



P.O. Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

Information Item No. 2
Community Planning and Economic Development Standing Committee
September 15, 2022

TO: Chair and Members of Community Planning and Economic Development
Standing Committee

-Original Signed-

SUBMITTED BY:

Jacques Dubé, Chief Administrative Officer

DATE: June 28, 2022

SUBJECT: Youth Engagement Report 2021

INFORMATION REPORT

ORIGIN

April 30, 2019 Motion of Regional Council (Item 1531)

MOVED by Councillor Austin, seconded by Councillor Smith

THAT Halifax Regional Council authorize the Chief Administrative Officer or their designate to:

1. Continue to engage youth, both in their communities and online, to better understand the current trends and issues of youth across HRM; and
2. Provide an annual report to the Community Planning and Economic Development Standing Committee regarding trends, issues, best practices and actions taken.

MOTION PUT AND PASSED

LEGISLATIVE AUTHORITY

Halifax Regional Charter
Section 79A

- (1) Subject to subsections (2) to (4), the Municipality may only spend money for the municipal purposes if
 - a. The expenditure is included in the Municipality's operating budget or capital budget or is otherwise authorized by the Municipality.

BACKGROUND

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

In April 2019, staff were directed to provide an annual report to the Community Planning and Economic Development Standing Committee (CPED) regarding trends, issues, best practices, and actions taken with respect to youth programming (see Attachment A).

DISCUSSION

The attached Youth Engagement Report (Attachment A) outlines youth programming, trends, issues, and best practices for the calendar year 2021.

Current data on youth programs and services was collected from various HRM business units and divisions including: Parks & Recreation, Municipal Clerks Office, Public Safety Office, and Energy & Environment. It also includes information from Halifax Regional Police, Halifax Public Libraries and external youth service providers.

In addition to the Annual Youth Engagement Report, staff also attach the updated Youth Services Plan (YSP) (Attachment B). The YSP represents a significant project completed in 2021 and is a strategic plan that was created with feedback from over 1800 youth. The YSP sets out goals and actions that the municipality will take to meet the needs of youth. This plan will be implemented over a three (3) year period due.

FINANCIAL IMPLICATIONS

No financial implications at this time.

COMMUNITY ENGAGEMENT

Staff engaged with youth to obtain feedback on the trends and issues presented in the attached report. This was achieved by holding virtual and in person workshops when public health restrictions allowed.

ATTACHMENTS

Attachment A – 2021 Youth Engagement Report
Attachment B – Youth Services Plan 2022-2024

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: Becca Bishop, Community Developer, Youth Programming 902.233.8129
Lee Moore, Manager, Youth Programs, Recreation Programming 902.222.9897

Update for January 2021 – December 2021

Youth Engagement Report

rec | HALIFAX



PREPARED BY:

Becca Bishop, Community Developer,
Youth Programs Parks & Recreation

Lee Moore, Manager,
Youth Programs Parks & Recreation



TABLE OF CONTENTS

Purpose.....	4
Executive Summary.....	5
Youth Services Plan.....	6
Municipal Youth Programs, Events and Engagements.....	10
Youth Spaces.....	15
National Youth Week.....	20
Registered Youth Programming.....	21
Outdoor Recreation.....	22
Multi District Facilities (MDFs).....	27
Halifax Public Libraries.....	28
Halifax Regional Police (HRP).....	36
Municipal Clerks Office.....	37
Public Safety Office.....	37
HalifACT: Acting on Climate Together.....	38
Youth Employment Statistics.....	40
External Service Provider Updates.....	42
Current Best Practices, Trends and Research.....	48
Conclusion & Next Steps.....	51

Purpose

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

In April 2019, staff were directed to provide an annual information report to the Community Planning and Economic Development Standing Committee (CPED) regarding trends, issues, best practices, and actions taken with respect to youth programming.

The Youth Services division aims to enrich the quality of life for youth by providing a variety of programs, services, and spaces that are supportive of the municipality's diverse youth population.

The information presented in this report provides an overview of the services and programs offered to youth, from January 2021 to December 2021.

Executive Summary



In 2021, multiple youth services and programs were suspended due to public health restrictions associated with the COVID-19 pandemic. The municipality shifted to increased virtual programs, services, and engagement methods in addition to an increased focus on outdoor programming.

The report also provides the opportunity for external youth service providers to highlight their programs and services.

In addition to regular activities and the adaptations associated with COVID 19, staff completed a second Youth Services Plan as an update to the initial plan completed in 2020. The process to update the Youth Services Plan included appointment of a Youth Team, research, internal consultation, and engagement of over 1800 youth. These youth provided feedback through multiple avenues such as virtual workshops and an online survey. An overview of the vision, missions, values, and strategic priorities resulting from this update, are included in this report.

The Youth Engagement Report provides an annual update on youth services in the municipality.

Youth Services Plan

[Halifax.ca/ysp](https://www.halifax.ca/ysp)

In 2005, Halifax Regional Municipality's (HRM) Recreation Programming Division worked with HeartWood Centre for Community Development to create the municipality's Youth Engagement Strategy. This engagement strategy focused on best practice strategies on youth engagement. Since that time the municipality has worked to ensure youth programs meet the needs of youth.

Reorganization in 2015 led to the creation of a youth focused section of the Parks & Recreation Business Unit. The next step in providing youth services was for this new section to conduct a large-scale engagement on what services the municipality offered for youth. The Youth Services Plan (YSP) was the final product of that year long, youth-led, engagement process.

To see a summary of the first plan, visit www.halifax.ca/ysp

This Youth Engagement Strategy has informed the development of a second Youth Services Plan. The Youth Services Plan (2022-2024) provides a broader approach and includes additional business units throughout the municipality. By identifying relevant issues for youth, the YSP will support decision-making in how best to address the needs of HRM's youth through the delivery of programs and services, as well as working collectively with other business units throughout the municipality and community partners.

THE APPROACH: YOUTH-LED PROCESS

A youth-led process means engaging youth as leaders throughout the project, from design to implementation and evaluation of outcomes. When using a youth-led methodology, it is critical to engage youth at all levels and to ensure that youth have ownership of the entire engagement process.

Ensuring that this was a true youth-led process was a priority for staff. Staff did not influence the process, rather they supported youth in making decisions regarding engagement workshops, the development of an online survey, and the completion of the final strategic priorities and goals of this plan.

During the development of this plan, 1800 youth were engaged through a team of youth, with an online survey and through in-person and virtual workshops. Through the engagement process six key trends emerged which were developed into five strategic priorities. Each priority has its own set of goals and objectives. Suggested action items on how to implement the YSP, as well as an evaluation framework will be included in next year's Youth Engagement Report.

VISION STATEMENT

We envision a future where youth have the opportunities and supports to achieve their greatest potential.

CORE VALUES

Core values are the principles or philosophies that guide how we work with youth.

Diversity and Inclusion: We recognize that the experiences, views, and needs of youth may be shaped by intersecting identities, including race, culture, gender, sexuality, socio economic background and disability. Youth are not a homogenous block; therefore, other social aspects need to be taken into consideration when designing programs and providing services. We believe all youth deserve, and have a right to, the same chances and opportunities and strive to ensure equality of opportunities for all.

Transparency and Accountability: We are committed to being transparent and accountable to youth. We have established clear outcomes and performance indicators for each strategic priority and will provide youth with a clear understanding of the progress of this work. Reporting will be clear, timely, youth friendly and focus on continuous improvement. We believe government should be accountable and responsive to youth.

Collaboration: We work together with staff, youth, and community organizations to ensure that youth have access to the supports, programs, and services they need. We believe working together can help improve outcomes and strengthen the support for youth.

Youth Voice: We are here primarily to serve youth and recognize their strengths and voices as assets to our work.

OUR DEFINITION OF YOUTH

Youth Services in the municipality encompasses ages 13-24. For the purposes of this plan, the ages of 13-15, 16-18 and 19-24 have been grouped. Staff recognize the diversity within these age ranges that requires specific and intentional services.

2022-2024 STRATEGIC PRIORITIES:

Strategic Priority 1: Youth have access to spaces in their community where they can take ownership, feel welcome, feel safe, socialize, obtain support, and access services.

Strategic Priority 2: All youth across the municipality feel represented and included in programs, services, and committees.

Strategic Priority 3: Youth feel prepared to make a successful transition to adulthood.

Strategic Priority 4: Youth feel empowered to engage in local government and contribute to shaping their communities.

Strategic Priority 5: Youth are aware of the services and programs offered by the municipality.



MISSION STATEMENT

We enrich the quality of life for youth by providing a variety of programs, services, and spaces that are supportive of the municipality's diverse youth population.

Municipal Youth Programs, Events and Engagements



YOUTH ADVOCATE PROGRAM

Halifax.ca/yap

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 key risk factors such as isolation, stress, and negative pressures 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 program is directed towards children and youth aged 10–15 years old.

Youth Advocate Workers work directly with the youth and their family, building on the youth's strengths and connecting them with support services in their community. Together they build the skills and confidence required to withstand pressures to become involved in criminal activity. Staff also work closely with primary caregivers and anyone who has the youth's best interests at heart, and always privately, confidentially, and with the consent of the family. When a youth "graduates" from the program it means that they have built enough resiliency to overcome significant obstacles; they are going to school, may have secured employment, and have built healthy life skills and relationships with their peers and families.

This program offers support to youth in:

- Cole Harbour
- Dartmouth North
- East Dartmouth
- Fairview / Clayton Park / Bayers Road / Westwood
- Gaston Road / Woodside
- North End Halifax
- North and East Preston
- Lower and Middle Sackville
- Spryfield

YOUTH ADVOCATE PROGRAM

2021 STATISTICS

Youth Advocate Workers collaborate with school representatives to improve school performance, including attendance, behaviour, homework, and participation in extra-curricular activities.

- 93% of participants remained in or returned to school
- 39% received academic support.

The Youth Advocate Program promotes youth resiliency through an evidence-based wrap around approach that builds constructive relationships and support networks among youth and their families to build protective factors to prevent sexual abuse and exploitation.

In 2021:

- **14% of participants received support/counselling for sexual abuse/exploitation**
- **29% participants received support/counselling to avoid and/or develop healthy mechanisms regarding dating violence, gender violence and unhealthy relationships**
- **37% of parents/guardians in the program attended parenting support programs.**



YOUTH LIVE PROGRAM

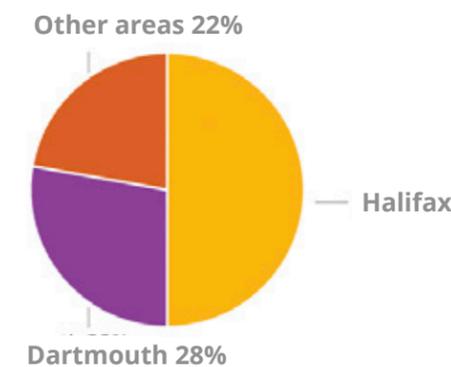
[Halifax.ca/youthlive](https://halifax.ca/youthlive)

The Youth Live Program is a supportive work environment that offers up to 24 weeks of workplace mentoring. Youth Live has a focus on life, leadership, and job skill development for youth between the ages of 16 to 24 years old who are not in school and who are facing employment barriers. Youth Live has two main streams: Business Operations and Mentoring. Business Operations is comprised of on-the-job training at the Youth Live Enviro Depot paper recycling services, green cart delivery and repair. The mentoring stream includes working alongside Youth Live staff who provides guidance and coaching on their employability skills. The youth also receive modules on life skills and job skills designed to prepare them for their future. Youth Live operates two full programs a year, with one starting in May and the other in October.

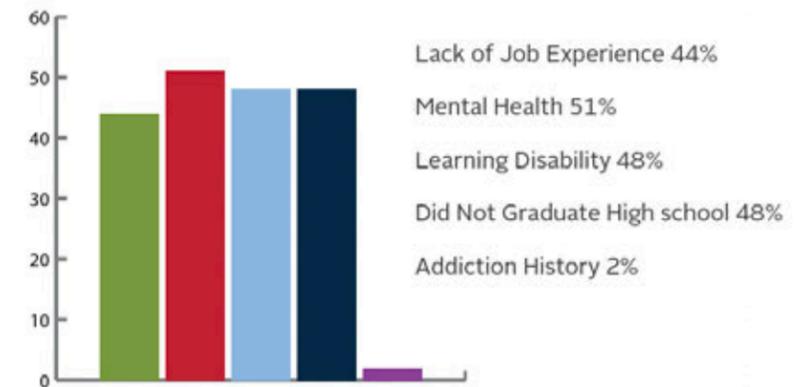
In 2021, 29 youth participated in the program. 22 youth graduated.

LEARNING SESSIONS <i>(workshops):</i> Resume Writing, Leadership, Professional Behaviour, Job Search Skills, Interview Prep	WORK EXPERIENCE Youth Live Enviro Depot Paper Recycling Pick Up Green Cart Repair & Delivery	TRANSFERABLE SKILLS Time Management, Leadership, Teamwork, Customer Service, Data Entry, Working with Cash, Problem Solving
--	--	---

WHERE ARE YOUTH FROM?



BARRIERS TO EMPLOYMENT



YOUTH LIVE PROGRAM

The Youth Live program focuses on the following nine employability skills:

1. Accountability
2. Adaptability
3. Attitude
4. Confidence
5. Motivation
6. Presentation
7. Stress Management
8. Teamwork
9. Time Management

Program participants completed self-assessments throughout the program to monitor their own perception of these skills. Staff also conducted assessments to monitor participants' behaviours related to their employability skills. The results showed that there was an increase in all nine employability skills and that participants completed the program with a more accurate perception of their skills.



YOUTH SPACES

halifaxyouth.ca

There are many youth spaces within the municipality offering a variety of activities, programs, and drop-in times. These spaces include dedicated youth centres (including multi-service youth centres) and youth rooms within municipal recreation centres.

POWER HOUSE YOUTH CENTRE

halifax.ca/powerhouse

The Power House Youth Centre serves as a place for youth to gather, to learn, and to connect with others. It is also a meeting space for the municipality's Youth Advisory Committee and the Friends of the Public Gardens.

In 2021, the Power House offered a Professional Development Day (PD Day) Games Club. The Games Club is a recreational program for youth ages 13-24, which is held monthly on school PD Days. The intent of this program is to reduce barriers to participation as it is cost free. During the program, youth and facilitators play board games, card games, and video games as a group. Together, the youth decide what games will be played and take part in shaping the experience for all.

Although the program was initially marketed towards youth in junior high and high school, several university students have joined as well, as most PD days take place on Friday's when there are typically fewer classes. This unexpected turnout has helped to create a dynamic social setting where older youth and younger youth can connect over shared interests.

"I have never had access to anything like this before in the communities I've lived in, not in BC or India. What you are doing here is beautiful! I can't wait to come back." – Youth Participant

MULTI-SERVICE YOUTH CENTRE | THE DEN

halifax.ca/TheDen

On March 6, 2018 Regional Council approved a one-year pilot project at Acadia School in Lower Sackville with the purpose of establishing a collaborative multi-agency, Multi-Service Youth Centre (MSYC), which was named "The Den". The Den is a safe, inclusive, space for youth ages 13-18 from the Bedford/Sackville communities.

In 2021, Regional Council approved The Den to operate permanently and allocated funds to establish a second MSYC. Staff identified Spryfield/Herring Cove as the next possible youth centre location.

The Den is currently undergoing renovation in order to expand the MSYC. The additional space will allow for more youth to attend the drop-in times and will give community partners additional space for programming.

