Gratitude & Acknowledgement

We begin this webinar by acknowledging that we are meeting on Indigenous land. For those of us who are settlers, we are grateful for the opportunity to meet, and we thank all the generations of Indigenous peoples who have taken care of this land.

This recognition of the contributions and historic importance of Indigenous peoples must be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

April 27ᵗʰ Webinar we spoke to 2 CBYF Community Leads and asked them to describe:

- *How do they gather additional data for a deeper understanding of youth success?*

- *How do they measure and understand key community factors that are present and that impact youth success?*
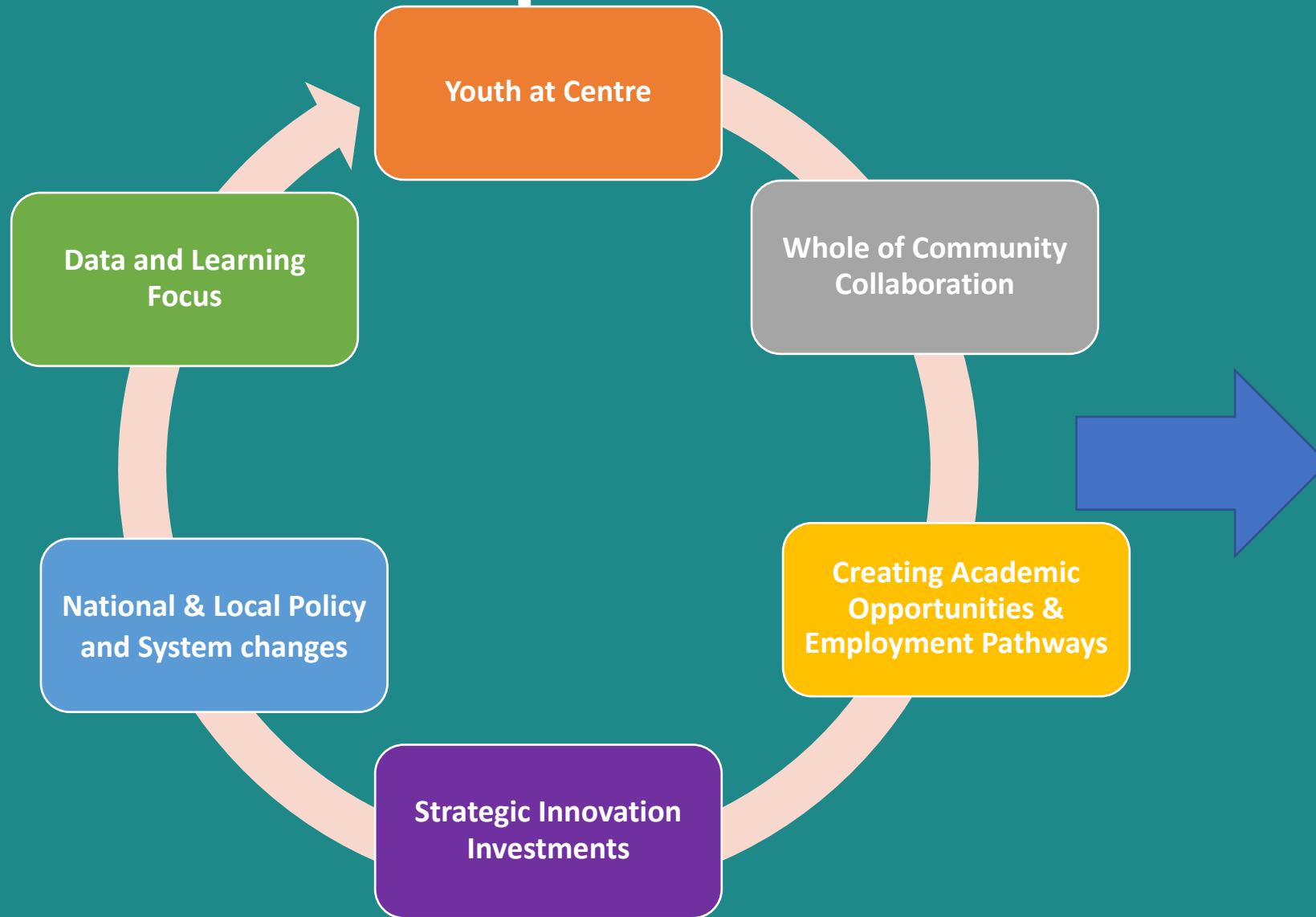
Today's Webinar

