being finalized.
- A training and orientation session is in the works for front line staff who will work at the Centre.
- A design charrette for the space occurred on October 11, 2018. Each organization invited 3 to 5 youth to participate.

Upcoming

- A Project Manager will be hired in the fall, and will report to the Recreation Area Manager for Sackville.
- Renovations to the site will be completed by November 1st.
- A grand opening and naming event for the Youth Centre will be organized for November.

Power House

In October of 2018, the Youth Section of Parks and Recreation, will be moving to their new home in the Richard Power House, located at 1606 Bell Road in Halifax. The Power House will become a meeting place for Halifax Regional Council's Youth Advisory Committee. It will also serve as a hub for youth leadership initiatives and projects for the municipality. Additionally, the *House* will function as a resource and learning centre for HRM staff and senior officials who are interested in engaging with youth.

The Youth Section has been in discussions with The Friends of the Public Gardens (TFPG) to identify opportunities to work together in areas where our objectives align. The TFPG has had a long association with the Halifax Public Gardens. TFPG's main purpose is to preserve and celebrate the gardens, and to encourage the public's enjoyment of the historic site. The Power House's proximity to the Public Gardens provides an opportunity for the Youth Section and the TFPG to collaborate by working together on projects and opportunities that advance mutually held goals. Discussions will be ongoing, however, for the short term, staff has been working to ensure that TFPG have access to the Power House. Specifically, TFPG will have access to the *House* for their meetings and events as well as file storage.

Pathways to Leadership

Over the past 18 months, the Youth Section of Recreation Programming has been coordinating an internal departmental initiative to review current staff's professional development practices and to consider what is needed to create a career pathway for young staff and volunteers who aspire to move from casual positions to full time employment. The Pathways to Leadership Group is made up of staff from all Recreation Programming divisions and it includes managers and front-line staff.

The work of the Pathways to Leadership Group (PLG) has focussed on four areas: Recruitment, Hiring & Retention, Development & Training, Awards & Recognition and Succession Planning.

To date, the PLG has completed or has started work on:

- A catalogue of all full time and casual positions, including job descriptions.
- Populating a spreadsheet of certifications, experience, qualifications and training requirements for all Recreation Programming positions.
- Developing resource information for future leaders on career advancement.
- Creating an on-line illustrative pathway for aspiring leaders, which provides information on what is required to advance to the next rung on the Parks and Recreation leadership ladder.
- An audit of the divisions recruitment and hiring practices.
- Developing a robust system for succession planning.

In the coming months, the PLG will work with Human Resources to formalize the Recreation Programming Division's Pathway to Leadership.

Youth Programming Statistics

RecKids/Access Pass Program Summary

Delivered through Parks and Recreation, Rec Kids and the Access Pass Program, assists families experiencing financial difficulties, by providing reduced fees for recreational programs for children and youth under the age of 18 years.

For the Spring and Summer seasons up to August 15th, Access Passes supported youth for a value of \$59,728.15.

Type of discount	Total \$	# Individuals	# families
Access – Dryland 100%	\$5440.46	83	47
Access – Dryland 50%	\$29,727.43	582	112
Access – Dryland 25%	\$190.25	7	2
Access – Aquatics 100%	\$924.12	10	10
Access – Aquatics 50%	\$708.50	17	11
RecKids 100%	\$10,982.44	127	61
RecKids 50%	\$11,590.70	249	70
RecKids 25%	\$164.25	6	1
Total	\$59,728.15	1081	314