Success Story

Melyzza came to the program with significant anxiety about being around new people. In fact, during the first Youth Live information session she could not even bring herself to come inside. She stood at the door with her mom but could not break through her anxieties in that moment. Fast forward 23 weeks into the program and she was able to stand up in front of the entire group of participants and staff to speak about her experiences in the program. Six months later, Melyzza is now a casual staff with Youth Live operations and has been assisting to train and mentor new participants as they enter the program.



YOUTH ROOMS

halifaxyouth.ca

Youth rooms in recreation centres involve the youth in the design, and with the operations of the space, as well as offering opportunities for youth to connect and engage with their friends.

Overview of Youth Rooms:

Findlay Youth Room:

Designed by youth, this cozy atmosphere offers:

- Youth room + gym access
- Large drop-in group nights
- Smaller group activity nights
- Board games; arcade machine; multiple PC workstations; arts programming; entertainment centre; popcorn machine; retro music collection, and equipment (vinyl, tapes)
- Summer youth leadership program + general youth camp

Gordon R Snow Youth Room:

The walls of this space are decorated with bricks painted by youth and is used for various drop-in activities, which includes:

- Foosball
- Video games
- Air hockey
- Lounge area
- Board games
- White boards and art supplies

Bedford-Hammonds Plains Community Centre

The Bedford-Hammonds Plains Community Centre is currently transforming a former preschool space into a youth space where youth from the Bedford community will be able to access this room for a quiet/study space during lunch time and after school hours, as well as youth drop-ins a few evenings per week. The space includes:

- Table tennis
- Foosball
- Smart TV
- Nintendo Switch
- Cellphone charging station
- Board games
- Comfortable seating
- Kitchenette



Horizon Recreation Centre

This youth room is equipped with:

- Games
- Art supplies
- School supplies and space for doing homework
- Video games
- Snacks and drinks
- Wi-Fi

Sackville Sports Stadium

Youth inspired colored walls, with one wall painted with chalkboard paint, to promote creativity for the Friday Night ROCKS program. The space includes:

- Table tennis
- Small gymnasium and pool access
- Art supplies including a wash sink
- Tables and chairs for group activities
- Activities/games
- TV on stand (Nintendo Wii available)

Lakeside Community Centre

This youth room is equipped with:

- Ping pong table
- Foosball table
- PlayStation
- Comfortable chairs
- TV

George Dixon Centre

George Dixon has a youth room and a youth study and tutoring room. Youth partnered with SHINE tutoring program to paint, plaster ceiling, and build furniture for the youth study and tutoring room. The space includes:

- Computer
- Printer
- Shelving with classroom like materials (scribblers, writing utensils, books)
- Tables to work at
- Large scroll down projector screen

The youth room includes:

- Mounted television
- Television on AV cart
- Television on table
- Game consoles (XBOX, PS4, Nintendo Switch and Wii)
- WiFi access
- Comfortable lounging
- Table for board games/cards
- Two computers
- Connection to the multi-purpose room that has air hockey, foosball, basketball quick shot



YOUTH ROOMS

halifaxyouth.ca

Cole Harbour Recreation Centre

This youth room is equipped with:

- Board games
- Smart TV
- Nintendo Switch
- Lounge area
- Circuit Cutting Machine + Craft Supplies
- White boards and art supplies



North Preston Community Centre

The Youth Wing addition was constructed and opened in 2012. The Youth Wing consists of:

- Art/ Pottery Studio
- Games and Lounge
- Computer Lab,
- Recording Studio.

St. Andrew's Community Centre

The space includes:

- Foosball
- Air hockey
- Ping Pong table
- Video games
- Free Wi-Fi



National Youth Week 2021



halifaxyouth.ca

National Youth Week takes place every year from May 1 – 7th and is dedicated to the celebration of youth and their active participation in their communities. This week is a time to amplify youth programs and services. Whether it is recreation, drama, sport, dance, civic engagement, art, volunteerism or leadership, young people are regularly engaged in meaningful activities in their communities.

The Youth Section of Parks & Recreations coordinated several free National Youth Week workshops and activities to provide youth learning and social opportunities.

80 youth participated in National Youth Week

- Youth Grant Writing – Rising Youth
- Intro to Banking - CUA with Myra Lucia
- #Adulting - CUA with Myra Lucia
- Budgeting 101 - Junior Achievement, Brenda Kenney
- Youth Resume Building - Youth Live, Parks & Recreation
- SEED Bombs - Wild Outside
- Virtual Yoga - Parks & Recreation
- How to Stop Hating Yourself: And Other Things You Didn't Learn in School - Eating Disorders Nova Scotia
- Virtual Open House - Youth Project
- Introduction to Computer Programming - SuperNova
- How Youth Can Initiate Change in their Community - Youth Section, Community Developer

HOW YOUTH INITIATE CHANGE IN THEIR COMMUNITY WORKBOOK

halifaxyouth.ca

As a follow up to the Youth Grant Writing for Social Change workshop, a resource manual called 'How Youth Can Initiate Change in their Communities' was created. The manual outlines the necessary steps for a youth driven community project and acts as a project planning document. Since the creation of the manual, youth have connected with staff to receive guidance on their community projects. This manual can be found in the resources section of the Halifax Youth website. The manual was distributed to 50 youth across the municipality.

REGISTERED YOUTH PROGRAMMING

The municipality's Parks & Recreation division offers a multitude of programs directed to youth ages 13 to 18. These programs and activities are advertised in the Parks & Recreation guide, as well specific information for youth is promoted through social media, a general description flyer/poster and the recreation web page. Municipal Recreation Centres offered registered youth programming to 1224 youth in 2021.

Outdoor Recreation



halifax.ca/outdoorrec

ADVENTURE EARTH CENTERS

halifax.ca/aec

The Adventure Earth staff provide opportunities for people of all ages, to connect with the natural world, to pursue a healthy and active lifestyle outdoors, to develop personal and leadership skills to give back to the community, and to connect with other like-minded people. With locations in Sir Sandford Fleming Park and Shubie Park, Adventure Earth has been offering outdoor recreation and earth education programs for over 35 years.

CYCLE SAVERS PROGRAM

Cycle Savers is a hands-on, earth education program for grade 4 students based on a mystery code and club theme. Students participate in challenges and then decipher secret codes to learn to appreciate, understand, and respect the cycles of life (air, water and soil cycles) through an experiential educational day trip at a local park or wooded area near their school.

Due to COVID-19, staff adjusted the program to deliver it virtually.

Adventure Earth staff virtually provided and delivered the cycle savers programs to 4304 students, in 136 classes, in 50 schools.

D.E.A.L LEADERSHIP CAMP

Development, Education, Action, and Leadership (D.E.A.L) was created by taking different aspects of recreation's leadership programming and developing an overnight camp experience. Staff provided opportunities for youth to learn outdoor skills, professionalism, inclusion, earth education, and leadership skills. 21 youth attended this camp led by six youth staff.

REC VAN

halifax.ca/recvan

Two Rec Vans spent the summer visiting public parks, municipal beaches, splash pads, playgrounds, and seniors' homes throughout the municipality providing free recreational sports and activities to children, youth, families, and seniors. The Rec Van program was used by 1436 people this summer. Residents could try something new or take part in their favorite outdoor activity. The Rec Van was stacked with equipment for more than 50 different activities and sports, including baseball, basketball, soccer, washer toss, giant checkers, archery, skipping and much more.

EMERA OVAL

halifax.ca/emeraoval

The Emera Oval is an outdoor skating surface equivalent in size to three NHL hockey rinks. It is the largest outdoor, artificially refrigerated ice surface east of Quebec City. The Emera Oval is located on the Halifax North Common at the corner of North Park Street and Cogswell Street.

In the Winter of 2021, the Emera Oval had to limit numbers and required pre-registration due to Provincial health regulations. Despite that, the Emera Oval had 13,247 youth aged 13-24 register for a skate time!

The Youth Live Program assisted the Emera Oval staff during Winter 2021. A group of 12 participants had the opportunity to go to the Oval to help and rotated through to support at registration check points. This experience assisted the youth participants in developing their customer service skills. The below quote is from a Youth Live participant:

“

I liked the Oval because I got to meet new people every day! It sure was freezing but you just need to remember to layer up more! Overall, it was a really great experience for me.

”



Multi District Facilities (MDFs)

CANADA GAMES CENTRE

canadagamescentre.ca

Youth employed: 140

Program Name: Gold Swim Team

Youth participants: 16

Gold Swim Team is structured for those looking to compete over the summer, who are not involved in year-round swim teams. The Summer Swim Team focuses on proper technique, sportsmanship, and fair play in a positive and encouraging environment. Swimmers will improve their skills and challenge themselves to excel to their full potential with the help of specialized training and expert swim coaching.

We have both participated in diving classes, water polo, lifesaving, and competitive swimming. We feel most at home in the water and can be found cheering each other on 3-4 times a week at practice and dry land training. The coaches have been super supportive and just being able to swim with other team members has brought a sense of normal to this challenging year!

– Program participants

COLE HARBOUR PLACE

coleharbourplace.com

Youth employed: 50

Program Name: Cheerleading

Youth participants: 13

Participants learn the basic techniques and skills of cheerleading such as stunts, motions/dance, jumps, and tumbling. This program is completely focused on youth fitness, making friends, and learning about teamwork. Athletes also create a routine which they perform for their families on the last day.

I love my cheerleading class because it's fun and it helps me be active.

– Program participant

Halifax Public Libraries



[Halifaxpubliclibraries.ca](https://halifaxpubliclibraries.ca)

The Library is committed to serving youth and delivering services and programs for youth at all 14 branches and community sites. Extensive partnerships with community experts and service providers assist the Library to support youth development and to reach diverse teens.

CENTRAL LIBRARY

Program Name: Teen Night and Other Programs

Youth Participants: ~20

Central Library hosts a weekly teen drop-in program with activities, games, and (when COVID-19 protocol has allowed) cooking. Youth from all over Halifax and Dartmouth attend, with participants traveling from as far away as Woodlawn, Hammonds Plains and Bedford. Teen Night also brings in youth from Chisholm House, a local group home. Activities this year included making tie-dye shirts, creating art, trying out musical instruments (courtesy of our media studio), having outdoor water balloon fights, cooking vegan burgers, and having a dance-off.

Quotes from participants:

- *“Starts with activities, ends with us sharing our deepest, darkest secrets”*
- *“It’s where we spill all the tea.” (Talk about life issues/drama)*
- *“It seems pretty chill.”*

Other Programs

Reel Talk Film Fest - Attendance ~80

A team from Nourish Nova Scotia partnered with the library to host a youth-led film festival. Young people came with their families from all over the province to view their collection of short films relating to food security, climate change, and food justice. The filmmakers were children and teens, and the event was facilitated by members of the Teen Advisory Council. Youth from the Council also hosted and recorded an interview session with the filmmakers.

Teen Volunteers

The Library’s Teen Volunteer program has come back from being online only to being in-person. Volunteer roles included Program Assistants, the Teen Advisory Council, and our youth podcast: “It Came from the Second Floor”. As an unexpected bonus, the year of online-only podcasting opened the door to podcast contributions from youth at other library branches who would not have been able to make it to Central Library in person.

HALIFAX PUBLIC LIBRARIES

COLE HARBOUR LIBRARY

Program Name: Paper Bag Lunches

Youth Participants: 15-30

The branch identified a need to provide free healthy lunches to teens and to others experiencing hunger in the community. Pre-COVID-19, these lunches were prepared once a week by participants and enjoyed in the library. During COVID-19, staff pre-packed the lunches for community members to take away.

DARTMOUTH NORTH LIBRARY

Program Name: Warming Hearts Outerwear Drive

Youth Participants: N/A

Three teen volunteers from Dartmouth North applied for and received a grant through Rising Youth to purchase hats, mittens, and scarves for those in need in our community. The youth distributed these items at the library in December 2021.

Quotes from Participants:

“Being a teen volunteer gives me a chance to not only work in the Library that I love, but [it] also allows me to make a difference in my community.”

Other Programs

STEAM (Science Technology Engineering Arts & Math) Crafts

Five more volunteers were added to the roster. They are currently helping to make up STEAM crafts that are given out each week.

Healthy Lunches

There are also teen volunteers assisting to prepare healthy take-out lunches each Tuesday night to give out on Wednesdays to junior high students who come to the branch. Staff will be working on other initiatives in 2022. Dartmouth North Library has just returned to the newly renovated space and staff are still evaluating the needs and wants of the youth.

HALIFAX NORTH MEMORIAL LIBRARY

Program Name: Teen Night

Youth Participants: 25

Teen Night is a program directed to teenagers featuring a wide variety of activities and social time. At Halifax North Library, the teens have one night a week, when the Library is closed, so that they can take-over the library to spread out and enjoy the whole space.

HALIFAX NORTH MEMORIAL LIBRARY

Other Programs

Video Game Competitions

Youth enjoy competitive video game competition and training. (Average attendance: 10)

Afterschool Gatherings

The Library supports daily get-togethers for relaxation, homework and hanging out, at the end of the school day. (Average attendance: 20)

KESHEN GOODMAN LIBRARY

Program Name: Virtual Leading Readers – Teens Mentoring Young Readers

Youth Participants: 20

In 2020, the Leading Readers program was moved on-line. This program has been offered virtually in 2021, and has had youth volunteering from all over HRM. The program runs weekly for a 12-week long session, with five sessions running in 2021. Virtual Leading Readers provides a more flexible environment for the volunteers and for the children/families that they are working with. Youth volunteers meet weekly on Zoom to help children with their reading and plan innovative, literacy-based group games that can be played on-line. Together with staff, the teens have adapted a well-loved, popular program into a successful new format. Having the program go virtual has given youth an opportunity to volunteer regardless of where they are located; this has brought together teens from across HRM who wouldn't normally work together.

Other Programs

Youth Program Assistants

Teen volunteers helped plan and implement creative and engaging programs for kids. In Fall 2021, some larger programs were able to take place in the library again after having continuous COVID-19 disruptions. The youth developed a Halloween scavenger hunt that included mini games and activities throughout the branch. There were 150 people who came through the program that day. After the program, the teen volunteers mentioned how much they loved getting to spend the day talking and interacting with children and their families. In turn, they received many compliments on how well organized and run the event was.



HALIFAX PUBLIC LIBRARIES

SACKVILLE LIBRARY

Program Name: Teen Night

Youth Participants: 23

Changing COVID-19 restrictions over the past year have impacted Teen Night making it difficult to engage youth in a consistent way. Most recently the Library paused to give the youth a chance to get their vaccinations (when proof of vaccination was required to participate in Library programs). Programs have started up again and staff are building the program's momentum back up.

Youth in the program are looking forward to being able to get together to cook and share a meal as they haven't been able to do this in a long while. Because food in the Library was paused due to COVID-19, new ways to engage the teens had to be found. The game collection was expanded and other ways to entertain everyone was determined. One of the favorites has been "Music Jeopardy, as well as several movie nights".

Other Programs

Teen Volunteers

Participation in the Teen Volunteer program in Sackville has significantly increased. There are now 9 teen volunteers, which is more than there has been in a very long time. In the month of November they contributed 52 volunteer hours. They are helping with everything from snack packing and baking for our Community Cafés to assisting at the Tech Drop-ins.

Teen2Chef

In 2022, Sackville Library will be working with the Library's Food Literacy Specialist to offer the IWK's "Teen2Chef" program; it is anticipated that this program will be quite popular.