We are speaking to 2 youth-serving organizations to ask them to describe Systems Change that could Improve Data Collection and Access. This will cover examples of how to :

- *Advance metrics for youth success*

- *Improve data collection*

- *Increase data availability*

- *Define systems change related to data*

Metrics for Youth Success

- What are some areas / metrics that you are seeing that can help us understand youth success?

- How can these be measured to highlight impact?

Communities Building Youth Futures- Collective Impact Plan for Achieving Outcomes

- Youth at Centre
- Whole of Community Collaboration
- Data and Learning Focus
- National & Local Policy and System changes
- Strategic Innovation Investments
- Creating Academic Opportunities & Employment Pathways

- Improved outcomes for youth
- Improved high school & secondary graduation rates
- Increased number of youth accepted to post-secondary

Six impact areas :

Accessible Education

Service Navigation and Access to Supports

Employment and Mentorship

Identity and Social Connection

Youth Engagement and Leadership

Holistic Health and Wellbeing

Advancing metrics for youth success

Pathways to Education alumni:

"I found a writing lab on campus and started going there with all my assignments to get feedback and get help proofreading."

"I signed up for an academic advising clinic so I could really understand the program and … graduation requirements."

"We quickly became friends, but after the first term, I knew I had to stay away from that person."

"I'm not good at studying alone, so I needed to find a way to get into study groups and go to tutorials, which was hard because I didn't know anybody."

AGENCY
RELATED WORDS & PHRASES: INDEPENDENCE, INITIATIVE, PROACTIVE, DECISION MAKING

In order to succeed in the labour market, young people need to be able to take an active role in their careers. This includes setting their own goals, making decisions, self-advocating, and proactively taking action (Boahin & Hofman, 2013; Bloom & Kitagawa, 1999; Akkermans, 2012; Williams, 2015).

RELATED EMPLOYABILITY SKILLS

METACOGNITION
RELATED WORDS & PHRASES: ACTIVE LISTENING, LIFE-LONG LEARNING, KNOWING HOW ONE LEARNS

As the labour market changes, the need to be able to adapt and learn new skills has become increasingly important. Having the skills to know how one learns and apply previous knowledge to novel situations is vital in the changing workplace (Lane & Murray, 2019; Government of Ontario, 2016).

RELATED EMPLOYABILITY SKILLS

MINDSETS
RELATED WORDS & PHRASES: ADAPTABILITY, FLEXIBILITY, OPEN-MINDEDNESS, MOTIVATION

Being able to adapt and work on a variety of tasks with changing teams is increasingly important as the workplace becomes global (Boahin & Hofman, 2014; RBC, 2018; Lamb & Doyle, 2017; Civic Action, 2018; Van Laar et al., 2017). Being open to new ideas allows workers to connect seemingly disparate ideas and stay relevant (Schleicher, 2011; Civic Action, 2018).

RELATED EMPLOYABILITY SKILLS

SELF-EFFICACY
RELATED WORDS & PHRASES: SELF-ADVOCACY. SELF-ESTEEM, INTERNAL LOCUS OF CONTROL

Being adaptable and having the confidence to learn new skills as technology evolves will enable future employees to keep pace with the labour market (RBC, 2018; Pellegrino & Hilton, 2012; van Laar et al., 2017). Proactively setting goals and self-advocating has been shown to increase employability (Boahin & Hofman, 2013; Akkermans, 2012; Cullinane & Montacute, 2017).