Newcomer's Access to Recreation Programs

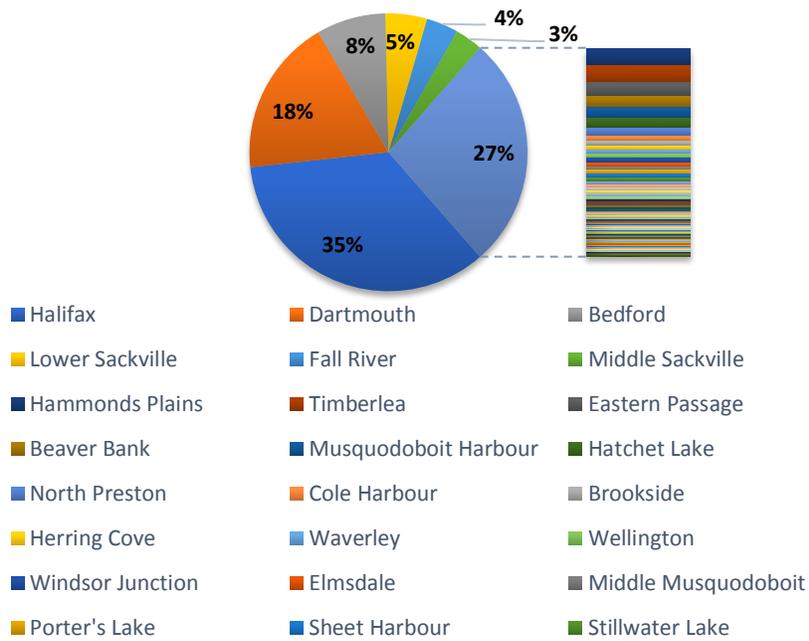
Parks & Recreation offers newcomer families a 100% discount on fees for programs and memberships, offered through recreation facilities. From April to mid August 2018, the dollar value of distributed passes was \$2527.66; 28 individuals across 13 families. A majority of passes were used by Dartmouth families for fitness and summer camp programs, as well as for Aquatics programs for children and youth swim classes.

Youth Employment Stats for HRM: March 2018 – September 30, 2018

Business Unit	Number of Active employees
Corporate & Customer Services	6
Finance & Asset Management	6
Fire & Emergency	37
Halifax Police	36
Halifax Transit	37
Human Resources/Diversity & Inclusion	5
Legal, Municipal Clerk & Ext Affairs	6
Office of the Auditor General	2
Parks and Recreation	1902
Planning & Development	22
Transportation & Public Works	70
Total	2129

For the period between March through to September 2018, Parks and Recreation hired 89.3% percent of youth hired across municipal Business Units.

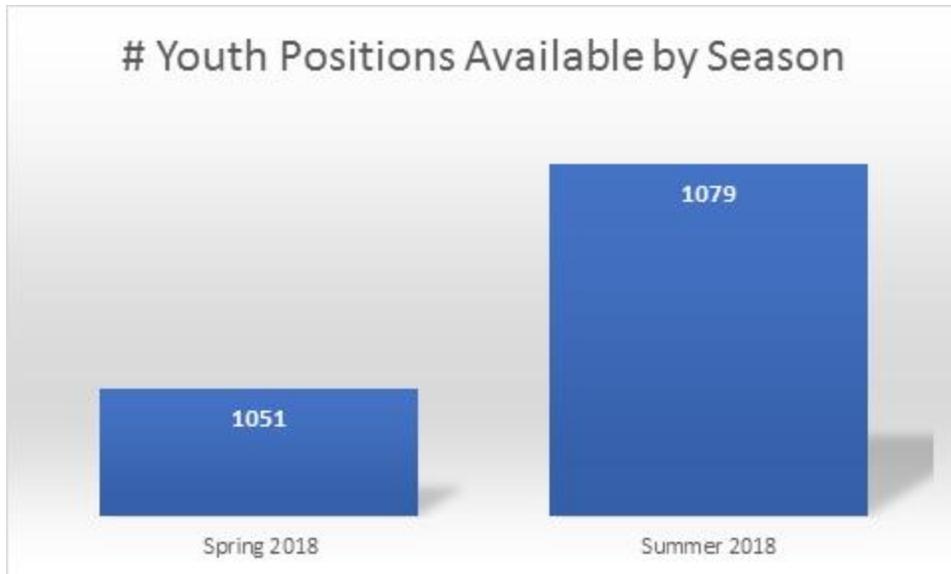
Employees by Location



Most youth hired by the Municipality reside in Halifax, with the next largest population living in Dartmouth, followed by Bedford, Lower Sackville, Fall River, and Middle Sackville. The remaining 27% of youth employees for the spring and summer seasons are divided between eighteen, primarily rural communities.

Parks & Recreation Youth Employment Information

Youth employment opportunities are offered at all Recreation Centres throughout the year, with the highest number of youth hired during the summer months.