**I'm glad to be back.
Nothing was happening for so
long because of COVID.
We couldn't get together with
our friends.**

– Program Participant

WOODLAWN LIBRARY

Program Name: Teen Programming- Youth Night & Home-Delivery Supplies

Youth Participants: 45-55

Teen Night at Woodlawn has been running for 12 years straight, once a week throughout the year. The program offers activity-based programming, a drop-in portion of the night, as well as time for open mic acts and socializing. This program is promoted at surrounding junior high and high schools during the Library's monthly pop-up visits at schools in the community. This program has served thousands of youth over the years and has remained successful, even during COVID-19 when it was necessary to switch to virtual meetups, where supplies were delivered to each participant's door.

Quotes from Participants:

- *"Thank you for being one of the only spaces where I could be myself before I came out to my family."*
- *"Thursdays are my favorite day of the week. There's nothing else to do after school in this neighborhood, so we get pretty excited."*
- *"Thank you for everything you guys do. Teen Night really helped with my depression during the lock-down. It was so hard for me to not feel alone during those months. Teen Night really helped."*

Other Programs

Foster Youth Teen Nights - Regional Virtual Program

A virtual teen night for youth in care was offered once a month in partnership with Community Services/Foster Families Central Division. Program kits, snacks, and books were delivered to each teen before the program, they then met on Zoom to do the activity together and then talked about how everyone was doing. (Average Attendance: 10-15)

Pop-Up Libraries

The Woodlawn branch hosted pop-up libraries at junior high schools (EPEC, Ellenvale and Caledonia) once a month. Hot chocolate, snacks, books, LGBTQ2S+ book bins etc. were provided. (Average Attendance: 50-70)

Queer & Trans Book Club

The Library ran a Queer & Trans Book Club for a few months with the local LGBTQ2S+ youth. Two books were read, and a good amount of time was spent talking about the Abigail Shrier book and the controversy at the Library. This program really helped give queer and trans youth a platform to discuss Library policy and how they felt about the content of similar books -- e.g. Conversion Therapy. (Average Attendance: 5-8)

HALIFAX PUBLIC LIBRARIES

HALIFAX PUBLIC LIBRARIES - REGIONAL PROGRAM

Program Name: A Room of Your Own

Fall 2021, Halifax Public Libraries (HPL) partnered with A Room of Your Own to offer a book club to self-identified girls (ages 13-18) in Halifax. A Room of Your Own is designed for girls of all ethnicities, races, and socio-economic backgrounds, with a particular focus on reaching underserved youth. It provides an opportunity to come together to enjoy literature, crafts, and culinary arts. There was a diverse group of girls who joined the first cohort, where the group met in four unique sessions over a three-month period to discuss the book 'So Many Beginnings' by Bethany C. Morrow.

The first session took place at Central Library, where the group cooked gourmet grilled cheese sandwiches and the teens received copies of the book to keep, as well as HPL swag (including tote bags, tumblers, notebooks, and pens). This session was designed for the girls to get to know each other and connect with the staff.

In the second session, the Sackville Library's kitchen was used to make a recipe featured in the book: Apple Molasses Pie. All of the girls took their pies home to bake and eat with their families.

For the final session, the girls requested a paint night, where local Art Therapist, Evie Dunville, guided participants through an artistic response to the book using paint and mixed media.

The girls are excited to continue with the program and are looking forward to the next book choice.



Halifax Regional Police (HRP)

Halifax Regional Police Youth Program

halifax.ca/HRPYouthProgram

Youth Volunteers: 32

Founded in 1996, the Halifax Regional Police Youth Program (HRPYP) is a volunteer based, non-profit program for youth aged 14 – 18 who are interested in community service and working with police. The Program offers a structured learning atmosphere and teaches citizenship with an emphasis on leadership and voluntary service to the community.

The HRPYP engages in a variety of youth-driven crime prevention initiatives within our community. Activities can be educational, community service related or just plain fun, and may include presentations by guest speakers, field trips, traffic and crowd control, Police Display Day, child identification record clinics, mascot appearances, bike patrols, parades, concerts, tree-lighting ceremonies, etc. Youth members learn leaderships skills, the importance of civic engagement, public speaking, and teamwork, to name a few.

There are seven program elements explored during the program year: Health, Environment, Community, Vocation, Justice, Education, and Ethics. These key elements make the program unique and allow for exploration beyond policing, making participation in the program a much broader experience for all members. Regular Thursday evening meetings are held throughout the school year (September – June) and take place at the Northbrook Training facility, 2 Chapman Street, Dartmouth.

Youth also participated in community events and activities throughout the entire calendar year; these can take place anywhere within HRM. Youth can apply to become a member by applying on the HRP website, to the Volunteer Programs Coordinator. Their application is reviewed and, if qualified, they are invited for an interview.



Municipal Clerks Office

Youth Advisory Committee

halifax.ca/yac

On January 16, 2018, Regional Council authorized staff to conduct a pilot project to establish a Youth Advisory Committee (YAC). The pilot project supported a two-phased approach. Phase one involved working with a leadership team of municipal staff and community partners to develop foundational material, as well as an engagement strategy to recruit committee members who would represent the diversity of the municipality's youth population. Phase two involved setting up the committee, working with the members through several meetings, and carrying out an evaluation of the project. The YAC was appointed by Regional Council on February 12, 2019 and held its first meeting on March 21, 2019.

In 2021 the pilot project was re-approved by Regional Council and recruitment for 12 new members took place in the Fall of 2021. The new committee members were selected in January 2022.

Public Safety Office

halifax.ca/publicsafety

The Public Safety Office engaged with youth in several ways, including:

- Invited youth to participate in the Community Mobilization Teams projects and training.
- Mental Health First Aid Training - Participants were educated on the many different types of mental health crises and taught how to intervene appropriately. Topics covered: substance-related disorders, mood-related disorders, anxiety and trauma-related disorders, as well as psychotic disorders. Through this training, participants were shown how to properly assess a mental health incident through active listening and empathy.
- Community Garden at George Dixon – Youth assisted with the preparation of the garden in order to be ready for planting. Several youth have been gardening with their families throughout the gardening season.

HalifACT: Acting on Climate Together

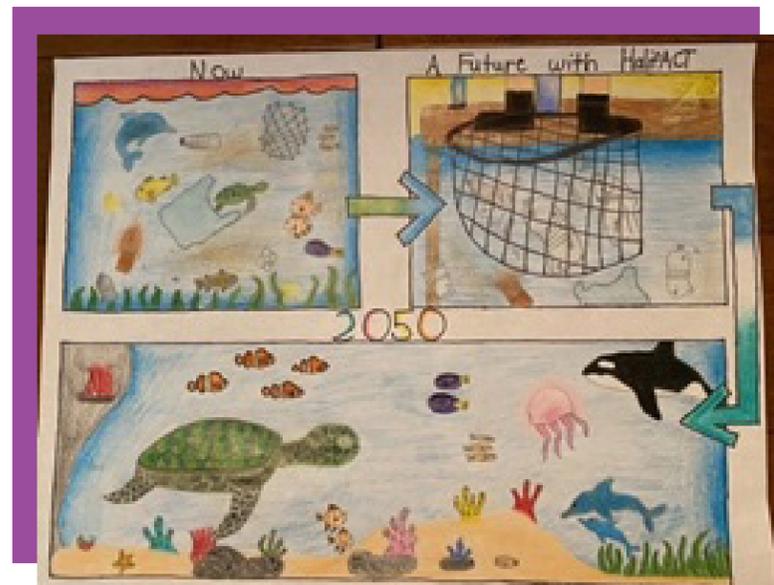
halifax.ca/climate

Parks & Recreation Adventure Earth invited Environment and Climate Change staff to participate in the Adventure Earth's summer day camp titled "Sustainable You", where staff gave presentations and demonstrations on alternative energy.

Celebrate HalifACT: Youth Climate Art Contest:

To celebrate HalifACT turning one year old, staff designed a contest for youth to submit artwork that reflected one of the following themes:

1. HalifACT Hero – What does a HalifACT hero look like? What if YOU were a HalifACT hero? What does a HalifACT hero do? What does your community look like with a HalifACT hero?
2. A Future with HalifACT - What does Halifax look like in the future with HalifACT? What will HalifACT change for the community? What will it improve?
3. Your Favourite HalifACT Action - Why is this your favourite action? What does this action look like in action? Who/what is involved? What does it mean for your community?



HalifACT Climate Action Hackathon:

In partnership with ShiftKey Labs, the Halifax Innovation District, and Dalhousie University, HalifACT presented the HalifACT Climate Action Hackathon.

Hackathons challenge participants to create economically and technologically viable solutions for real challenges faced in a variety of sectors and businesses. During this three-day event, participants pitched and presented innovative solutions for environmental challenges that would impact the Halifax community, ranging from subjects in electric transportation, food systems, extreme weather, the sharing economy, and more. For this hackathon, participants focused on creating technology prototypes for the challenges presented by HalifACT.

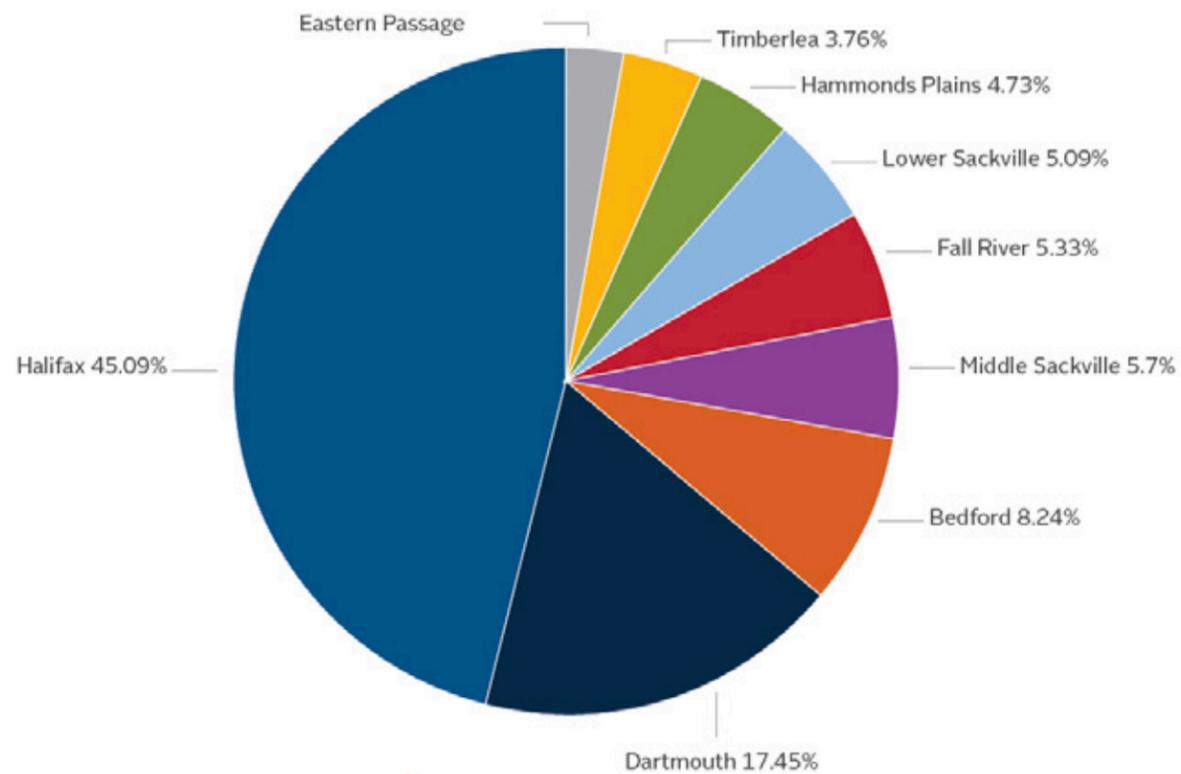


Youth Employment Statistics

The following section provides an overview of the number of youth (16-24) employed with the Municipality during 2021:

BUSINESS UNIT	COUNT OF PERS. NO.
Finance & Asset Management	3
Fire & Emergency Services	94
Forum Bingo	11
Halifax Forum	11
Halifax Transit Services	10
Information Technology	3
Legal & Legislative Services	2
Parks & Recreation	889
Planning & Development	9
Regional Police	11
Transportation & Public Works	28
Total	1071

TOP 10 LOCATIONS FOR YOUTH EMPLOYEES



External Service Provider Updates



Youth service providers across the municipality played a vital role in the overall wellbeing of youth. This section highlights the work of several youth-serving organizations in 2021:

BLACK BUSINESS INITIATIVE (BBI)

bbi.ca

Role Models on the Road

This program promotes awareness about entrepreneurship and focuses on the importance of education. 'Business is Jammin' visited schools around HRM with local entrepreneurs, sharing their journeys in their respective fields. Each panelist volunteers their time speaking to youth about their career path, what their work entails, and to offer some words of advice and guidance about the importance of staying in school, setting goals, and entrepreneurship.

This is a very helpful program,
and it has allowed me to
understand more about careers I
had not considered

– Program participant

ECOLOGY ACTION CENTRE

ecologyaction.ca

'Making Tracks' is an all-ages program which aims to get more people walking, rolling, and cycling through community-based mentorship. People of all experience levels can come to the program and leave with the confidence needed to safely navigate roadways, while more experienced participants will learn how to share their skills with others, as Making Tracks Leaders.

In 2021, the program was delivered to 94 children and youth, and trained 11 youth leaders. Two of these leaders went on to summer employment at the local Recreation Centres, where they in turn delivered the program. Four youth leaders were already employed in a similar capacity and successfully ran summer bike camps in HRM schools.

EXTERNAL SERVICE PROVIDER UPDATES

HEARTWOOD CENTRE FOR COMMUNITY YOUTH DEVELOPMENT

heartwood.ns.ca

HeART is an art and resilience-based program, facilitated by HeartWood Center for Community Youth Development. September 2021 marked the fifth rendition of the program that started in January 2019. This Fall, the program was moved to the Power House Youth Centre.

HeART embodies resilience-based strategies with a particular focus on mindfulness, that will help youth learn how to better cope with life's stresses. In 2021, HeART welcomed seven new youth to the program, with a total of 15 youth participating each week.

"I found my people" – Program Participant

SUPERNOVA

supernova.dal.ca

Atlantic Academy of Space (ATLAS) introduced students to space exploration, technologies, and artificial intelligence through in-school workshops and intensive two-week satellite design programs.

Twenty-six high school participants were in the first academy cohort of the program, enjoying 70 face-to-face hours of high-level engagement with specialized content, including mentoring from industry experts, and building their own space-ready mini satellite.

Fifty percent female-identifying students took part in the program, this aligns with the gender parity targets from the planning phase. The in-class portion of the program started in November and will continue looking for high school classes across Atlantic Canada to get involved. More information on this exciting project can be found at www.atlascubesat.ca.

"Through ATLAS, I not only learned more about Space technology but grew as a person"
– Program Participant

WISDOM 2 ACTION

wisdom2action.org

Wisdom2Action is a social enterprise and consulting firm that works with civil society and governmental organizations to facilitate positive change and strengthen communities. During 2021, Wisdom2Action worked with the Public Health Agency of Canada on youth suicide prevention through a scoping review, engaging stakeholders in consultations and young people in an advisory committee. To better understand the impact of COVID-19 on persons with disabilities from the Inuit community across the Maritime provinces, staff collaborated with Atelihai Inuit and two young Inuit researchers from HRM.

