

Request for Decision City Council



Type of Decision

Meeting Date	August 10, 2005				Report Date	July 28, 2005			
Decision Requested	<input type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	No	Priority	<input checked="" type="checkbox"/>	High	<input type="checkbox"/>	Low
	Direction Only				Type of Meeting	<input checked="" type="checkbox"/>	Open	<input type="checkbox"/>	Closed

Report Title

Youth Mentorship Program

Policy Implication + Budget Impact

This report and recommendation(s) have been reviewed by the Finance Division and the funding source has been identified.


Recommendation

For information only.

Background Attached

Recommendation Continued

Recommended by the Department Head

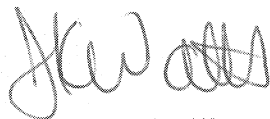

Catherine Matheson
General Manager, Community Development

Recommended by the C.A.O.


Mark J. Minto
Chief Administrative Officer

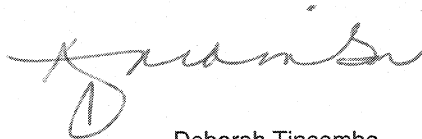
Date: July 28, 2005

Report Prepared By



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Youth Mentorship Program Co-ordinator

Division Review



Deborah Tincombe
Manager, Community Development & Social Policy Section

Executive Summary

In October 2004, the Community Development Department hired a “Youth Mentor Program Co-ordinator” for a one year term through the FedNor Youth Internship Program. The main focus of this position is to mobilize community partners to develop an initiative to spark interest in youth to pursue careers in sciences, mining and health sectors through current mentor and job shadowing approaches. One of the main objectives of the youth mentorship project is the creation of a Steering Committee made up of various stakeholders within the Greater Sudbury community as well as various organizations interested in being actively engaged in sharing expertise and resources.

The Steering Committee is a functioning group that works collaboratively to facilitate development and co-ordination of learning and mentoring opportunities for students in elementary school. Membership consists of representatives from local school boards, post-secondary institutions, existing mentorship-based organizations as well as professionals in the health, mining, environmental sciences and technologies industries. Through Steering Committee direction, a pilot project proposal was created for implementation in September of 2005. This proposal has been developed to provide assistance to teachers of the grade eight science and technology material found within the Ontario Curriculum, through the contribution of mentors from the community. One class from each of the four local school boards will take part. Each class will be divided into five (5) groups and each will be matched with a community mentor who will spend a two-month period with the students. Sessions will take place once a week in the school environment. Mentors from careers specific to mining, health and environmental sciences, generally from the science, engineering, trades and technology (SETT) fields will be invited to participate.

Science North is a key partner that will assist with program development. Toolkits designed to enhance the ability of the mentors to create a hands-on and interactive mentoring environment are key elements of the project. The toolkits will contain various activity materials and exemplars related to the curriculum material. The final element of the youth mentorship program is the creation of career-focused displays that will be used in a technology career competition in May 2006. Funding is currently being sought from FedNor, the Ministry of Northern Development and Mines (MNDM) through the Northern Ontario Heritage Fund and community partners to cover the costs of the program in its second year.

1.0 Background

In October 2004, the Community Development Department hired a “Youth Mentor Program Co-ordinator” for a one year term through the FedNor Youth Internship Program. Youth Mentor Program Co-ordinator position was created to co-ordinate the many mentor activities for youth and to collect the necessary data to support a longitudinal research study on this project’s impact on reversing the youth out-migration trend from the Greater Sudbury community. The main focus of the project is to mobilize community partners to develop an initiative to spark interest in youth to pursue careers in sciences, mining and health sectors through current mentor and job shadowing approaches. The intern was also hired to maintain a community inventory of such agencies and corporations, develop a marketing strategy and a sound database for the project and use the data to study the impact on the economy in these niches and in the long-term assist in reversing some of the current youth out-migration trends.

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Objectives of the youth mentorship project include the creation of a Steering Committee made up of various stakeholders within the Greater Sudbury community as well as various organizations interested in being actively engaged in sharing expertise and resources; the development of a strategy, through partnership and Steering Committee direction, that will involve businesses and the community to enhance opportunities for youth in the fields of science technology, environmental science and medicine; the building and fostering of strong, collaborative relationships with community agencies; the co-ordination of the mentorship activities within the City of Greater Sudbury; and the creation and implementation of a longitudinal study.