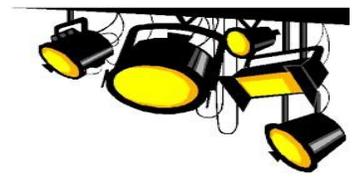
Parks and Recreation offered a variety of programs for youth over the spring and summer months of 2018. The number of youth registered in programs over the two seasons totaled 7484. The table below offers a breakdown of where youth were participating.

2018	Total Number of Registered Youth
Adventure Earth	(289 SPRING / 99 SUMMER)
Beaches	(n/a SPRING / 69 SUMMER)
Bedford Outdoor Pool	(n/a SPRING / 76 SUMMER)
Bedford – Hammonds Plains	(363 SPRING / 96 SUMMER)
Captain Spry/Dryland	(0 SPRING / 28 SUMMER)
Chocolate Lake	(145 SPRING / 24 SUMMER)
Citadel	(83 SPRING / 45 SUMMER)
Cole Harbour	(53 SPRING / 25 SUMMER)
Cole Harbour Outdoor Pool	(n/a SPRING / 21 SUMMER)
Dartmouth North	(9 SPRING / 40 SUMMER)
Fall River (Gordon Snow)	(30 SPRING / 0 SUMMER)
Findlay	(55 SPRING / 77 SUMMER)
George Dixon	(364 SPRING / 180 SUMMER)

Lakeside / Tantallon / Hubbards	(35 SPRING / 123 SUMMER)
LeBrun	(64 SPRING / 80 SUMMER)
Musq. Harbour	(1925 SPRING / 215 SUMMER)
Needham	(101 SPRING / 28 SUMMER)
Needham Pool	(10 SPRING / 0 SUMMER)
North Preston	(1973 SPRING / 38 SUMMER)
Sackville Sports Stadium	(12 SPRING / 20 SUMMER)
SSS Aquatics	(32 SPRING / 0 SUMMER)
Sackville / Musquodoboit Valley	(32 SPRING / 20 SUMMER)
Sheet Harbour	(0 SPRING / 0 SUMMER)
Saint Andrews	(54 SPRING / 72 SUMMER)
St. Marys Boat Club	(7 SPRING / 118 SUMMER)
Tallahassee	(12 SPRING / 103 SUMMER)
Wave Pool	(74 SPRING / 63 SUMMER)
Youth Advocate Program	(21 SPRING / 31 SUMMER)
Youth Live Program	(30 SPRING / 20 SUMMER)
Totals	Total Number of Registered Youth in Spring: 5773 Total Number of Registered Youth in Summer: 1711 Total for Spring and Summer - 7484



Youth Leadership Program



The Youth Leadership program offered by Parks & Recreation is for youth ages 13+ (or those whom have completed grade 7) who want to learn leadership skills, take part in social activities, work with children, and give back to their community. This program is not a full-time commitment, and times vary in each community. Summer staff, between the ages of 16 to 24+ years old, were hired to work in the summer program.

The Youth Leadership Program offers three levels of training and commitment:

- Level 1: For younger youth with no previous leadership experience.
- Level 2: For youth with some previous leadership experience.
- Level 3: For youth ages 14+ who have previous leadership experience and are ready for more responsibility.

Typically, Level 1 and 2 youth participate in group training and lead group activities on a limited scale, while Level 3 youth volunteer on an individual basis and lead activities on their own or with a partner. In groups, youth plan and implement a community action project in the community where they are participating in the Youth Leadership program. Community action projects range from raising money for the local food bank, or volunteering at a senior's home, to carrying out a community clean up.

- ✚ Summer 2018 Youth Leadership Program Attendance: 649
- ✚ Total number of Volunteer Hours for the Summer (July & August) 2018: 22,414.50
- ✚ Average number of volunteer hours completed by each youth: 35

This summer, 649 youth participated in the Youth Leadership Program (YLP), 2018 saw an increase of almost 100 youth. The increase in registration numbers was due in part, to the work done by staff to achieve *Strategic Vision 2. Goal 2.1 of the Youth Services Plan* - to provide low income to no cost services for youth. Fees once associated with the Youth Leadership Program were phased out, or substantially reduced, at several recreation centres. Changes in fee structure were implemented in most HRM owned and operated recreation centres for the Summer 2018 YLP, and by the summer of 2019, will be introduced in all recreation centre.

