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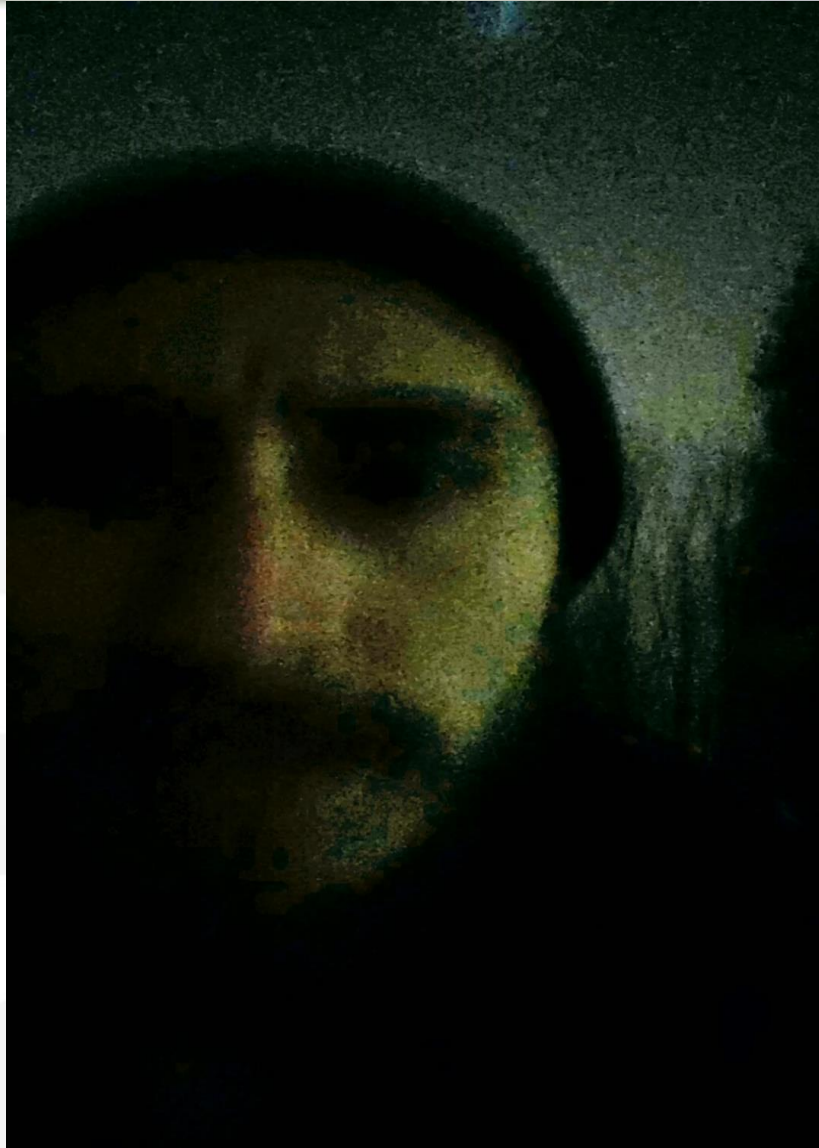
From Barriers to Resilience:

Sustainable Youth Employment



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Today's Objective & Outcomes

Objectives

- To think of new ways to work with barriered youth to sustain employment
- To share our best strategies to sustain barriered youth employment

Outcomes

- Consider direct and indirect strategies to get youth with barriers working
- Re-frame employer needs and expectations

- SEED is generously funded by ESDC



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Session Overview



Overview

- Define the client (10 minutes)
- Top ten best practices (30 minutes)
- Project Outcomes (5 minutes)
- Q & A (5 minutes)

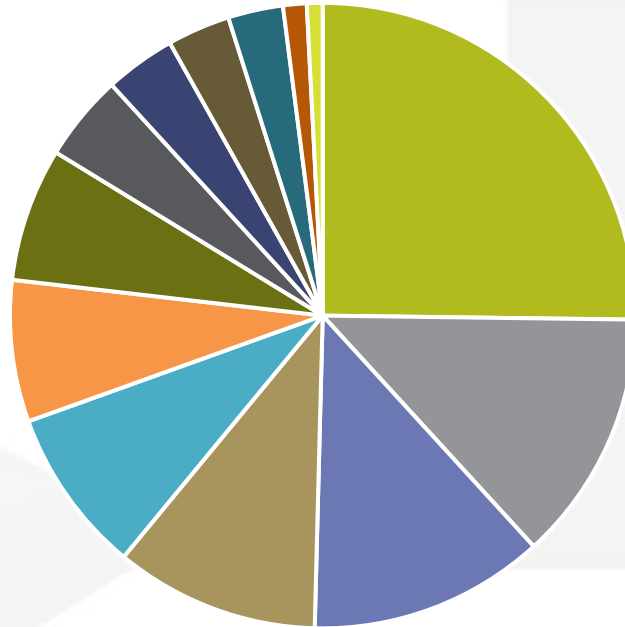
Client Overview

- How do you define multi-barrier youth?
- Age: 15-30



Barriers to Employment

Of 95 respondents:



- Lack of social supports 62
- Low levels of literacy 30
- Highschool non-completion 21
- Health, drugs, alcohol problems 17
- Disability 9
- Aboriginal ancestry 7
- Lone parent 2

- Newcomers 32
- Language 26
- Poor self-management 18
- Homelessness or at risk 11
- Contact with justice 8
- Street involvement 3