EATING DISORDERS NOVA SCOTIA

eatingdisordersns.ca

Eating Disorders Nova Scotia collaborated with the Youth Section of Parks & Recreation to deliver a workshop for National Youth Week; 39 youth attended this virtual workshop.

How to Stop Hating Yourself: And Other Things You Didn't Learn in School

This workshop focused on learning and developing the skills of youth to deal with their inner bully. The workshop taught youth how to identify unhelpful thought patterns, how to notice the voice of their inner bully and how to begin separating that voice from their own.

"It was very helpful to learn skills for practicing checking my reality and behaving as if we deserve to take care of ourselves" – Workshop Participant

WONDER'NEATH ART SOCIETY

wonderneath.com

Open Studio: Since 2014, Wonder'neath Art Society has offered Open Studio as a space to gather through artmaking for both personal exploration and collaborative projects: a space in which each person entering will be welcomed as an artist and valued as a community member. It is open to all, with outreach specifically focused on those facing barriers to accessing the arts. Children and youth are at the heart of their practice in the community and are central to their vision.

Art Bikers: The Art Bikers program is a mobile bicycle and trailer-based art program providing free artmaking opportunities in neighbourhoods and communities throughout HRM. The program was designed to provide arts programming at a community level that breaks down barriers and is accessible to all. Additionally, the program provides well paid summer jobs to young artists training them in arts-based community development and community work.

"I love this so much. It was so nice to meet new friends and talk with everyone. I wouldn't change anything about the workshop." – Program Participant

CHEBUCTO CONNECTIONS

chebuctoconnections.ca

Chebucto Connections is a leader in community development and supports for youth by delivering the Pathways to Education Program to students in the Spryfield/Sambro Loop area. The Pathways to Education Program is a national community-based program supporting youth education and helping students to graduate from high school. The goal was to make sure that all eligible youth in the catchment area were well equipped to pursue post-secondary education and/or meaningful employment.

This program provided academic support through tutoring, leadership, group and career mentoring and financial support, such as providing free bus tickets. The program is also able to offer scholarships for all participating youth for their post-secondary education (Up to \$2,000 per student in the program or \$500 per year they participate in the Pathways to Education Program).

EXTERNAL SERVICE PROVIDER UPDATES

YOUTH PROJECT

youthproject.ns.ca

Camp Seahorse is a camp for anyone 25 and under who identify as part of the 2SLGBTQIA+ community.

In July and August 2021, Youth Project offered hybrid digital/in-person day camps for 2SLGBTQIA+ youth across the Atlantic Provinces. These camps allow for 2SLGBTQIA+ youth to build meaningful connection, skill-share, discuss their lived experience with supportive adults, and engage in community building.

“My camp experience was absolutely amazing. I enjoyed it so much. This is my best day camp experience I’ve had in my entire life.” – Camp Participant

“This experience was so much fun and much needed during this time!!! Thank you so much for making these past few days so amazing!!!” – Camp Participant

NPOWER CANADA

npowercanada.ca

The NPower Canada program provides participants with free, in-demand digital and professional skills, training, and connects them to new and rewarding career opportunities. Youth ages 13-29 can apply for NPower Canada’s Junior IT Analyst training program, which is completely online.

Through consultation with a wide range of employers, NPower Canada’s comprehensive curriculum ensures participants are equipped with the in-demand technical and professional skills most sought after by industry.

NPower Canada offered three cohorts in 2021 and plan to support over 150 participants again in 2022. NPower Canada want Halifax youth to build successful careers in tech.

This program allowed me to branch out my networks and tap into a job market that I had not had experience in before through new tech skills as well as interpersonal skills.

– Program Participant



Current Best Practices, Trends and Research

This section highlights best practices, emerging trends, and youth-related research. For the purpose of this report, staff focused on the following:

- Best practices and lessons learned from creating friendly youth spaces at the Power House Youth Centre
- Generation Z research

THREE TIPS FOR CREATING FRIENDLIER YOUTH SPACES – LESSONS FROM THE POWER HOUSE YOUTH CENTRE

1. FOSTER YOUTH-LED ENVIRONMENTS: Youth want to help shape the programs, spaces, and communities they are a part of. Encouraging feedback and including them in decision making is an important step in creating friendlier spaces, and is one that fosters engagement, self-determination, inclusion, and belonging among youth.

Youth attending the HRM programs know what makes them feel welcomed and comfortable, so it has been identified that there is a need to get curious and ask them what they think. What do they want to see in the space? What types of programs do they want? What are their concerns? Being included will help youth develop a sense of pride and ownership in youth spaces and promote feelings of empowerment, mutual respect, and appreciation when they see their suggestions put to action. This process helps staff to form trusting relationships with youth, create inviting spaces, and design and deliver relevant and meaningful recreation opportunities.

What was heard: The most important aspects of youth-led environments are:

- Flags, posters, art, and crafts relating to Mi'kmaq and African Nova Scotian communities and 2SLGTBQIA+ identities helped youth feel represented and welcomed
- Picking up free pre-made pronoun buttons or making their own made youth feel seen and helped other youth get to know them
- Having plants, superhero/game themed wall art, colorful lights and lamps, and comfy seating created a cozy and fun setting where it was easier to make friends
- Free food along with a variety of games to play made youth want to come back again
- Having an orientation tour eased the anxiety of integrating into a new environment and social setting and made youth feel that the space was theirs
- Gather youth feedback and visually share the results to show the value and respect of their input (printed posters, infographics, buttons, memes, videos, social posts, visual art, youth quotes, etc.)

2. CREATE SAFER SPACES: Staff do their best to make spaces safer for all youth. Below are a few practices that can be started right away. These practices should be followed up by seeking feedback from the specific youth in HRM youth programs to find out what makes them feel safe and secure.

Normalize Sharing Pronouns

- Introduce yourself to youth by name and share your pronouns (she/her, they/them, he/they etc.) and invite them to share theirs with you
- Some youth may not be comfortable sharing pronouns right away. This can make it challenging to refer to them in group settings, but they can always be referred to by their name
- Youth may use different pronouns in school and recreation settings than they do at home, so it's best to ask how they would like staff to refer to them in communications with guardians
- Invite youth to create a button during their first visit. It can have their name, pronouns, and/or an image of something they are interested in. Invest in a button maker, it will get a lot of use in any youth space
- Create opportunities for youth to share pronouns again in the future. Everyone is learning, growing, and changing constantly, so it's best not to assume a person's identity is static

Provide an All-Gender Washroom

- Providing an all-gender washroom (single stall if possible) demonstrates respect to and for gender-diverse youth and will help them feel respected and safe/r in our spaces

Safer Spaces Support Resources

- This can be a printed poster or other visual display which gives youth a way to ask for help without needing to disclose sensitive information in front of others
- Post information in a visible spot in private/low traffic areas such as washrooms
- If possible, include a cell number to text. For some youth, this is the least intimidating way to get in touch
- List the name(s) (consider including a photo too) of the staff member(s) responsible and ready to provide support, so youth know who to talk to
- The Safer Spaces poster may also outline external resources such as crisis hotlines and community organizations. You can find many local, provincial, and national resources by visiting: www.halifax.ca/youthsupports
- Resources should be selected based on the specific population and area you serve



CURRENT BEST PRACTICES, TRENDS AND RESEARCH

3. QUESTION OUR PRACTICES: How can service providers make spaces welcoming to all youth? Start by examining physical and social environments as well as programmatic and administrative practices and by asking questions which help to identify gaps in our services. Depending on the capacity and size of the staff, a working group may want to be formed and would include input from youth in the community.

Sample Questions:

- Is the building accessible (approach, enter, and use) for youth with disabilities?
- Is the furniture arranged in a way that wheelchair users can easily navigate?
- Are staff welcoming and respectful of support persons? Service animals?
- Is the space sensory friendly? What is the noise level and lighting like? Are earplugs offered? Sensory fidget toys?
- Are all youth respected and included regardless of their backgrounds and cultures?
- What languages do the youth in the programs speak? Are their needs being met? Is the correct pronunciation of all participant names learned and being used?
- Is cultural humility being practiced?
- Who is coming here and who isn't? Why?
- Are staff confident in resolving conflicts? Supporting mental health and well-being?
- Is harm reduction practiced? (Ex: Naloxone kit on-site and staff trained to use)
- What are the strengths of the staff? What training is required?
- Can access WIFI, a public telephone, and device charging stations be provided?
- Can bus tickets be offered to youth when needed?
- Can meals or snacks be provided?

RECRUITING GENERATION Z: HARD TO REACH POPULATIONS

The following summarizes a research paper written by a Parks & Recreation summer student:

The paper provides insight on Generation Z (people born between 1997-2015). The goal of this paper is to communicate the characteristics, preferences, and challenges that Generation Z individuals face in order for organizations to understand, anticipate, and meet the needs of Gen Z youth, especially those of which are considered to be a hard-to-reach population.

The key findings of this paper include:

- Gen Z are very tech-savvy as they are 1.6 times more likely to think that a household must be equipped with the latest technologies and are more likely to be the first to adopt new technologies
- When it comes to health care, youth today care about convenience, efficiency, and transparency
- Their generation is one that thrives when given a challenging, fully immersive educational experience in which they can work through problems and really test their knowledge

Conclusion & Next Steps

This report highlights several youth programs and events that have taken place within the municipality. The feedback received from the youth at virtual and in-person engagement events was positive. This shows the positive impact that the municipality, and their partners, are having on the youth in communities throughout the municipality.

COVID-19 impacted all aspects of Youth Programming in 2021. Programs were suspended, canceled, or modified as staff worked to adapt and put COVID-19 safety measures in place to properly safeguard youth. The new normal for youth programs includes all public safety measures including mask wearing, hand sanitizing and contact tracing.

Next Steps:

- 1 Continue to provide an annual information report to CPED regarding trends, issues, best practices, and actions taken with respect to youth programming.
- 2 Begin the implementation phase of the YSP2, continue to engage the Youth Team in decision making.
- 3 Recognize and celebrate National Youth Week (May 1-7, 2022) by offering programs, activities, and resources for youth.
- 4 Continue with the implementation of the second Multi-Service Youth Centre in Spryfield.
- 5 Begin transition of the Youth Live job experience from the enviro depot to the café at the Sackville Sports Stadium.
- 6 Review crime statistics and the current model for the boundaries of the Youth Advocate Program.
- 7 Re-open youth drop-in at The Den Youth Centre and Power House Youth Centre when public health restrictions allow.
- 8 Begin orientation and onboarding of new Youth Advisory Committee Members.
- 9 Develop a relationship with youth sport organizations to include their information within the 2022 Youth Engagement report.
- 10 Continue to monitor the public health restrictions due to COVID-19 and adjust youth programming as needed.

rec | HALIFAX

2022-2024

Youth Service Plan

“A Strategic Vision for Youth Services”





TABLE OF CONTENTS

Executive Summary.....	5
Our Approach	6
Acknowledgments	8
Statement of Purpose.....	9
Definitions.....	10
Situational Analysis	11
Philosophy	12
Vision Statement.....	12
Mission Statement.....	12
Core Values	12
Our definition of Youth.....	13
Key Trends.....	14
Strategic Priorities and Framework	16
Implementation Plan.....	22
Evaluation Plan	24
References.....	26
Annexes.....	28
Annex A: Stakeholder Analysis.....	28
Annex B: Internal Analysis	36
Annex C: External Analysis & Environmental Scan.....	38
Annex D: Survey Questions	48
Annex E: Strategic Plan Flow Chart.....	54

Executive Summary



In 2005, the Halifax Regional Municipality (HRM) Recreation Department worked with HeartWood Centre for Community Development to create the municipality's Youth Engagement Strategy. This engagement strategy focused on best practice strategies on youth engagement. Since that time, staff have worked to ensure youth programs meet the needs of youth. Reorganization in 2015 helped to create a youth focused section of the Parks & Recreation Department. The next step in providing youth services was for this new section to conduct a large-scale engagement on what services the municipality offers youth. Youth Services Plan 1 is the final product of that year long, youth-led, engagement process. To see a summary of the first plan, visit Halifaxyouth.ca

The Youth Services Plan 2 provides a broader approach and includes additional Business Units throughout the municipality. By identifying relevant issues for youth, the plan will support the decision-making as how best to address the needs of Halifax's youth through the delivery of programs and services, as well as working collectively with community partners.

This report should be looked at as a tool to improve and enhance services, based on feedback provided by youth in HRM.

Our Approach



YOUTH-LED PROCESS

A youth-led process means engaging youth as leaders throughout the project, from design to implementation and management to analysis of outcomes. It is critical to engage youth at all levels and ensure they have ownership of the entire engagement process.

Making sure this was a truly youth-led process was top priority for the staff that helped facilitate this plan. A Youth Team was created to lead the process and made all the final decisions. Staff and organizations did not influence the process, rather they supported youth in making decisions regarding engagement workshops, the creation of an online survey, and the final strategic priorities and goals of this plan.

This plan engaged 1,800 youth in its creation. This was achieved through the creation of a team of youth, an online survey, and in-person and virtual workshops. Through the engagement process, six key trends emerged which were developed into five strategic priorities. Each priority has its own set of goals and objectives. Suggested action items on how to implement these priorities and a full evaluation framework will be included in the 2022 Youth Engagement Report.



Acknowledgments

HRM Parks & Recreation would like to extend appreciation to all the youth, community organizations, teachers, and staff that contributed to this engagement process. A special thanks to the youth team members (below); their continued input, feedback and direction have been essential in the development of the Youth Services Plan.

YOUTH TEAM MEMBERS:

Rakan Al-Bader
Abraham Amusan
Benjamin Amusan
Jack Baker
Jane Elliot
Chanidu Gamage
Sanuli Gamage
Chloe Logan
Anna Martin
Claudia Mendoza
Koena Mukherjee
Jenna Robar



Thank you also, to the **1,800 youth** who participated in the engagement workshops, online survey, as well as the dedicated staff that supported this project:

Becca Bishop, Youth Section Community Developer
Abbey Campbell, Youth Program Coordinator
Ellen Smith, Youth Program Coordinator
Antonio Simmonds, Outreach and Research Coordinator, African Nova Scotian Affairs Integration Office
Chanae Parsons, Halifax Public Libraries
Vanessa Thomson, Public Safety Office
Elyse Moir, Power House Youth Centre Coordinator
Lee Moore, Manager, Youth Programs



Statement of Purpose

The purpose of this strategic service plan is to focus the efforts of the municipality over the next three years. This document assesses the internal and external factors influencing youth services. It defines key trends, establishes clear mission and vision, identifies five strategic priorities, and informs staff in selecting the strategies that will best help reach the desired outcomes of youth.

Strategic planning is vital in ensuring that an organization's actions reflect its core values and that it operates within the scope of its mission statement. Providing staff with big picture information helps to focus efforts on how best to serve youth in communities across the municipality.

Definitions

IN THIS PROPOSAL,

“Youth-Led” means engaging youth as leaders throughout the entire project, from design to implementation, and management to analysis of outcomes.

“Transparency” refers to conducting activities, or performing actions, in an open and clear manner.

“Accountability” accountability is defined as being responsible for one’s actions and having the ability to provide sound reasoning for actions.

“Core Values” are the guiding principles that dictate behavior and action. Core values can help people know what is right from wrong. They can help committees to determine if they are on the right path and fulfilling their goals.