RELATED EMPLOYABILITY SKILLS

SELF-REGULATION
RELATED WORDS & PHRASES: GOAL SETTING, CONSCIENTIOUSNESS, SELF-MANAGEMENT

Being able to navigate the workplace using strong personal management skills in order to achieve goals is key to success in the labour market (Boahin & Hofman, 2013; Akkermans, 2012; National Research Council, 2013; Akkermans & Tims, 2017; Pellegrino & Hilton, 2012; OECD, 2015). Strong decision-making skills are crucial to better career readiness (Williams, 2015; RBC, 2018)

RELATED EMPLOYABILITY SKILLS

RESILIENCE
RELATED WORDS & PHRASES: PERSEVERANCE, DEDICATION, COPING, ADAPTABILITY

Technology requires that workers cope with changes and learn new skills in order to stay competitive (Lamb & Doyle, 2017; Government of Ontario, 2016). The current labour market will force those in the workforce to change jobs multiple times, thus requiring resilience and perseverance (Expert Panel on Youth Employment, 2016; RBC, 2018; Van Laar et al. 2017).

RELATED EMPLOYABILITY SKILLS

Improving Data Collection

- What challenges do you face in data collection?

- What are some processes and solutions to make data collection easier?

Improving data collection

- Embrace Grounded Theory

- Frontline staff as co-researchers

- Engage funders in learning

- Expand definitions of evidence

- Am I producing value for <u>all</u> stakeholders?

Supporting Goal-Setting Development in Adolescence

Summary of findings and recommendations from a longitudinal study of goal-setting and self-regulation by Pathways to Education Canada.

Scaffolding helps ease students into the goal-setting approach.

Invest Time

Dedicating one-on-one time with younger students who are new to the program helps them adjust to the goal-setting approach and assists with a better understanding of student needs, challenges, and how they approach goal-setting.

- Take the time to discuss the value of setting goals and give practical, real-life, and age-appropriate examples that resonate with youth.
- Set smaller more manageable goals so that students can experience success faster and feel a sense of accomplishment that will encourage them to set more ambitious goals.
- Consider increasing the number of brief check-ins or nudges to track student progress.

Determine Priorities

It is important to acknowledge that students who are focusing on personal goals know how to prioritize, even though they may not be concentrating on school responsibilities. This may indicate a need to discuss possible adjustments with students in favour of long-term benefits.

- Recognize goals that are outside of academic responsibilities. If students have new goals in these areas of their lives, help them plan and work towards them.
- Start conversations about long- vs. short-term goals and priorities to help students understand how their goals impact their future. Use their existing skills as a scaffold for academic and long-term goal-setting.

Position accomplishments as examples of competence to build confidence and offer encouragement.

Exposure to feedback and the resulting conversations are crucial for behaviour change.

Continuous Feedback

While some students may be acknowledging feedback out of politeness, ongoing conversations about goals and contexts will, over time, become absorbed as actionable advice and lead to behaviour change.

- Consider having diplomatic conversations about the difference between polite agreement and building on the feedback you provide.
- Ask students to identify tangible outcomes of the feedback you provide. Demonstrate that outcomes follow action.
- Brief check-ins can be helpful to students as reminders of the feedback they received and the need to implement it.