Training Modules

All Youth Leadership participants receive a variety of training to develop their leadership skills. Varying by Recreation Centre, youth participated in the following modules throughout the summer: Inclusion & Diversity, Interview Skills, High 5, Program Planning, Public Speaking, Time Management, Budgeting, Leadership, Safety, Team Work & Participation, Social Media, Bullying and Community Action.

Community Action

Community Action is an important aspect of the Youth Leadership Program. Each youth has an opportunity to brainstorm, plan and implement a community action project. As with the previous years, youth were tasked with brainstorming a community action event early in the season which gave them a longer time to plan and to develop and distribute promotional materials.

Youth Leadership Program Week of Action 2018



Movie night with bake sale and concession stand

Cole Harbour Rec. Centre
Aug. 16, 2018 starting at 8 p.m.
Join us for a FREE movie night with a bake sale and concession stand. Please bring a food bank donation. All the proceeds from the bake sale will be donated to Hope For Wildlife.
Members of the public are invited to attend.

Fun day - for Campers and Parents

Cunard Beach
Aug. 15, 2018 from 11 a.m. - 3 p.m.
The youth at Captain William Spry will be holding a fun day for the campers and their parents at Cunard beach.
(Fun day is for registered participants only)

Flip over for more events...

Food and Clothing Drive

Bayers Rd. Cte.
7071 Bayers Road
(St. Andrews Centre)
Aug. 13, 2018 from 9 a.m. - noon
Aug. 16, 2018
Please donate food and clothing for our drive. Members of the public are invited to contribute. For more information please contact Zaria Connors by email connorz@halifax.ca

Animal Themed Child Dance

Chocolate Lake Recreation Centre
Aug. 15, 2018 from 6 - 8 p.m.
The Chocolate Lake Youth Leaders are hosting a dance for children aged 5-10 with all money raised going to the SPCA. Children can enjoy a night of fun with dancing, awesome music, animal themed crafts, games, cookie decorating and much more. Please note this event is unparented/for children only. Members of the public are invited to attend.
Drop in \$6
For more information please contact Ashley Mann at 902.490.4589 or by email manna@halifax.ca

Carnival

Acadia Park, Sackville Drive
August 14, 2018 from 11 a.m. - 4 p.m.
FREE Carnival for families with mini games and chances to win prizes. Food will be available. Members of the public are invited to attend.
For more information please contact Gregory MacMilan at 902.864.6761 or by email macmilg@halifax.ca

Environmental Awareness Event

Adventure Earth Centre
(68 Parkhill Rd, Halifax)
August 15, 2018 from 6:30 - 8:30 p.m.
Come join the Adventure Earth Centre's youth at a free environmental awareness event. We will be providing information on how to better the environment with a presentation on plastic and how we can reduce it. Activities for all ages and decorating your own reusable container!
Members of the public are invited to attend.
For more information please contact by email rowlinj@halifax.ca

Book Drive

Tallahassee Recreation Centre
August 20-24, 2018 from 8 a.m. - 4p.m. daily
Please drop by and donate a book to our community book drive. Members of the public are invited to contribute. For more information please contact Courtney Isles 902.465.8732 or by email islesc@halifax.ca

Youth Paddle Night

St. Mary's Boat Club
Aug. 14, 2018 from 6 - 7:30 p.m.
Youth ages 12-17 are invited to a FREE Youth Paddle Night (Guided tour of the North West Arm) Members of the public are invited to attend.
For more information please contact Shelley Haynes 902.490.4538



YLP – 2018 Youth Summit



This summer marked the 3rd Annual Youth Summit conference. Approximately 200 youth attended this year's Summit. The event attracted Youth Leadership Coordinators (YLCs), some Community Recreation Coordinators, members of the public, as well as community groups. The YLC's were responsible for crowd pushing to running the wellness breaks, handing out snacks and lunch or managing technology. Summer Managers, Youth Leader Coordinators, and Youth Leader participants organized the entire event including, budget tracking, securing keynote speakers, organizing breaks, community outreach and scheduling volunteer organizations to set up booths related to employment, education, volunteerism and sports.