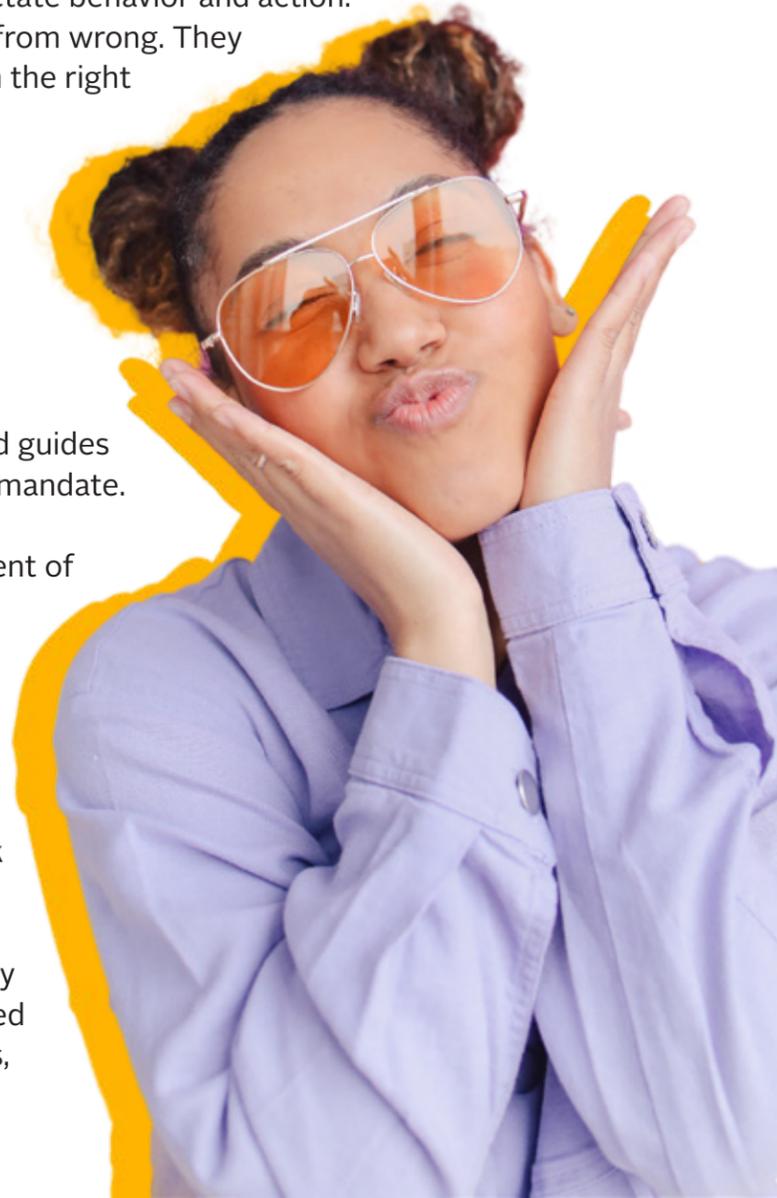
“Mission Statement” is a statement that describes (a) what you do, (b) who you do it for, and (c) how you do it. A mission statement is a unique contribution to the achievement of the vision.

“Strategic Plan” is a process that stimulates and guides organizational decision-making to best fulfill its mandate.

“Strategic Priority” is an organization’s statement of its top-tier priorities or areas that need to be addressed in order for the full vision to be realized.

“Vision Statement” identifies what the organization hopes will happen as the result of its activities (external vision) and how it will look and work when it is successful (internal vision).

“Youth Service” refers to any services offered by the municipality that youth access. (i.e., registered programs, drop-in programs, youth action teams, youth groups, events, etc.)



Situational Analysis



The situational analysis includes a review of the contexts in which youth services are offered, both internally and externally. In the internal context, it sheds light on the youth services offered by the municipality and the opportunities for improvement. Externally, it provides an understanding of how the municipality’s youth services have been perceived by youth and youth service providers in the community.

STAKEHOLDER ANALYSIS

The stakeholder analysis is a tool that aids in the understanding of perspectives of those that are impacted by the youth services provided by the municipality. It can be found in Annex A.

INTERNAL ANALYSIS

The internal analysis focuses on the current youth services offered by the municipality and examines what the municipality is currently offering youth. It can be found in Annex B.

EXTERNAL ANALYSIS & ENVIRONMENTAL SCAN

The external analysis and environmental scan focuses on aspects influencing youth that are ultimately out of the municipality’s control. It examines new trends and research that supports youth service delivery. The external analysis can be found in Annex C.

HRM YOUTH POPULATION

According to the 2021 Canadian Census, HRM has a population of 437,743. Of that population, youth between the ages of 10-24 make up 16.9%. The population of youth between the ages of 10-14 is 21,968, ages 15-19 is 23,995 and ages 20-24 is 28,250. All population figures are approximate

Philosophy

VISION STATEMENT

We envision a future where youth have the opportunities and supports to achieve their greatest potential.

MISSION STATEMENT

We enrich the quality of life for youth by providing a variety of programs, services, and spaces that are supportive of the municipality's diverse youth population.

CORE VALUES

Core values are the principles or philosophies that guide how we work with youth:

• Diversity and Inclusion

Rationale: We recognize that a young person's experiences, views, and needs may be shaped by intersecting identities including race, culture, gender, sexuality, socio economic background and disability. Youth are not a homogenous block and other social aspects need to be taken into consideration when designing programs and services. We believe all young people deserve, and have a right to, the same chances and opportunities and strive to ensure equality of opportunities for all young people.

• Transparency and Accountability

Rationale: We are committed to being open and honest to youth. We have established clear outcomes and performance indicators for each strategic priority and will provide youth with a clear understanding of the progress of this work. Reporting will be easy to understand, timely, youth friendly, and focus on continuous improvement. We believe government should be accountable and responsive to youth.

• Collaboration

Rationale: We work together with staff, youth, and community organizations to ensure that youth have access to the supports, programs, and services they need. We believe working together can help improve outcomes and strengthen support youth.

• Youth Voice

Rationale: We are here primarily to serve young people and recognize their strengths and voices as assets to our work. We believe youth should be leading the way.

OUR DEFINITION OF YOUTH

Youth Services offers programs and service for ages **13-24**. For the purposes of this plan, we grouped the youth into age ranges of **13-15, 16-18, and 19-24**. We recognize there is diversity within these age ranges that requires specific age-appropriate services.



Key Trends



Effective planning for youth requires identification, understanding, and constant monitoring of existing and emerging trends that could potentially affect the delivery of programs and services. The following summary of trends in participation, emerging activities, and service delivery are based on data collected from engagement workshops and work undertaken by the Youth Services Plan, Youth Team.

TREND	CONTEXT
Youth are seeking drop-in spaces to access supports, services and socialize with peers.	<ul style="list-style-type: none"> Youth prefer hanging out and participating in drop-in activities rather than having to commit to long-term programs Youth need spaces just for youth. Places where only they can go to feel safe, seen, or make friends and access the needed supports, such as homework help or mental health resources, etc. Youth want more youth-friendly outdoor green space, trails, parks, and outdoor programming More youth-dedicated spaces are needed in HRM
Addressing the diversity of the youth population is critical to ensuring all youth feel included and have access to programs and services.	<ul style="list-style-type: none"> Youth programs and services should be inclusive for all youth. Specifically, with regards to gender, sexual orientation, economic background, race, culture, and abilities Newcomer and cultural groups represented in engagement sessions identified a desire to participate in culturally focused programs and activities Engagement results have challenged staff to identify specific goals and opportunities for youth from underserved areas. More intentional or focused efforts to serve these populations may welcome participation of youth who would not normally access programs and services
Well-being and safety are a high priority for youth.	<ul style="list-style-type: none"> Youth rated well-being as their highest priority Youth feel that mental and physical health need to be addressed and supported in all programs and services Youth-spaces should offer support for well-being Youth want to feel safe and included in their communities and in the spaces they are accessing
Building and drawing upon youth skills will be a benefit to HRM.	<ul style="list-style-type: none"> Youth expressed the need for HRM to address a spectrum of youth skills that are missing in everyday life learning Youth feel the need for an increase in programs and services that build life skills, employment skills, and leadership skills It is recognized that building the skills of youth is vital to our growing municipality Youth are seeking volunteer opportunities to build their skills
Current marketing and communication efforts are not appealing to youth.	<ul style="list-style-type: none"> Youth feel they do not have an avenue to know what programs, services, and supports there are for youth in HRM 80% of youth identified the need for a youth Instagram account Lack of awareness is one of the main barriers to participating in youth programs and services Youth clearly stated they do not use HRM's current communication platforms Marketing and communication efforts need to be tailored to youth
Youth want to have input in the decisions that affect their lives and contribute to shaping their communities.	<ul style="list-style-type: none"> Youth identified the many benefits of having input on municipal decisions that impact them and their communities Participants noted that youth participation in local governance and municipal affairs could be strengthened by focusing on more youth town halls and chances to meet Municipal Councillors There is a need for youth capacity building programs and services to increase knowledge and skills on civic engagement

Strategic Priorities and Framework



As a result of this engagement process, youth participants have identified five strategic priorities that will help to focus the work being done for youth over the next three years.

2022-2024 STRATEGIC PRIORITIES:

Strategic Priority 1: Youth have access to spaces in their community where they can take ownership, feel welcome, socialize, obtain support, and access services.

- 1.1. Goal:** To focus on an integrated youth service-delivery approach.
 - 1.1.1. Objective:** Work with youth-serving organizations and local partners to provide a spectrum of programs and services that are responsive to youth needs.
 - 1.1.2. Objective:** Continue implementing the Multi-Service Youth Centre project as the preferred model of youth services across the municipality.
- 1.2. Goal: To ensure youth spaces are welcoming, inclusive, and accessible.**
 - 1.2.1. Objective:** Conduct a youth-led audit of existing youth spaces to gauge the level of accessibility, inclusiveness and how welcoming the spaces are.
 - 1.2.2. Objective:** Involve youth in the creation and on-going operations of youth spaces.
 - 1.2.3. Objective:** Design physical spaces that are welcoming and reflective of the youth accessing the space.
 - 1.2.4. Objective:** Build the skills of recreation staff in learning how to effectively support youth in relation to inclusion and accessibility.
- 1.3. Goal: To ensure youth spaces support the mental well-being of youth.**
 - 1.3.1. Objective:** Provide staff training and educational opportunities to build skills related to making referrals to external social services and supports.
 - 1.3.2. Objective:** Create and maintain an online resource list of supports and services available for youth on Halifaxyouth.ca.
 - 1.3.3. Objective:** Support youth spaces with knowledgeable staff who can support youth in finding housing, food, employment, counselling, and other community services.
 - 1.3.4. Objective:** Engage with community partners to deliver mental health programming.

Rationale: Youth have expressed an interest in youth dedicated spaces. Providing a space that youth can make their own increases interest in the programs offered, while also acting as a connector to external services that can help support youth. Collaborating with youth in the making of a dedicated space pre-emptively removes barriers to access, which in turn makes the space, services, and programs accessible and inclusive for all youth.



Strategic Priority 2: All youth across the municipality feel represented and included in programs, services, and committees.

2.1. Goal: To learn more about serving underrepresented youth populations and communities.

- 2.1.1. Objective:** Build the skills of staff in learning how to provide services to diverse youth populations, including how to adopt frameworks, strategies, lens tools and other resources.
- 2.1.2. Objective:** Collaborate with community organizations to learn about their work with underrepresented youth populations.

2.2. Goal: To develop and improve programs and services for underrepresented youth populations and communities.

- 2.2.1. Objective:** Increase youth programming and services specific to underrepresented youth populations including women and girls, urban Indigenous, African Nova Scotians, immigrants, and youth with disabilities.
- 2.2.2. Objective:** Ensure rural programs and services are aligned with the Rural Recreation Strategy.
- 2.2.3. Objective:** To increase representation within the HRM workforce by recruiting program staff and facilitators who are reflective of the municipality's diverse youth population.
- 2.2.4. Objective:** Recruit Youth Advisory Committee members that are reflective of the municipality's diverse youth population.

Rationale: Municipalities are strongest when they bring together and amplify diverse sets of voices, perspectives, and backgrounds. However, youth have expressed that they do not feel represented or supported in the programs and services they currently access, which in turn makes them feel discouraged and less likely to continue to access those programs and services in the future.

Strategic Priority 3: Youth feel prepared to make a successful transition to adulthood.

3.1. Goal: To offer a variety of ways for youth to develop their skills.

- 3.1.1. Objective:** Offer programming and workshops on basic skills such as budgeting, finances, and cooking.
- 3.1.2. Objective:** Offer programming and workshops on science, technology, engineering, and computer skills.
- 3.1.3. Objective:** Offer training opportunities to improve leadership skills.
- 3.1.4. Objective:** Continue to offer recreation and leisure activities to assist in the development of social skills.

3.2. Goal: To develop job readiness by enhancing employment programs and opportunities.

- 3.2.1. Objective:** Collaborate with service providers to offer programming and workshops that increase youth employability skills.
- 3.2.2. Objective:** Conduct a review of the Youth Leadership Program's employment modules to identify opportunities for improvement.
- 3.2.3. Objective:** Expand the job experiences offered by the Youth Live Program to provide participants the opportunities to develop a wider set of transferable skills.
- 3.2.4. Objective:** Continue to promote the municipality's Bridging the Gap program that provides recent graduates a professional experience in municipal public service.

Rationale:

Education and skill development do not stop once youth finishes school for the day, it is an ongoing process that helps youth transition to adulthood. Youth expressed the need for HRM to address a spectrum of skill development that is missing from school or at home. Youth are looking for programs and services that build life skills, employability, and leadership skills.

Strategic Priority 4: Youth feel empowered to engage in local government and contribute to shaping their communities.

- 4.1. Goal: For youth to gain confidence to effectively engage in local governance.**
 - 4.1.1. Objective:** Offer opportunities for youth to learn how the municipal government operates and how they can contribute to local governance.
 - 4.1.2. Objective:** Support voter education efforts to reach youth from diverse communities and encourage their participation in municipal elections.
- 4.2. Goal: To provide avenues for youth to give input and feedback on municipal programs, services, and projects.**
 - 4.2.1. Objective:** Continue to invest resources in public engagements and events that collect feedback from youth about their ideas, opinions, and needs.
 - 4.2.2. Objective:** Educate youth on how their input will be used and inform them about the outcomes of their involvement in engagements.
 - 4.2.3. Objective:** Continue to support the Youth Advisory Committee as an opportunity for youth to provide feedback on municipal decisions.
 - 4.2.4. Objective:** Facilitate formal and informal opportunities to connect youth with their local Councillors and other municipal decision makers.
- 4.3. Goals: To prepare youth to become leaders in their communities.**
 - 4.3.1. Objective:** Offer capacity building programs and workshops for youth to develop the skills to initiate youth-led projects.
 - 4.3.2. Objective:** Support youth in accessing resources that enable them to bring a youth-led project into action.
 - 4.3.3. Objective:** Increase the number of, and access to, meaningful youth volunteer opportunities.

Rationale:

Youth are key players in the creation of a thriving municipality. Youth feel they could express their views and ideas, but often their voice and input are not taken into consideration when it comes to policies and decisions that directly impact them. This recognition and engagement of youth in civic matters strengthens their commitment to, and understanding of, democracy, and leads to better policy decisions.

Strategic Priority 5: All youth are aware of the services and programs offered by the municipality.