Pathways to Education | **Passeport** pour ma réussite

Improving Data Availability

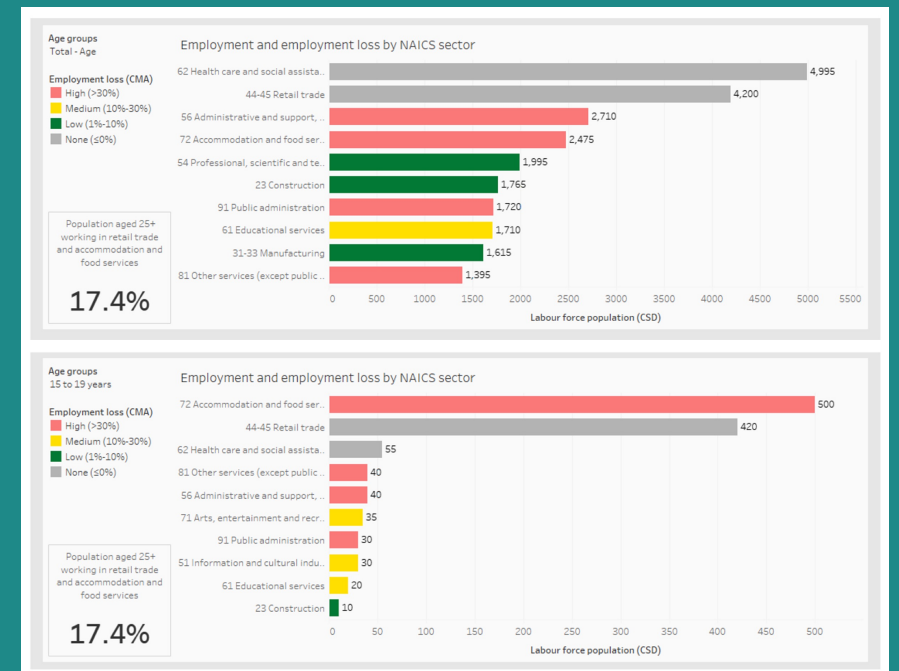- How can we make data collection and availability easier for communities?

Increasing data availability

- Look for existing data and adapt

- Find allies and enhance together

- Demonstrate value and push for change

https://www.pathwaystoeducation.ca/community-mapping/

Low Socioeconomic Status and Educational Disadvantage
Winnipeg, MB
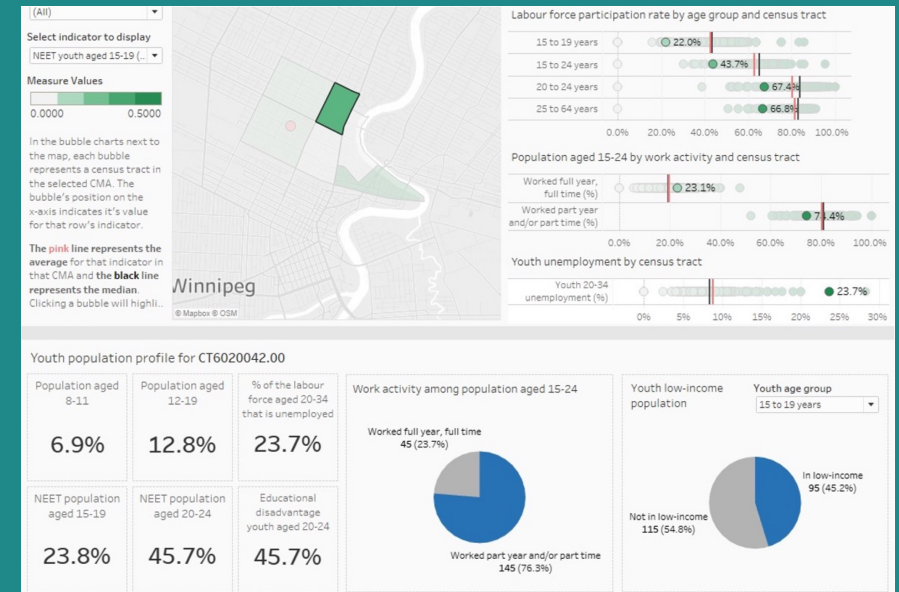
Impact of COVID-19 on Employment Loss by Industry
Saint John, NB

Improving data availability

GUIDE ON A PAGE: CHATHAM KENT
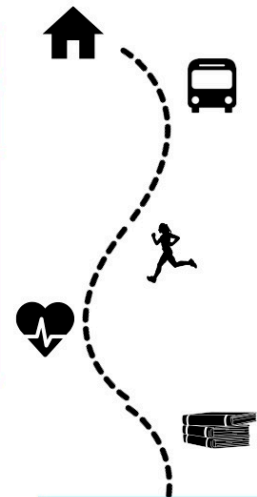
SERVICE NAVIGATION

Cost per month of one bedroom living space including utilities.
- $1270 City Centre
- $656.67 Outskirts