How Does the Youth Leadership Program Impact the Youth?

During July and August 2018 one on one interviews with youth participants, Youth Leader Coordinators and summer staff were conducted. Most Significant Change stories were collected from the Youth Leadership Program. The summary of the data, below, provides some information on the value youth place on the program and the importance of summer employment opportunities,

Youth Leadership Program: Youth Participants (13-15 years old)

- Patience with themselves, children and adults
- Being part of the program made it easier to make new friends from different areas and backgrounds
- Understanding and valuing difference
- Growth in confidence
- The feeling of leading versus following and the difference it makes in decision making
- Making friends with similar values and interests
- Elevated sense of responsibility transferred to helping-out more at home with family matters and in community

Youth Leadership Program: Youth Leader Coordinators (Summer Staff / 16+ years old)

- Feeling more prepared for aspects of employment i.e., interviews, time management, budgeting, public speaking
- Easier to network for future jobs
- Feels possible to reach high with the sense of achievement with the levels in the program
- A growth in the sense of responsibility to the community, bringing people together and staying connected
- Growing comfort level with being themselves, more confidence
- Helps with thoughts about career choices
- A stronger sense of responsibility and trust their own abilities

Several of the Youth Leadership Coordinators have been a part of Parks and Recreation for many years, as campers and youth leaders. Most of youth leaders identified an interest in gaining employment with Parks and Recreation, and wish to continue on their journey through the Youth Leadership program. It is the expectation of the Youth Section through the work of the Pathways to Leadership Project, to support youth towards sustainable employment and career growth with the municipality.

Youth indicate that their experiences in the Youth Leadership program have helped them become better citizens, gain confidence in themselves and, in their abilities, understand youth and obtain proper skills to help them move forward with their career aspirations (see appendix for direct quotes from youth about their experience with the YLP).

Youth Section

The municipality operates several major youth programs dedicated to at-risk youth. These programs are the Youth Live Program, Youth Advocate Program, and Halifax Fire's Emergency Services Achievement Program. More information on these programs can be found at www.halifax.ca/youth.



Youth Section - Staff In-Service (2018)

Youth At-Risk Program Overview

March 2018 – September 2018				
Program Name	# of Youth in program since March 2018	# Youth Graduated	# of referrals/ inquiries to program	Program Capacity (<i>space available</i>)
Youth Advocate Program	45	4	36	45
Youth Live Program	50	14	91	20
Emergency Services Achievement Program	12	12	-	0

Youth Advocate Program

The Youth Advocate Program helps prevent youth aged 9-15 from engaging in anti-social and criminal behaviors. The Youth Advocate Program is family-centered, which means it looks to and works with the family of the youth to provide coordinated support. The program's goal is to reduce the key risk factors— isolation, stress, negative rushes—that make young people vulnerable to engaging in criminal behavior. By connecting youth to existing community programs and support, the Youth Advocate Program increases self-reliance, resiliency, life skills, and social skills by engaging youth in constructive behaviors with family, school and community.

The Youth Advocate Program expanded and is now offered in fourteen communities including; North End Halifax, Bayers Westwood, Fairview & Clayton Park, Spryfield, Lower & Middle Sackville, Dartmouth North, Gaston Road, Woodside, East Dartmouth, Cole Harbour, North Preston & East Preston.



A Walk and Talk – YAP participant and Youth Advocate Worker



An Amazing Day for an "Amazing Race"

Youth Live Program

The Youth Live Program is a supportive work environment that offers up to 21 weeks of work place mentoring, as well as life and job skill development for youth between the ages of 16 to 24 years, who are not in school, and who are facing employment barriers. Youth participants receive a stipend while in the program. Youth Live has two main streams which include business operations and mentoring. Business operations comprise of on-the-job training at Youth Live's Enviro Depot and end-of-life electronic recycling site, paper and used library book recycling and green cart delivery and repair. The mentoring stream includes working along-side Youth Live staff who provide guidance and coaching. As well, youth receive learning modules on life skills and job skills designed to prepare them for their future.