- 5.1. Goal: To target youth with marketing and promotions that are on trend and will catch their attention.**
 - 5.1.1. Objective:** Create a youth marketing and communications plan that keeps youth fully informed of opportunities in the municipality.
 - 5.1.2. Objective:** Enhance the municipality's social media presence by using youth identified social media platforms, such as a youth dedicated Instagram account.
 - 5.1.3. Objective:** Increase awareness of the municipality's youth website (Halifaxyouth.ca).
 - 5.1.4. Objective:** Offer pop-up engagements to promote programs and services to youth who may not have access to digital platforms.
 - 5.1.5. Objective:** Utilize existing youth spaces for in person pop-up engagements as a way to promote programs and services.

Rationale:

Youth clearly stated they do not use HRM's current system of communication therefore, it is best to take an innovative and creative approach to better engage with youth on the social media platforms that are frequently used.

Effectively utilizing the Halifax Youth webpage (halifaxyouth.ca) and engaging youth through social media tools is the best way to spread information. Most of the feedback from youth has stated that a lack of awareness is one of the main barriers to participating in programs and services.



Implementation Plan

This strategic plan will be implemented over a three-year period. Suggested action items on how to achieve each goal and objective will be determined in the 2022 Youth Engagement Report.

Year 1: 2022			Year 2: 2023	Year 3: 2024
Pre-Implementation	Organizing Implementation	Begin Implementation	Managing & Sustaining Implementation	Wrap up
<ul style="list-style-type: none"> • Ensure all staff are aware of strategic priorities, goals, and objectives • Define required outcomes • Ensure resources are adequate • Design communication plan between stakeholders 	<ul style="list-style-type: none"> • Introduce action items to Youth Section staff • Define ownership for outcomes • Determine actions to accomplish the outcomes • Establish Youth Service Plan committee • Develop terms of reference • Establish a clear reporting model and operational plans for staff • Define tracking system 	<ul style="list-style-type: none"> • Begin to implement action items • Enhancement of current programs and partnerships • Seasonal Youth Service Plan committee meeting 	<ul style="list-style-type: none"> • Monitoring and evaluation • Update on Youth Engagement Report • Update on action items from staff • Seasonal Youth Service Plan committee meeting 	<ul style="list-style-type: none"> • Monitoring and evaluation • Seasonal Youth Service Plan committee meeting • Final reporting • Critical path for next strategic planning process



Evaluation Plan



To accurately evaluate the outcomes of the Youth Services Plan staff will:

- Develop target and baseline indicators, using an outcome-based evaluation framework, to monitor and evaluate the progress and success of the Youth Services Plan
- Include youth as evaluators and developers of the evaluation process
- Create a standardized data collection method for collecting updates from other stakeholders
- Annually monitor and report on accomplishments from the Youth Service Plan in the Annual Youth Engagement Report
- Periodically communicate progress of implementation and achievements to the public on Halifaxyouth.ca

Staff will conduct a process evaluation to determine whether activities have been implemented as intended and resulted in certain outcomes. Process evaluations examine the degree to which program activities are being:

1. implemented and delivered as planned
2. if they are reaching the intended target audience(s), and
3. producing the desired outcomes

A full evaluation framework will be provided in the 2022 Youth Engagement Report.

References

ANS Youth Employment Lab, Social Innovation Lab for African Nova Scotian Youth Opportunities (2019). Retrieved from <https://commongoodsolutions.ca/african-nova-scotian-youth-employment-lab/>

City of Richmond Youth 2015-2020 Youth Services Plan: Where Youth Thrive (2020). Retrieved from https://www.richmond.ca/__shared/assets/2020_update_where_youth_thrive58218.pdf

City of Squamish Youth Strategy (2020) Retrieved from <https://squamish.ca/assets/4b3409ccf0/Squamish-Youth-Strategy.pdf>

Dear municipalities, from millennials. (June 2017) Retrieved from https://d3n8a8pro7vhmx.cloudfront.net/apathyisboring/pages/136/attachments/original/1529461330/Municipal_Youth_Engagement_Best_Practices_Reprt.pdf?1529461330

Federation of Canadian Municipalities: Municipal Youth Engagement Handbook (July 2015) Retrieved from https://data.fcm.ca/documents/tools/FCM/Municipal_Youth_Engagement_Handbook_EN.pdf

Pivot Open Data Hub, Youthful cities (2020). Retrieved from <https://pivohub.youthfulcities.com/explore/dataset/data-insights/information/>

State of Youth Report, Government of Canada (2020). Retrieved from <https://www.canada.ca/en/canadian-heritage/campaigns/state-youth/report.htmlhttps://www.canada.ca/en/canadian-heritage/campaigns/state-youth/report.html>

The Mental Health Strategy for Canada: A Youth Perspective, The Mental Health Commission of Canada (2016). Retrieved from https://mentalhealthcommission.ca/wp-content/uploads/2021/09/Youth_Strategy_Eng_2016.pdf

Understanding the Complexities: Providing Support to Trans Youth (fact sheet), YouthREX. (2019). Retrieved from <https://youthrex.com/factsheet/understanding-the-complexities-providing-support-to-trans-youth/>

Urban Indigenous Action Plan, The Province of Ontario (2021). Retrieved from: https://files.ontario.ca/uiap_full_report_en.pdf

Youth Services Annual Report, Vancouver Board of Parks and Recreation (2019). Retrieved from: <https://vancouver.ca/files/cov/youth-services-report-2018-2019.pdf>



Annexes

ANNEX A: STAKEHOLDER ANALYSIS PARKS & RECREATION STAFF S.O.A.R ASSESSMENT

Undertaking a SOAR Assessment (Strengths, Opportunities, Aspirations and Results) builds a framework for creating a strategic plan that is based on strengths and assets in the organization. While problems and challenges are tracked, the logic of the analysis leads to considerations of how they can be converted into opportunities to move a plan toward its aspirations and the results it anticipates.

The SOAR model represents a more optimistic approach than the SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis and helps focus on the desires of the staff, what they want to achieve and how we will accomplish these goals. The following chart outlines the key questions that comprise the assessment, along with the specific feedback from Recreation staff.



Strengths- What do we do well regarding working with youth? What strengths do we have within Recreation that are valuable to youth? Are there existing programs that could be expanded?

- Regional Council recognizes and supports the importance of youth programs and services
- The municipality incorporates youth input through the Municipal Youth Advisory Committee and other youth engagement efforts
- Recreation offers a strong Youth Leadership Program that should be expanded on
- Recreation values youth as employees
- The Youth Services Plan is a vital resource for the municipality



Opportunities- What opportunities could we leverage for success? Are there gaps in the current youth services we provide? What is the youth you serve asking for? What collaborations could lead to greater success for youth?

- Greater collaboration between HRM and youth-serving organizations
- The use of social media to provide information to youth will increase youth participation
- Multi-Service Youth Centres and dedicated youth spaces to help to address the gaps in services i.e., mental health support
- Working more collaboratively across business units will enhance youth participation in municipal affairs



Aspirations- What can Recreation do for youth over the next three years? What should the future of youth programming look like? How can we make the greatest impact?

- Provide a Youth Services Plan that can be realistically implemented with the support of other business units
- Align the programs we offer with what youth have identified as a need
- Continue to mentor and train young people to increase their leadership and employment skills
- Expand the Multi-Service Youth Centre model across the municipality
- Better track data and outcomes to determine if we are meeting youth needs



Results- What tangible outcomes and measures will demonstrate we have achieved our goals and aspirations?

- Youth are regularly consulted on and can provide input on programs and services
- Youth can access more flexible drop-in recreation programs
- Community organizations are better integrated with services to be offered to youth

BUSINESS UNITS FEEDBACK

To ensure a successful implementation of the second Youth Services Plan, staff engaged with employees from different business units to understand their experiences working with youth and how they can participate in the implementation of this plan. Below outlines the questions asked and major themes identified:

Questions:

Key themes identified

In what ways does your Business Unit currently engage with youth?

- Programs to offer discounted services to youth
- Programs specifically designed for youth
- Community engagement
- Recreation programming
- Employment of young people

In what ways would you like to see the Municipality support youth?

- Engage youth in decision making processes
- Provide more opportunities to learn about municipal affairs
- Offer activities that teach youth the importance of civic responsibility and engagement
- Specific cultural engagement (e.g., programming specific to immigrant youth, African NS youth, Indigenous youth, youth looking for services in languages other than English)
- Engagement efforts that promote diversity and inclusion



YOUTH CONSULTATION

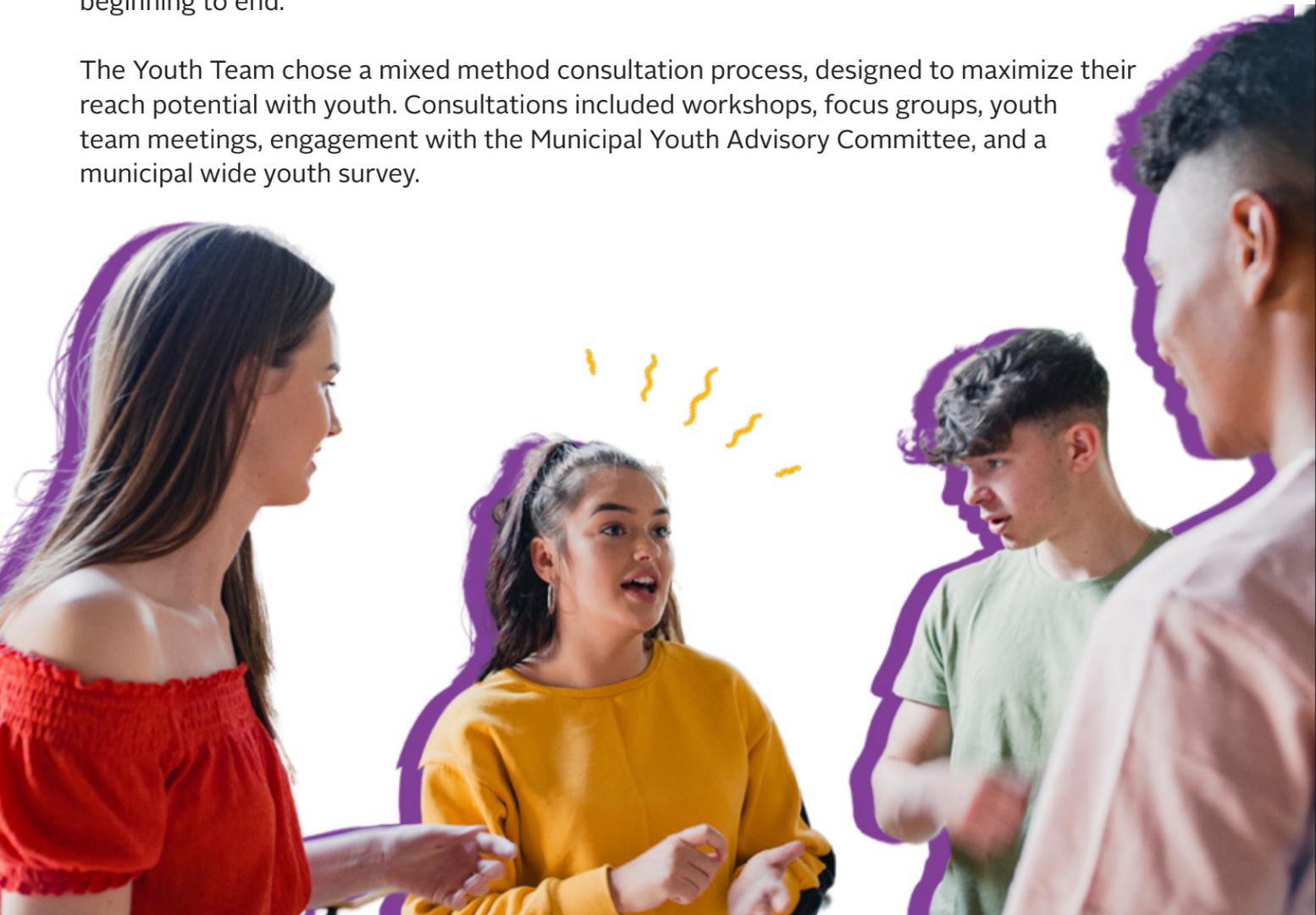
Youth Team Meetings

The HRM Youth Team is a group of youth (ages 13-24) living in HRM. They are an advisory group who specifically helped with the creation of the Municipal Youth Service Plan. An essential part of the creation was to build a survey that would collect data from youth across HRM. The Youth Team diligently collaborated to create this survey to highlight the main concerns and needs of youth in HRM.

The Youth Team included 12 youth with representation of youth from different identities, lived experiences, age groups, and districts of the municipality.

In September 2020, Recreation staff put out a call for youth team members and the Youth Team was formed in December 2020. A series of consultations were undertaken between December 2020 and April 2021. The first meeting provided youth with an orientation to the project and gave youth the decision-making power to determine how this plan will be informed by youth from beginning to end.

The Youth Team chose a mixed method consultation process, designed to maximize their reach potential with youth. Consultations included workshops, focus groups, youth team meetings, engagement with the Municipal Youth Advisory Committee, and a municipal wide youth survey.



Overview of youth consultation methods:

STAKEHOLDER	PURPOSE	ENGAGEMENT METHOD
Youth (General)	<ul style="list-style-type: none"> Identify key issues and trends 	Virtual Workshops in schools
Youth (General)	<ul style="list-style-type: none"> Further understand the key issues and trends identified by youth and get suggestions from youth on how to address them 	Survey
Youth (specific populations)- African NS, BIPOC, 2SLGBTQIA+, Disability, Newcomers	<ul style="list-style-type: none"> To ensure our data is inclusive and representative to all youth we serve 	Survey
Youth Team members	<ul style="list-style-type: none"> Put decision making in the hands of youth Ensure process is youth-led 	Focus group(s)
Municipal Youth Advisory Committee	<ul style="list-style-type: none"> Feedback from group of youth who are actively engaged with the municipality 	Committee meeting
Youth Service Providers	<ul style="list-style-type: none"> Capture feedback from external stakeholders on how the municipality can do better for youth Identify trends and best practices in youth service delivery 	Survey and interviews
Parks & Recreation Staff	<ul style="list-style-type: none"> Survey assets and opportunities that currently exist Understand capacity constraints 	Survey – S.O.A.R Assessment
Internal Business Units	<ul style="list-style-type: none"> Understand who works and engages with youth and in what capacity 	Survey

ONLINE SURVEY

The online survey was the main source of feedback. The Youth Team shared the online survey to their schools and communities, and it was also promoted through social media as an advertisement on Facebook and Instagram, for every youth aged 13-24, living in HRM. These methods helped to ensure the messaging reached as many communities and groups of youth as possible. Survey feedback was tracked through the collection of the first three letters/numbers of the postal code. This ensured data was received from all districts in the municipality. Feedback was also sorted by the 'self-identification' section of the survey to ensure youth from various demographics were included.

To ensure a proper data sample size was collected, staff used the following information:

- 2021 census data for ages 10-24
- Total population = 72,500
- 95% confidence level
- 5% margin of error
- Ideal sample size = 383
- # surveys received = 1,170

In all, **1,170 youth participated** in the survey data collection process to gain feedback on the key trends for youth in the municipality. To view the survey questions, see Annex D.

VIRTUAL WORKSHOPS

Due to COVID-19 public health guidelines, youth workshops were held virtually with high schools and junior high schools across the municipality.

