

# Partnering for Success in Youth Employment

## The Next Phase



**Partnering  
FOR Success  
IN Youth  
Employment**

**Le Partenariat  
POUR la réussite  
EN emploi  
CHEZ LES jeunes**

Update Feb. 19, 2016  
To the OCYI Council of Partners

### Overview

Launched in May 2015.

**Vision:** All Ottawa youth have access to economic opportunities for financial security.

**Goal:** To mobilize a broad cross section of the community to improve unemployment and under-employment of 15-24 year olds in Ottawa, by increasing economic opportunities for youth (employment and entrepreneurship).

### Theory of Change



### Progress To Date and Next Steps

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	<p><b>Progress</b></p> <p>Completed a participatory service mapping initiative to identify what's working, opportunities for collaboration and key gaps. Highlights of areas for improvement:</p> <ul style="list-style-type: none"> <li>• Many agencies are working on youth employment but are constrained by program silos and project / outcomes funding, which result in a fragmented approach along the age-span and for diverse needs</li> <li>• Even front-line workers have challenges identifying what is actually available for an individual</li> <li>• Key gaps in services:               <ul style="list-style-type: none"> <li>○ Meaningful supports for full-time students (high school or post-secondary)</li> <li>○ Meaningful supports for under-employed youth</li> <li>○ Career oriented mentoring</li> <li>○ Strategic supports for parents and to some degree, guidance councillors (i.e. key individuals most commonly guiding youth)</li> </ul> </li> </ul>
	<p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>• Implement a partnership-based career oriented mentoring initiative</li> <li>• Encourage expanded networking opportunities for front line staff, to facilitate effective referrals</li> <li>• Support existing partners in advocacy and adequate service availability for the full diversity of youth</li> </ul>

## Progress To Date and Next Steps

 <p>Youth Well Prepared to Support the New Economy</p>	<p><b>Progress</b></p> <p>Sub-committee scoped out opportunities to develop an Ottawa-based credentialing plan based on best practices, with buy-in from employers and building on what exists. Researched best practices and approaches elsewhere, and undertook initial consultation with employers. Agreed to focus on a credentialed portfolio of soft skills, with link to the Ontario Skills Passport and concept of key competencies for particular jobs.</p> <p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>Disseminate existing good/best practice guidelines or program templates/models which integrate relevant employment related components in existing youth programs which are not employment programs (e.g. entrepreneurial thinking as part of leadership programs).</li> <li>In collaboration with employers, develop a credentialing program re soft skills and a better understanding of what employers in specific sectors want (incl. re some hard skills).</li> <li>Develop the means for the credentials/passport to be technology enabled and/or web-enabled (an app or hosted/linked to an existing initiative such as LinkedIn)</li> </ul>
 <p>Transparent Local Job Market (especially small and medium enterprises)</p>	<p><b>Progress</b></p> <p>Completed the neighbourhood action research with employers in four neighbourhoods (Carling near Bayshore, Walkley east from Bank, Donald and Queen Mary, Byward Market). Research is being written up for dissemination. Key issues were:</p> <ul style="list-style-type: none"> <li>ability to connect to the hidden job market, particularly just-in-time and short term</li> <li>economic viability of the enterprises</li> <li>concern re staff turn-over given life-stage of youth</li> <li>in some cases, neighbourhood safety concerns</li> </ul> <p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>Work with neighbourhood-based stakeholders (BIAs, CDF, ONSCF, CPO and existing employment services...) to enhance supports for neighbourhood focused community economic development</li> <li>Work with neighbourhood based employers to make local job opportunities more transparent and enhance the ability of services to respond to just-in-time and short term needs</li> <li>Develop more effective technology-enabled matching of supply and demand</li> <li>Develop strategy to address key policy challenges (esp. impact of employment income on subsidized social housing households)</li> </ul>
 <p>Effective Pathways for Youth to Connect to Economic Opportunities</p>	<p><b>Progress</b></p> <p>Imbedded in work above.</p> <p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>Expand mentoring</li> <li>Expose hidden job market beginning in neighbourhoods</li> <li>Develop tech-enabled matching</li> <li>Expand and be explicit with respect to employment laddering within the voluntary sector</li> </ul>
<p><b>Collective Impact</b></p>	<p><b>Next Steps</b></p> <ul style="list-style-type: none"> <li>Finalize the new governance and complete solicitation for new "Roundtable on Youth Employment"</li> <li>Resource development</li> <li>Solidify the partnerships around the action strategies</li> <li>Continue the strategic engagement of youth through participatory processes and research through Youth Leadership for Change</li> </ul>