2.0 Developments Over the Past Year

The initial step for this project was the creation of a report to present the purpose of the Youth Mentorship Program and related background information. This report outlined the issue and project background, components, related objectives and activities and also terms of reference and potential candidates for the Steering Committee.

The Steering Committee was created and had its first meeting in December 2004. It is a functioning group that works collaboratively to facilitate development and co-ordination of learning and mentoring opportunities for students in elementary school. Membership consists of representatives from local school boards, post-secondary institutions, existing mentorship-based organizations as well as professionals in the health, mining, environmental sciences and technologies industries. The partners on this Committee have helped in the development of a framework to build and raise awareness of Greater Sudbury's local capacity in health, mining, environmental sciences and technologies. Meetings have been held monthly to continually update on community activities and also to share ideas and feedback regarding a mentorship project proposal.

Through Steering Committee direction, a pilot project proposal was created for implementation in September of 2005. This proposal has been developed to provide assistance to teachers of the grade eight science and technology material found within the Ontario Curriculum, through the contribution of mentors from the community. The project uses the "Choices Into Action" program as a base, with the career development portion of that program being the main focus. This is a guidance and career education program to help students relate what they learn in school to the community, understand and value education, recognize the learning opportunities available to them, make choices from among these opportunities, and adapt to changing circumstances. The science and technology requirements within the Ontario Curriculum for grade eight students have also been used as program material.

An online database of existing mentorship-related programs has been continually updated since January by working with the Sudbury & Manitoulin Workforce Partnerships Board. With the use of an online calendar, an up-to-date database of programs and activities is available to the Greater Sudbury community. This assists all participating agencies and organizations in maintaining contact with other community groups and also to be aware of what else is going on in the community. The website for this online directory is <http://www.trainingboard.com/Calendar.asp>.

3.0 Future Activities

The Greater Sudbury Community Youth Mentorship Program will be implemented in September 2005. One class from each of the four local school boards will take part. Each class will be divided into five (5) groups and each will be matched with a community mentor who will spend a two-month period with the students. Sessions will take place once a week in the school environment. Mentors from careers specific to mining, health and environmental sciences, generally from the science, engineering, trades and technology (SETT) fields will be invited to participate. The mentors will focus their activities around the topics within the science and technology curriculum.

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The five topics of interest to this program within the science and technology curriculum are:

- (1) Life Systems – Cells, Tissues, Organs and Systems;
- (2) Matter and Materials – Fluids;
- (3) Energy and Controls – Optics;
- (4) Structures and Mechanisms – Mechanical Efficiency;
- (5) Earth and Space Systems -- Water Systems.

Science North is a key partner that will assist with program development. Toolkits designed to enhance the ability of the mentors to create a hands-on and interactive mentoring environment are key elements of the project. The toolkits will contain various activity materials and exemplars related to the curriculum material.

The final element of the youth mentorship program is the creation of career-focused displays that will be used in a technology career competition in May 2006. Each mentor will work with the students to create a display to promote the mentor's career and workplace in Greater Sudbury. These displays will be on view at Science North for a one-day competition and will then be open for public viewing to increase awareness of the various careers available within the region.

Funding is currently being sought out from FedNor, the Ministry of Northern Development and Mines (MNDM) and community partners to cover the costs of the program in its second year. An application is being considered by the MNDM through the Northern Ontario Heritage Fund for the development of the toolkits, mentor training costs and the technology career competition. A request has been sent to FedNor to support a co-ordinator to oversee year two of the program and also to assist with operational costs of the program. Additional community support is being sought, in the form of cash and in-kind services, from various partners including Science North and the local school boards.

Funding is also being sought to support a student intern to implement the long-term evaluation of this community-based project. This research-based internship opportunity will study the impact on the economy from the aggressive community approach this program will take in reversing some of the current youth out-migration trends. There is potential to work with a local post-secondary institution to develop an analytical database and allow for continual, ongoing research on youth migration of our community.