The purpose of these workshops was to:

- Gather youth feedback and input on the Youth Services Plan
- Identify the key issues youth are facing
- Understand which programs and services youth access the most
- Gain youth feedback on the creation and promotion of the Youth Services Plan survey

27 virtual workshops delivered: 617 youth participated



ANNEX B: INTERNAL ANALYSIS

INTERNAL PROGRAM SCAN

There are four styles of programs offered by the Recreation Department. The first is a traditional registered program requires youth to register in advance and is offered for a certain number of weeks; the second is a drop-in program where youth do not need to pre-register; the third is equipment loan programs, and the fourth is programs for Youth At-Risk.

Registered Programs for Youth

The Municipality's Parks & Recreation Department runs a multitude of programs directed towards youth ages 13 to 18. These include:

- General swimming programs
- Environmental programs
- General leadership programs
- Art programs
- Dance, drama, and music programs
- Fitness & physical wellness programs
- A variety of sport programs

These programs and activities are advertised in the Recreation & Parks brochures. Specific information for youth is promoted through a one-page general description flyer and on halifax.ca and other sites.

Similar types of programming are offered by HRM owned, board operated facilities such as Multi District Facilities (MDF).

Drop-in Programs for Youth

The Municipality also offers drop-in programs for youth ages 13-18. These programs include:

- Various Sports (basketball, badminton, volleyball)
- Open gym
- Space to hang out with friends
- Free swims
- Art Hives

These drop-in programs are uploaded to the calendar on the Halifax Youth website and promoted through recreation brochures.

Programs for At-Risk Youth

The Municipality offers specific programs for at-risk youth. These programs include:

- Youth Advocate Program
- Youth Live Program
- Girls United

LIBRARY SERVICES FOR YOUTH

Public libraries offer a variety of free services for youth ages 12-15. These include:

- Space to hang out with friends, ability to meet new people, study, read and relax
- Programs that provide social time, creative outlets, hands-on learning experiences, entertainment, and exploration of topics and issues that interest teens
- Volunteer and work experience opportunities
- Open Wi-Fi, and access to technology including computers, iPads, laptops, and video games
- Tech learning and sharing opportunities ranging from coding workshops to recording at the Central Library Media Studio
- Library collections: books, comics, graphic novels, movies, magazines, e-books, audiobooks, and more
- Homework assistance: research help, study groups, class visits and workshops
- Adult support for youth development: relationships with caring adults, links to service providers, and advocacy for diverse youth in the community

RCMP SERVICES FOR YOUTH

The RCMP's Stetsons and Spurs Youth groups (for ages 12-17) operates in Cole Harbour, North and East Preston and Lower Sackville.

HALIFAX REGIONAL POLICE SERVICES FOR YOUTH

The Halifax Regional Police Youth Program (HRPYP) is for youth ages 14 – 18 years where youth learn about social responsibility with an emphasis on leadership. Students gain knowledge of police services by taking part in crime prevention initiatives including presentations by guest speakers, field trips, traffic & crowd control, Police Display Day, child identification record clinics, mascot appearances, bike patrols, parades, concerts, and tree-lighting ceremonies. Participants benefit from learning opportunities and experiences, including public speaking, teamwork, and work ethic.

BRIDGING THE GAP PROGRAM

The Bridging the Gap program offers paid 18-month internships for new graduates interested in a career in municipal public service. The program provides training and development opportunities to candidates who have graduated from a recognized post-secondary institution within the last 24 months, including those who are scheduled to graduate before the internship start date. The program is designed to provide experiential learning and maximum professional exposure to interns in their chosen field of study while exploring the benefits of working for the municipality. Candidates will learn about government policies, operations, administration, services, and planning.

MUNICIPAL YOUTH ADVISORY COMMITTEE

The Youth Advisory Committee advises and assists Regional Council, through the Executive Standing Committee on how municipal policies, programs, and services affect youth, and challenge the areas where we can do better. Committee members regularly engage with youth throughout the municipality to:

- Help youth shape the future of our municipality
- Bring unheard voices to Regional Council
- Educate youth on policies and decisions that affect them
- Identify and remove barriers facing youth
- Help make our local government more diverse

PUBLIC SAFETY OFFICE

The Public Safety Office offers youth opportunities to participate in the Community Mobilization Team projects and trainings.

ANNEX C: EXTERNAL ANALYSIS & ENVIRONMENTAL SCAN

The external analysis included a survey to community-based organizations serving youth and an environmental scan to understand what other municipalities and governments are currently doing for youth.

What was asked:

What was heard:

What current trends or shifts in youth programs and services do you think the municipality should be paying attention to over the next three years?

What does the municipality do well in terms of supporting youth?

What can the municipality do to better support youth?

- The virtual delivery of youth programs will continue, and service providers should consider this in program planning
- Youth providers should stay up to date with technology and interactive apps for engaging youth
- Increased screen time will also mean there should be a programming focus on well-being, self-care, getting outdoors, etc.
- Ensure program registration processes are accessible and inclusive
- Increase collaboration between government and community organizations to better support youth
- There should be a focus on developing programming and spaces for underrepresented youth populations

ENVIRONMENTAL SCAN

This environmental scan identifies documents, research, and Canadian cities/municipalities that have developed a youth plan.

Apathy is Boring

Dear Municipalities, From Millennials – June 2017

Dear Municipalities, From Millennials describes methods to counter the trend of low voter turnout and minimal engagement levels among millennial youth in municipalities. Youth trends in five main areas: community and civic engagement, institutional systems, politics, staying informed, and work-life balance are discussed and methods to overcome challenges and increase participation in each domain are provided. The authors argue that youth must be included in decision making to increase engagement to feel empowered. They explained that there is a need for more creative and flexible youth spaces, supportive work environments, programming created by and for youth, and intergenerational collaborations. Methods of communication and education must also be updated, and service providers should use social media and online platforms to engage youth in fun and interactive ways, offering online educational opportunities in professional development and job skills training such as facilitation.

Federation of Canadian Municipalities

Municipal Youth Engagement Handbook

The Municipal Youth Engagement Handbook published by the Federation of Canadian Municipalities provides resources and tools for municipal officials and administrators to increase active citizenship among youth and successfully recruit young leaders and workers into municipal careers as the older generation ages into retirement. The handbook calls attention to social media and online platforms as key methods for connecting with youth and recommends interactive outreach through contests, games, polls, and apps as the best ways to engage young people today. Additionally, the handbook suggests methods to increase youth interest in local politics and municipal careers by creating youth advisory committees, making school visits, and providing ample opportunities for developing confidence and job skills through shadowing, mentoring and internships.

Vancouver Board of Parks and Recreation

Youth Services Annual Report (2017)

Vancouver Board of Parks and Recreation's youth services annual report provides a summary of municipal youth services across Vancouver and highlights unique programming and resources offered within 17 specific communities where Community Youth Development Coordinators and Community Youth Workers are strategically funded positions. In 17 community profiles, data on the number of youth visits, youth engaged in recreation, and youth who volunteered are presented alongside staff profiles, youth quotes, and program descriptions. The document also covers recent changes to city wide youth services including a shift to offer more connected and consistent programming, and an increased focus on inclusion and accessibility, collaboration, proactive engagement, and youth partnerships.

City of Richmond

2015-2020 Youth Services Plan: Where Youth Thrive (2020 update)

The city of Richmond provides a yearly update on multi-year service plans to support and respond to the changing needs of youth and provide transparent progress on actionable items. This document is the most recent update to the city's 2015-2020 Youth Services Plan for ages 13-18, which was created through community consultation and reviews of best practices and services offered in other Canadian provinces and municipalities.

The 2020 update provides an overview of progress in three key areas: building youth assets through engagement and partnerships, expanding opportunities for youth, and improving upon the quality of youth services offered. Some achievements highlighted include the creation of youth leadership camps, advisory committees, environmental stewardship groups, job readiness training, opportunities in the arts community, intergenerational volunteer programs, and intentionally safer spaces for marginalized and underserved youth. The authors point to increased experiences of isolation among youth due to the COVID-19 pandemic and outline how youth services responded by providing virtual programs such as trivia and escape rooms, dance parties, media-arts programs, LGTBQ2S+ meeting spaces, and mental health support.

Of significance, from this document, is the recognition of the importance of connecting with youth through social media. In 2020, youth engagement was maintained during the pandemic by creating dedicated social media channels for youth. An Instagram account and a podcast were designed by youth volunteers. Youth program staff and youth continued to assist in the roll-out of new content over the year.

The Province of Ontario

Urban Indigenous Action Plan

The Ontario Urban Indigenous Action Plan was created by the Ministry of Indigenous Relations and Reconciliation, the Ontario Federation of Indigenous Friendship Centres, the Métis Nation of Ontario, and the Ontario Native Women's Association. The plan was developed with input and feedback from urban Indigenous communities across the province and was informed by the United Nations Declaration on the rights of Indigenous People (UNDRIP) and the Report and Calls to Action of the Truth and Reconciliation Commission (TRC).

The plan was designed to support the creation of policy and programs that would be responsive and inclusive, based in principles of relationship and reconciliation, and would meet the needs of diverse Indigenous communities. For many First Nations, Métis, and Inuit youth (and other underserved populations such as seniors and the 2SLGBTQIA+ community), there are added challenges and barriers to accessing equitable services and culturally safe programming. Some issues impacting Indigenous youth today are:

- Lack of affordable housing and public transportation, and homelessness
- Limited opportunities for education, training, and employment
- Inadequate health and mental health services
- Violence against Indigenous women and girls

To provide adequate and accessible services, Indigenous youth must be included in the creation of government policy and program development. They must also be actively included in the delivery and evaluation of services. Additionally, the creation of more Indigenous community hubs would provide essential and culturally competent, wrap-around services in domains such as justice, child and youth development, family support, education, employment, training, and community health and healing.

The Mental Health Commission of Canada

The Mental Health Strategy for Canada: A Youth Perspective (2016)

In 2013, the Mental Health Commission's Youth Council decided to re-imagine Changing Directions, Changing Lives: The Mental Health Strategy for Canada (MHCC, 2012). Youth input was included in the creation of the original strategy, but it was not written by youth, for youth. Between 2013 and 2015, the youth council met to work on a youth specific strategy which would highlight lived experiences of mental health, draw attention to the unique needs of young people across the country, empower youth to help themselves and others, and call Canadians, of every age, to action in changing perceptions and policies in mental health.

First Nations, Métis, and Inuit youth were involved in writing the document to provide culturally safe content for Indigenous youths. Their contributions were viewed by the council as essential perspectives to include in the creation of any future mental health policy. The council also consulted with hundreds of youths and their families in the hopes that the document would be useful to not just youth, but to anyone who is impacted by mental health.





City of Squamish

Squamish Youth Strategy (2020)

Between 2013 and 2019, the city of Squamish began planning to create a youth strategy. In 2013, a Youth Speak Up! report was created followed by a Youth Engagement Strategy Report Card in 2018. Based on youth feedback received in these reports, youth (ages 12-18) and emerging adult (ages 19-24) working groups were created to assist with the development of a Youth Strategy and the following goals were identified:

- Develop a vision/value (or best practices) for the Youth Strategy
- Comprehensive community engagement with youth, youth service providers, and caregivers
- Reports on gaps and opportunities (physical space, programs)
- Report on recommendations/future actions in theme areas:
 - o Youth engagement, youth spaces (transportation too), youth programs (leisure, art, sport), youth health and wellness, and transitioning into adulthood (life skills, work experience, post-secondary)

In 2019, a series of events and community consultations were held where hundreds of Squamish youth participated in engagement opportunities including: world c, surveys, youth dialogues, and collaboration meetings. Youths feedback collected during these events were included in the writing of the Youth Strategy to create a plan based directly on the values of Squamish youth. The document includes goals for the city and service providers such as a recommendation to engage youth in politics via social media, as well as provide job shadowing and mentorship, workshops in budgeting, healthy relationships, managing stress, and entrepreneurship. The strategy also includes community calls to action and makes space for the voices of youth and young adults about their lived experiences and what they need to feel truly supported.

ANS Youth Employment Lab

Social Innovation Lab for African Nova Scotian Youth Opportunities (HRM) (2019)

A report from the African Nova Scotian Youth Employment Lab calls attention to African Nova Scotian (ANS) youth between the ages of 18-35 who are disproportionately impacted by unemployment due to the ongoing effects of systemic and institutional racism. The goal of the ANS Lab was to make progress toward "... a shared future of equitable access to opportunities for employment and prosperous living" by engaging and prioritizing the voices and ideas of ANS youth. Local employers, and intermediaries (government departments and community organizations) were also involved in the process and were interviewed about hiring practices. Employers reported known barriers to employment for ANS youth such as systemically racist application forms and standardized interviews. Also highlighted, was the importance of intentionally building relationships with ANS youth. ANS youth themselves reported experiencing significant barriers to employment including tokenism, lack of employment readiness, job skills training, self-doubt due to racist stereotypes, criminal record checks, and racist hiring practices such as discrimination based on name and address. Many expressed an interest in entrepreneurship and a desire to open their own business in the future. ANS youth working groups came up with several ideas which might help meet their needs, such as the creation of an entrepreneurship hub, a one-stop shop employment resource centre, and significant changes to the public education system which would better support and empower them as learners.

YouthREX

Understanding the Complexities: Providing Support to Trans Youth (factsheet)

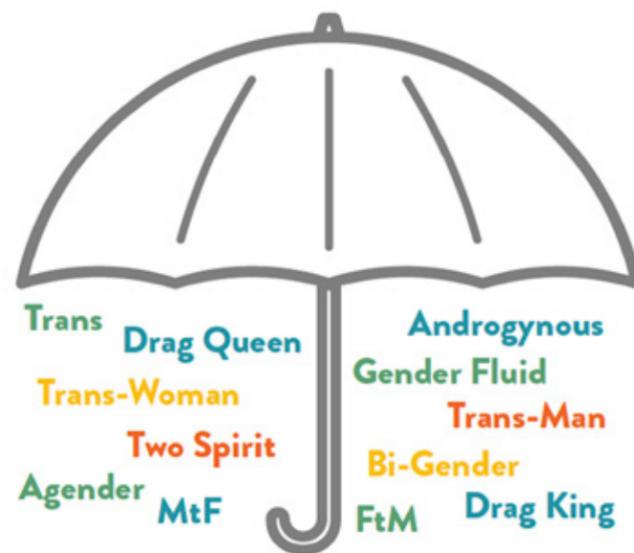
This factsheet from YouthREX outlines how to support transgender (trans) youth in youth program spaces. It provides a brief but accessible introduction to trans inclusive language and terms around sex and gender as well as recommendations and rules for successfully supporting trans youth. An important inclusion in this document is an illustration of the “Transgender Umbrella” which presents transness as containing many unique identities which may be held by youth who identify with the term trans.

Suggestions for youth service providers is to include a commitment from youth staff to self-educate, never out people, have anti-discrimination policies in place, normalize sharing personal pronouns, and use non-gendered language.

It is essential to actively work to create safer youth-oriented rec spaces for trans youth since many of them do not feel safe at school. In a 2011 survey on homophobia, biphobia, transphobia, and Canadian schools, 90% of trans youth reported hearing discriminatory comments weekly, with 23% reporting comments made by teachers. Overall, 78% of trans youth surveyed felt unsafe at school in general. Even if youth programs are not focused on serving trans youth specifically, it is likely that trans youth will access them at some point, therefore, youth service providers must have the necessary skills and knowledge needed to support and be inclusive.