It Starts At Intake

- Fill in their forms on location, in front of staff
- Be flexible with one-to-one conversation (20-40 minutes)
- 360 discussion – include all team members



Oil the Machine - Staff Investment

“Beyond wages, other forms of investment in human capital include education and training, improved healthcare, and other, less obvious investments, such as the time and space to explore new ideas and professional development opportunities”. Harvard Business Review (2017)

- ✓ Play to staff strengths
- ✓ Diversify (age, sex, ability, talent, education)
- ✓ Compassion fatigue is real
- ✓ Find release opportunities (hours off, mental health days)
- ✓ Training opportunities i.e. Essential skills, Mental health first aid, Truth & Reconciliation, Conflict Resolution, Instructional Skills Training, Trauma Informed Care
- ✓ Build a counseling culture

Disrupt Expectations

“Another possibility is that people are most susceptible to self-fulfilling prophecies when they enter new situations – and people in general may be more vulnerable to all sorts of social influences in situation where they are not familiar.” Advances in research on teaching Vol. 7

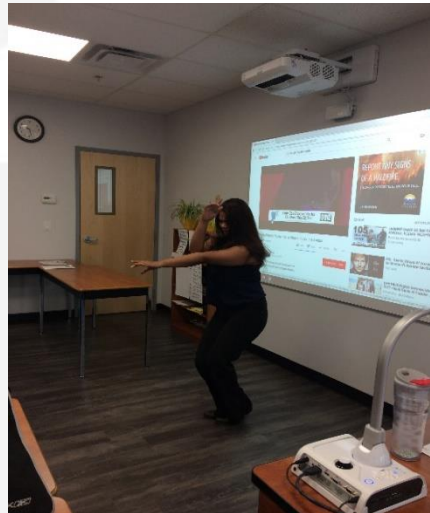
- Each participant is the centre of their own universe
- Lean in, listen, loop back
- Frequent classroom touch points with the job developer
- Neutralizing language (Bon cop, Bad cop)

The Creativity Capital

- Take a long view of your youth – what you see is not always what you get
- Cultivating creativity leads to resilience
- Creativity doesn't allow for a wrong answers
- Participant Creativity:
 - ✓ Self realizing creativity
 - ✓ Encourage creativity through all mediums
 - ✓ Bring your unique skill to your new position
 - ✓ Carving a job with their own words

[Today's Youth](#)

Skill Share Activity



The Art of Play

“I don't think of work as work, and play as play. It's all living.” Sir Richard Branson

- Confidence is key;
 - ✓ Act out key scenarios
 - ✓ Importance of language during interviews
 - ✓ Strengths Strengths Strengths!
 - ✓ Jobs can be Fun!
 - ✓ Body Language



Facial Signals

- The interviewer asks you if you are okay to work for free four out of the five days how do you react?
- You get a job, how do you react?



Final Test

Which one would you hire and why?



The New World of Work is Young & Dynamic

“...we need a major paradigm shift in how we think about training our emerging workforce and the skills they need to have to be relevant, let alone have a chance at being wildly successful”. Huffington Post 03/2014

- **Sourcing customized, unique training opportunities**
 - ✓ Conflict Resolution (1 day)
 - ✓ Essential Skills (group and individualized)
 - ✓ Environmental and green training
 - ✓ Wellness and Recovery Action Plan & Mindfulness
- **Preparing for multiple, concurrent ‘gigs’ to navigate the world of work**
 - ✓ Barista and cashier training for immediate part –time work (2 days)

Onboarding Employers

*“You just have to find that thing that's special about you that distinguishes you from all the others, and through true talent, hard work, and passion, anything can happen”
- Dr. Dre*

- **Personalizing the employment**

- ✓ Find a fit for them

- **Power of purpose**

- ✓ Strength-based job carving

- ✓ Collaborate with colleagues

- ✓ The Wonder of Wage Subsidy

“Youth with disabilities often struggle with knowing how to disclose a disability to a potential employer. This can be problematic because some youth do not want to be treated differently than others; and yet if they do not disclose they are not able to receive accommodations”. Disability and Rehabilitation Vol 8

- From your first meeting, talk about disclosure
- Consent to disclose – obtain it!
- Promotes education and awareness to all parties

Disclosure Example



I was known for playing Princess Leia in the Star Wars series.

“I have a mental illness called manic depression and now take daily medication to help me.”

CARRIE FISHER



I love to write mystery stories and plays. One of my favorite plays is “The Mousetrap.” My learning disability is in the area of writing. My disability is so severe that I dictate my stories for others to type for me. **AGATHA CHRISTIE**

Connection is Everything

- Know your youth
 - ✓ Bring them back
 - ✓ Know what's trending
 - ✓ Use social media

- Explore grassroots youth events
 - ✓ Youth Mental Health Forums (offer to do workshops)
 - ✓ Housing Forums (find out where impoverished youth are living)
 - ✓ Welcoming Neighbors Forums
 - ✓ De-radicalization of Immigrant Youth Talks
 - ✓ Youth art shows

Employment Maintenance

- Create a culture of forward-thinking youth
- Build multiple skills sets
- Form short and long terms goals

- 99.6% of youth joined the project (95/96 youth served)
- 96% completed 5 week classroom portion
- 92% completed 12 week work experience
- **77% of youth with multi-barriers to employment sustained past 24 weeks**



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Thank you

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