$99 Lowest Cost of High Speed Internet

Annual Cost of Transit Pass
- $720 Student
- $900 Regular

Lowering transit entrances? **YES**

Designated seating? **YES**

Bus Service Frequency
- **30 MINS** Peak Hours
- **30 MINS** Non-peak hours

# of houseless youth **57**

Rental Vacancy Rate **1.2%**

4 # of food banks

Transit Stoppage Time: Weekend **7:15 PM LOCAL**

Houseless Centre exists but it is not specifically for youth or LGBTQ youth

57 youth using social assistance services

Financial literacy Support
- 3 Community Organizations
- 1 Banks

Transit Service Connections
YES	YES	YES	YES	YES
Community Centres	Parks	Health Clinics	Recreation	High Schools

HOLISTIC HEALTH & WELLBEING

- **8** Community Health Clinics
- **1** Mobile Clinics for Harm Reduction
- **0** Supervised Injection sites

Community clinics offer mental health, emotional, sexual, physical, and social health supports/services.

YES Mental Health Strategy

YES Discounted/free Mental Health Counselling

YES Health clinics' strategy and/or understanding of LGBTQ2S+, BIPOC differences (e.g. traditional medicine), resources, and needs.

Addiction and Substance Abuse Services **YES**

Is naloxone offered for free at pharmacies **YES**

Is Mental health taught in high school curriculum, or service provided during class **YES**

Free Menstrual Products
- **YES** Community Organizations
- **NO** Post Secondary Institutions
- **YES** High Schools
- **YES** Shelters

Are there community crisis centres not tied to police? **NO**

Are post violence recovery services offered by city? **YES**

Are there local social justice services? **YES**

Support services to transition from care to independent living? **YES**

Access to free home birth kits? **NO**

Gynaecologist Wait Time **14 DAYS**

Distance from city centre to safe abortion? **0KM**

Cost of Mifegymiso **0**

Menstrual Products Cost
- $8.49 Box of 32 tampons
- $0.18 Cost of one pad
- $16 Generic pregnancy Test
- $32 Menstrual Cup
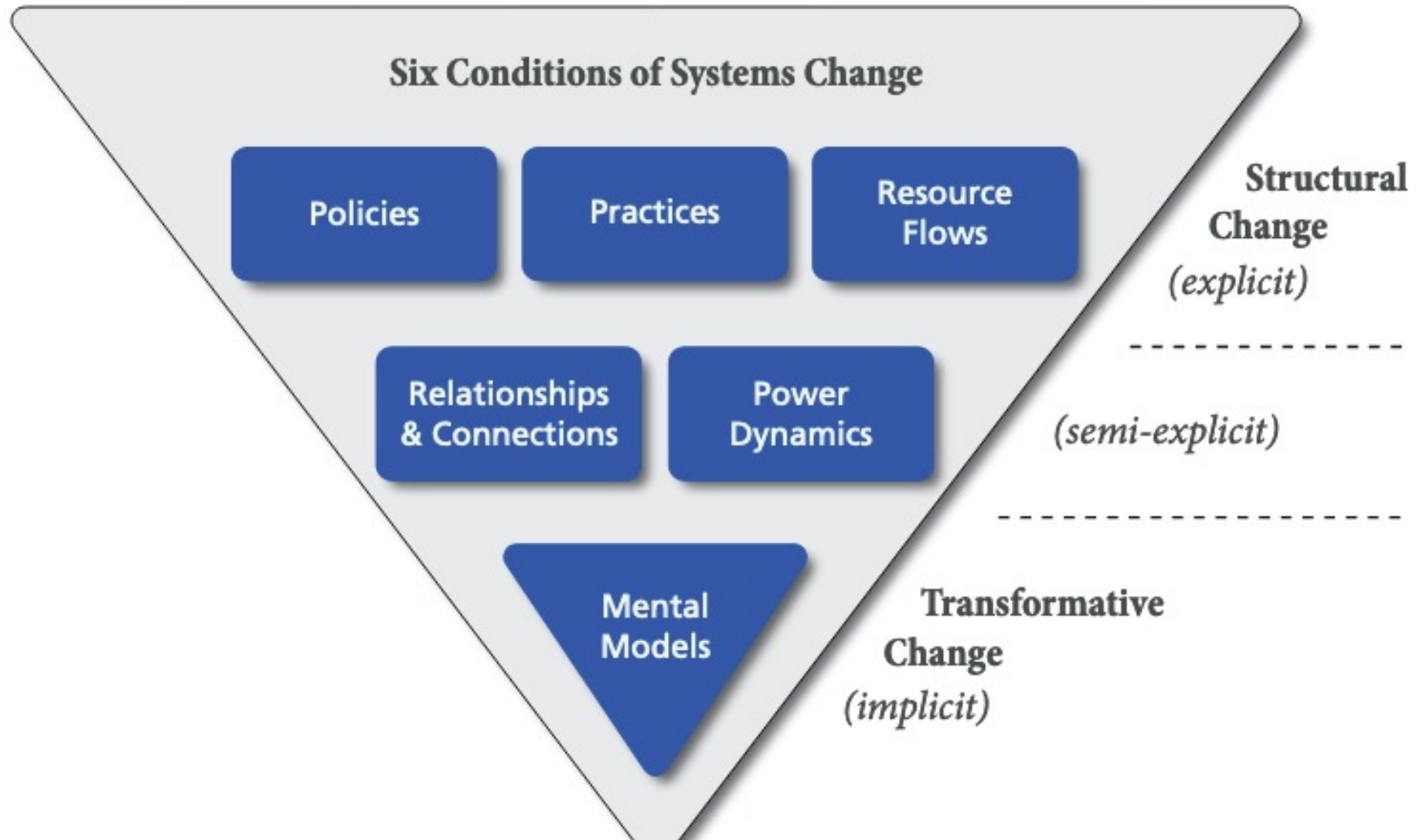
Suicide Prevention line in largest post secondary **YES**