Youth Live Summer 2018 Grads

Recruitment process:

The Youth Live Program offers continual intakes. Each month, the program has 3 to 4 youth graduating and 3 to 4 new youth starting. To apply for the program, the youth must meet the basic criteria; age range, must not be in school (graduated or dropped out) and must be struggling to find employment/not currently employed.

Youth Live Co-op Opportunities

Youth Live now offers a new co-op opportunity to qualifying participants. The program has partnered with internal business units to offer participants 2 to 3 days of weekly co-op experience in their final month of the program. These placements help diversify the youth's work experience by having them apply and develop their skills in varied work environments, while exposing them to new job opportunities.



CO-OP Photo at Public Gardens

To qualify for co-op opportunities, Youth Live participants must demonstrate:

- A positive attitude
- An excellent record of dependability
- An interest in the offered placements

Currently, Youth Live has partnered with:

- Parks (Horticulture)
- Recreation (Emera Oval, Adventure Earth Centre)
- Municipal Compliance (Data Entry, Administrative Work)

Outcomes to date:

- 7 participants have successfully completed co-op placements at Parks, Municipal Compliance, and the Emera Oval
- 3 participants have secured employment after their placement was completed

Emergency Services Achievement Program

Halifax Regional Fire & Emergency offers the Emergency Services Achievement Program (ESAP) that trains “at risk” young adults to overcome barriers so they may successfully enter the workforce and obtain meaningful employment. These young adults, ages 18-30, are trained in employability skills, and then are placed in an industry of their interest for hands-on mentorship with local businesses. The training takes place in Lower Sackville.

The program began in 1999, and has two intakes of six applicants each year. (12 youth total for the year)

Halifax Regional Fire & Emergency works in partnership with Service Canada, the Sackville Volunteer Firefighters Association, Opportunity Place Resource Center, and the employers that hire the participants.

Related Municipal and Regional Leadership Programs

Halifax Regional Police Youth Program (HRPYP)

Halifax Regional Police Youth Program (HRPYP) is for youth ages 14-18 who are often aspiring to careers in policing and want to take a more active leadership role in their communities. The program takes place on Thursdays from 7-9 pm, and runs from September to June. The average number of youth attending is 25-30 with a capacity of 30. The program offers a structured learning environment and teaches citizenship with an emphasis on leadership and voluntary service to the community.

Royal Canadian Mounted Police - Stetsons and Spurs

The Royal Canadian Mounted Police's youth Stetsons and Spurs program is for youth ages 12 – 17 years. Stetsons and Spurs takes place in Cole Harbour & the Preston area and Lower Sackville. 24 youth attend these programs, which take place on various nights depending on the community. The program also serves to attract youth who often have taken an interest in policing. Youth participate in community events, various police trainings, and other educational community service related or recreational activities that encourages leadership and building positive relationships.

Action Items from Fall 2017 Winter 2018 Youth Report

- Item 1:** Continue to provide Youth Engagement Reports to the Community Planning and Economic Development Standing Committee twice a year. To be revisited upon the establishment of the Youth Advisory Committee.
- Update:** Ongoing. Complete
- Item 2:** Continue to integrate a new reporting structure that is inclusive of successes and opportunities in operationalizing the Youth Services Plan.
- Update:** Ongoing. Youth Services Plan update will remain a main feature in future reports. Complete.
- Item 3:** Ongoing engagement of youth in the priority areas and identification of at-risk youth/communities. This will be necessary to ensure current youth programming is adequate and appropriate to meet the needs of youth.
- Update:** Ongoing. Priority areas and identified at-risk youth are increasingly included in leadership programming.
- Item 4:** Provide an update on the progression of the establishment of the Youth Advisory Council.
- Update:** Complete. The information is presented in this report. An update will be included in all future Youth Engagement Reports.
- Item 5:** Provide an update on the implementation of the changes in the Youth Leadership Program.
- Update:** Complete. Information is provided in this report.