THE TRANSGENDER UMBRELLA

There are many terms that can come under the larger Transgender umbrella:



Youthful Cities

Pivot Open Data Hub

Pivot Hub is an online resource providing accessible and reliable data to support the development of youth-informed policies. Pivot Hub came out of the COVID-19 pandemic, created by a need to illuminate the struggles of Canadian youth; a population that was deeply impacted as schools closed, job prospects dwindled, and social connections and supports were shut down. In 2020, a youth survey, index, and interviews were carried out across 47 Canadian cities that covered “behaviours, topics, and beliefs of around 3,000 young people between the ages of 15-29 about cities, and their experiences prior to and during the COVID-19 pandemic”. Some topics included in the youth survey were civic engagement, diversity, inclusion, and accessibility, education, employment, leadership, healthcare, climate change, transportation, digital access, arts and culture, cost of living, and the impact of COVID-19.

The following Pivot Hub data insights are from Halifax youth:

Job Training and Employment:

- 54% of survey respondents rated finding a good job as extremely important
- 64% felt neutral to critical of how well the city is doing on access to good jobs. No respondents felt that the city was doing very well or extremely well in this area
- 60% rated entrepreneurial spirit as moderately to extremely important
- 21% felt the city could do better in education and training

Civic Engagement:

- 35% of survey respondents viewed civic engagement as extremely important
- Most felt that the city was doing moderately well to very well on civic engagement
- Index data showed that youth in Halifax were able to engage with City Councillors on some social media platforms, but not TikTok
- Index data noted that there is currently no municipal Indigenous advisory body in Halifax

Accessibility, Diversity, and Inclusion

- 61% of survey respondents rated diversity and inclusion as extremely important
- 52% of survey respondents felt that the city was doing adequately-extremely well in diversity and inclusion, while 30% felt the city was doing extremely poor to fair, and 7.5% felt neutral
- 60% of survey respondents rated accessibility as extremely important
- 48% of survey respondents felt the city was doing fair to moderately well in accessibility

“(A) mentor-mentee relationship goes both ways... it’s important that old(er) people have that kind of mentor being a younger person because it helps keep them in a shifting perspective.”
– Interviewee’s comments on Desired Future State of Education and Training.

“...when we look at the research around policing and the effectiveness on keeping our city safe, it’s important to acknowledge things that also keep people safe is adequate housing and access to food and access to public services and social services and recreational services.”

– Interviewee’s comments on Desired Future State of Diversity and Inclusion.



ANNEX D: SURVEY QUESTIONS

We want your feedback to help shape the next Municipal Youth Services Plan (YSP). The Youth Plan will help us plan youth programs and services for the next 3 years. By completing this survey, you can help decide what the municipality can do for youth.

The following themes and questions were identified by the YSP Youth Team and influenced by data collected from 40 workshops delivered to youth across the municipality. Further discussion on themes not included on this survey will be discussed at another time. Stay tuned at Halifax.ca/yjsp as we continue to create the next YSP.

After completing the survey, you will have an opportunity to enter a draw for the chance to win prizes, including the grand prize of one of two sets of Apple AirPods! The draw is open to residents of HRM 13 to 24 years old who have completed the survey. Some restrictions apply. Winners of the grand prizes (or your parents or guardians if you're under age 19) will be required to sign a Declaration and Release form.

Hello! Tell us a bit about yourself.

This helps us figure out trends and issues within different groups of youth.

Age:

- 13-15
- 16-18
- 19-24

Select the area you live:

- District 1: Waverley, Fall River and Musquodoboit Valley
- District 2: Preston, Chezzetcook and Eastern Shore
- District 3: Dartmouth South and Eastern Passage
- District 4: Cole Harbour, Westphal, Lake Loon and Cherry Brook
- District 5: Dartmouth Centre
- District 6: Harbourview, Burnside and Dartmouth East
- District 7: Halifax South Downtown
- District 8: Halifax Peninsula North
- District 9: Halifax West Armdale
- District 10: Halifax – Bedford Basin

- District 11: Spryfeild - Sambro Loop- Prospect Road
- District 12: Timberlea – Beechville – Clayton Park – Wedgewood
- District 13: Hammonds Plains – St. Margaret's
- District 14: Middle/ Upper Sackville – Beaverbank – Lucasville
- District 15: Lower Sackville
- District 16: Harbourview – Burnside – Dartmouth East

Unsure of your district? [Use this map](#) to find where your community is!

Please check each one that you identify yourself as (you can choose more than one)

Indigenous: A collective name for First Nations, Metis, and Inuit

African Nova Scotian- A person of African descent residing in Nova Scotia

- Persons with a disability
- Indigenous
 - First Nation
 - Status
 - Non-Status
 - Metis
 - Inuit
- African Nova Scotian
- 2SLGBTQIA+
- Newcomer/ Immigrant
- Person of Colour or Racialized Person
- Francophone
- If relevant identifying characteristic not listed above, you may identify here:
- Prefer Not to Answer

Diversity and Inclusion:

Youth Programs and Services cover a broad range of participant interests (arts, events, transportation, involvement in government, recreation, and social interaction) within diverse (cultural and age) communities.

How can we make youth services more diverse and inclusive to youth? (optional)

Youth Programs & Services

Please rank the importance of the following programs:

Youth Programs:

- Art programs
- Sport programs
- Equipment loans
- Outdoor programs
- Drop-in programs
- Library youth programs
- Tutoring/educational programs
- Life skill programs (budgeting, cooking, money management, etc.)
- Community engagement programs (Youth grant writing, youth-led community projects)
- Health and wellness programs (mental health, self-care, support groups)

Youth Services:

- Leadership development (leadership skills and experiences)
- Volunteer opportunities
- Internship/mentoring opportunities
- Job readiness opportunities (resume building/job experience)
- Library youth services (volunteering at libraries, youth events)
- Involvement in community safety

Virtual Programming

What type of Virtual Programming are you interested in? (click all that apply)

- Games
- Art activities
- Skill development workshops
- STEM or coding
- Environmental education
- How to participate in local government
- Other: _____

Youth Dedicated Spaces:

There are many dedicated youth spaces within the municipality. These spaces centre youth in the design and operations of the space. If more youth-dedicated spaces were created, what supports would you like to see offered?

- Mental health support
- Counseling
- Support accessing food
- Support finding housing
- Tutoring
- Other _____

Dedicated spaces for youth should be safe spaces that are inclusive to all youth. What helps make you feel safe in space? (Optional)

Transportation:

How do you get around? (check top 2)

- Walking
- Taxi
- Ferry
- Biking
- Bus
- Other or combination:
- Personal vehicle

How could we encourage youth to use the bus or ferry more often? (check 1)

- Education on bus or ferry routes
- Education on how to ride the bus or ferry
- Other: _____

COMMUNICATIONS:

Do you follow any of the municipality's pages on social media? (click all that apply)

- No, I don't
- Halifax Parks & Recreation twitter account
- Halifax Youth Twitter account
- Halifax Youth Live Facebook Page
- HFX Moments Instagram
- Halifax YouTube Channel
- HFX Gov twitter account
- Other: _____

What would be the best way for us to let you know about what we are doing for youth?
(select top 3)

- Instagram
- Snapchat
- Posters in schools
- Facebook
- YouTube
- From other youth
- Twitter
- Email
- Other: _____

What else can the municipality do to better reach youth? (optional)

Get Involved:

How would you like to get involved in municipal government?

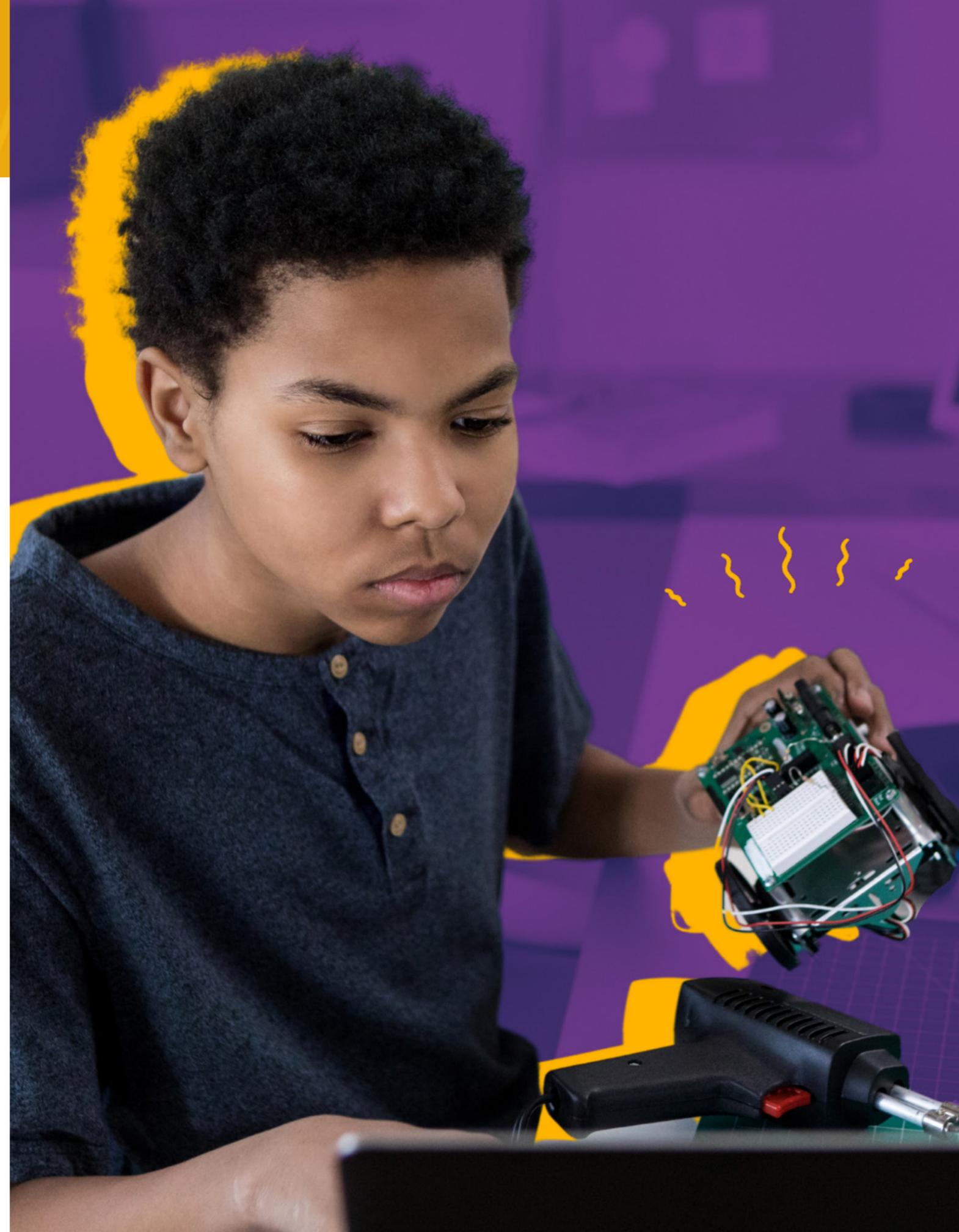
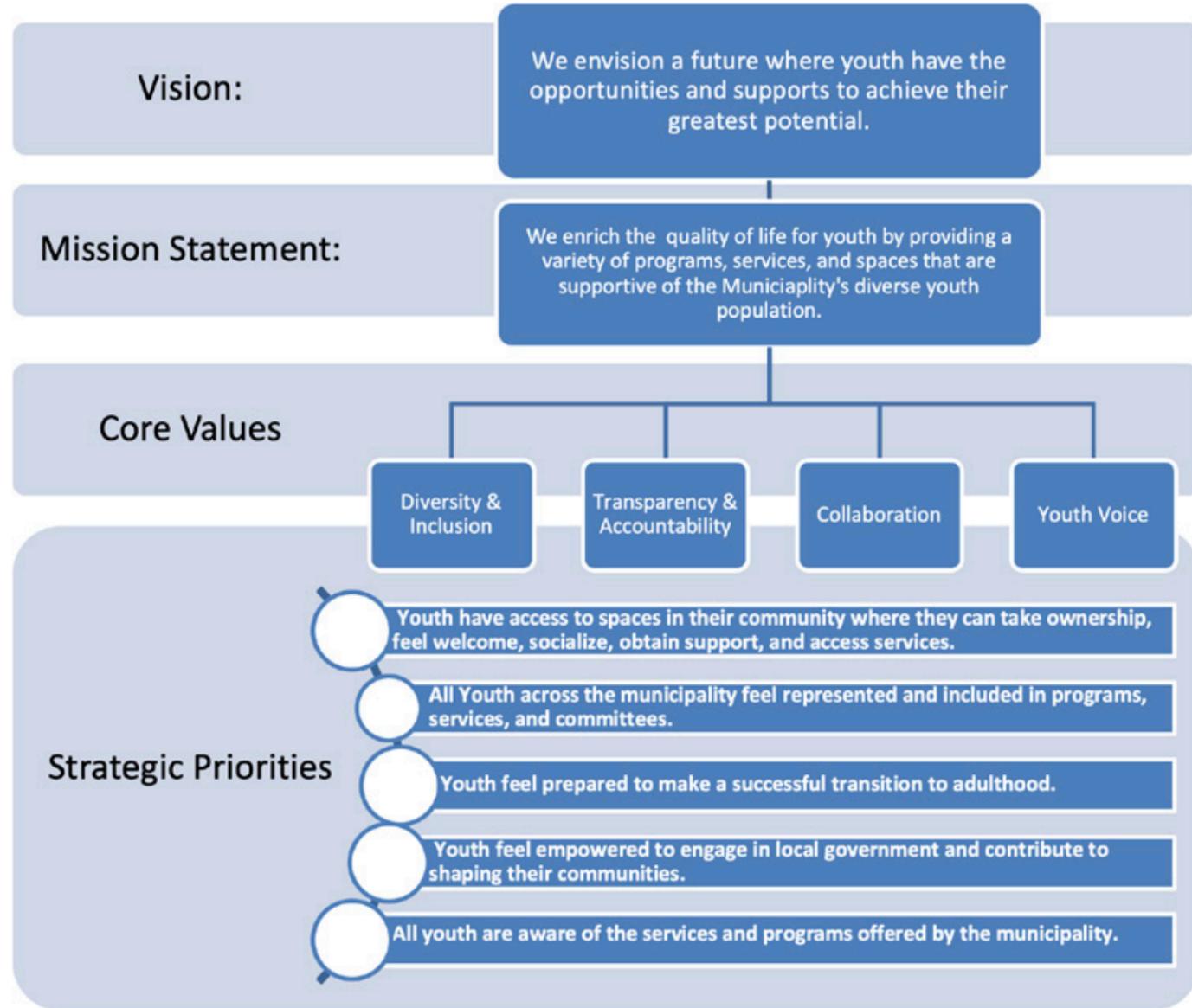
- Increase opportunities for youth to give input on municipal projects
- More information on how government works and how decisions are made (presentations, information provided on social media, virtual workshops)
- More in-person engagement with councillors (Q&A type sessions, meetings, and presentations)
- Participate on the Municipal Youth Advisory Committee
 - Yes (If yes, please contact youth@halifax.ca or visit Halifax.ca/yac)
 - No
 - Other: _____

Would you like to be entered into the draw for prizes?

- Yes (If yes, please **click here** to submit this survey and provide email address and phone number where prompted)
- No (If no, please **click here** to submit this survey.)



ANNEX E: STRATEGIC PLAN FLOW CHART



rec | HALIFAX