IDENTITY & SOCIAL CONNECTION

- **11** Library open **6** days a week
- **11** Offering online programming
- **19** Languages accessible in biggest library

Printing services, meeting & recording rooms are available at libraries

- **12** Playgrounds
- **3** Outdoor Gyms
- **6** Skateparks
- **1** Dog Park
- **7** Outdoor Courts/Fields
- **0** Free sports facilities & fields
- **9** Community Rec Centres

No opportunities available for youth to learn traditional knowledges (Indigenous values, languages, cultures) & heritage through library programs

Opportunities to learn Indigenous values, languages, cultures, & heritage through:
- Community Centre Programs **NO**
- Library Programs **NO**
- City Run Programs **NO**
- Community Nonprofit Programs **NO**

Does a community centre offer youth discounted/free pass? **YES**

Recreation & social programs for youth? **YES**

Are there community centre program subsidies **YES**

Are there community centre programs catering to wheelchair users or those requiring mobility aid? **YES**

Is it possible for young people to connect with Indigenous elders in the community **NO**

Locally accessible physical safe connections **YES**

Locally accessible safe adult connections **YES**

Safe adult connections for French speaking Youth **NO**

Safe spaces, adult connections for LGBTQ2S+ youth **NO**

ACCESSIBLE EDUCATION

High School Graduation Rate **71.7%**

High School offer dedicated career services **YES**

High School Food Program — How many students use it **174**
- How many times a day can they access it **2**
- How many hours...

Average Cost of Post Secondary Tuition (Annual)
- **4002** In Province
- **$4002** Out of Province

Are Indigenous values values, languages, cultures reflected or taught in public schools **YES**

Do post-secondary institutions provide degrees and diplomas in Indigenous languages? **NO**

Are there municipal Indigenous-specific scholarships? **NO**

If there are municipal Indigenous-specific scholarships, what is the total $ amount delivered annually... **0**

Systems Change

- Recommendations for partners and communities

- What do we need to change at a system level and how can others engage in these discussions?

Systems Change

Six Conditions of Systems Change

Questions for Speakers