Next Steps

- Continue to provide Youth Engagement Reports to the Community Planning and Economic Development Standing Committee twice a year.
- Continue to integrate a new reporting structure that is inclusive of successes and opportunities in operationalizing the Youth Services Plan and Youth Plan updates.
- Ongoing engagement of youth in the priority areas and identification of at-risk youth/communities. This will be necessary to ensure current youth programming is adequate and appropriate to meet the needs of youth. The youth engagement is in preparation of Youth Services Plan - Version 2, as 2018 is year three of a 3-5-year plan.
- Provide an update on the progression of the establishment of the Youth Advisory Committee.
- Provide an update on the progression of the Multi Service Youth Centre in Lower Sackville.

Appendix

Quotes from Most Significant Change Stories

Thinking about your experiences so far, what advice would you leave for new youth?

“I would just say to keep an open mind and to try as many new things as you can. Put yourself out there. A lot of people come in worried that other people come in with friends or who have been here for a long time, but it is a super welcoming place, there no need to be intimidated or anything.”

“Don’t hold back. Because, when I did it, I used to procrastinate. I’d put things off to the side over and over again. But really, you just kind of have to do something that gets you motivated. For example, I get up in the morning, I take a cold shower and then I feel really relaxed and I feel like I want to do something. Just try to be diplomatic, and never wait for the perfect moment. Just go for it. When I was first introduced to Peter, he told me that we should get the ball rolling but at that time, my mental state was prime so I was like “oh I can do this later, I have so many things to do” but really, I didn’t have many things to do. If you have it in your mind make sure you get it started, and be confident.”

“To go to socials and have lots of fun.”

“My advice to new youth would be mindful of your importance in our world. Think about your role, for me that’s being a camp leader, and how it affects others. Knowing and understanding my importance as a role model for children in our programs and seeing these kids take after me has done more for my mental health than any therapy or medication has done. And that goes for everyone too, you don’t have to have a mental illness to look after your mental health and I think feeling needed and important and really realizing that is beneficial to everyone.”

“I think just, just go for it. If you are standing around at the start of your very first game, ask someone to see what you can do to help. Don’t be afraid to ask questions.”

“I think it would be to just get all the shyness out of the way. Because my first couple of meetings I was a little more kept to myself. The open gym, and the parents and tots class is less of a stress, because the parents are there, you’re not expected to do as much interaction with the kids as you would be if you were a camp counsellor. So, the first couple of weeks I was more quiet, I kept to myself. But, I found once you kind of get over that and start feeling comfortable in the location and with the kids, it’s better for them and for you, it’s more fun, and usually you don’t interact with parents, but it is better if you do. So that’s the big thing, getting over the shyness.”

“Come in with a positive attitude, always encourage other people, include everyone if you can.”

“Be you with it. Let it take you, don’t go in expecting anything. I want them to have a good time and not think about the fact of trying to get job interviews out of these programs. Just go in and have fun and if you happen to come out at the end of it with a job or it helps you get a job, that’s a bonus. Just enjoy it.”

“Just to have fun with it, don’t worry about what other people are thinking. It’s lots of fun and you should definitely do it.”

“Put your all into it. It’s so much fun when you play the games and when you participate and if something bad happens, don’t sweat about it, it’s all good.”

“Don’t be afraid to put yourself out there – for a new idea. We are always looking for something new and something to help the community, so any idea is beneficial. That way we don’t have to do these things, someone just must come out there with this idea.”

“Just be yourself, and make sure to be respectful, and have fun.”

“I guess balance between having fun and realizing when to be the leader and not the friend. It’s always easy to have fun with the kids, but sometimes you need to set those boundaries.”

“Youth coming into these programs, especially of the role that I am in, I would just tell them to immerse themselves in it. Try to not be too shy and put yourself out there. I find the more that you put into it, the more you get out of it. If you really commit, not only will the outcome be better, but you will also enjoy yourself more.”

“Keep doing it, it only gets easier.”

“Do it, put yourself out there. It’s great to meet new people. That’s one of the best things about working with HRM, is meeting new people all over the city. And having socials like this [collection was taken place at a social] and the Youth Summit, exposing the youth to other people and opportunities. Do the things that are organized for you, they are there for a good reason.”

“Don’t be nervous, all the kids will love you no matter what. Put effort into your games, they can tell if you’re not into it.”

“Don’t be shy, just be yourself.”