

ACTION PLAN PHASE 1: ISSUES FACING YOUTH AND POSSIBLE ACTIONS IN NDG

Outcome of the community -based planning to facilitate the socio-professional integration of youth between the ages of 16 and 30 in Notre-Dame-de-Grâce, Côte-Saint-Luc, Hampstead and Montreal-West

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Community planning to facilitate the socio-professional integration of youth between the ages of 16 and 30 in Notre-Dame-de-Grâce, Côte-Saint-Luc, Hampstead and Montreal-West

A project by:
The Table de concertation jeunesse NDG and the Carrefour jeunesse-emploi NDG

Six orientations:

- 1- Improve integration of youth to the job market
- 2- Encourage youth to stay in school and promote traditional and alternative vehicles for learning
- 3- Facilitate the French language learning
- 4- Ensure that information, resources and services reach youth
- 5- Offer accessible and quality services adapted to the needs and interests of youth
- 6- Support and encourage solidarities to develop concrete actions to help youth improve their economic and social conditions

ORIENTATION 1: IMPROVE INTEGRATION OF YOUTH TO THE JOB MARKET

Objective 1	Possible actions :
Identify, adapt and create innovative projects	<ul style="list-style-type: none"> 1.1.1 Encourage and support pre-employability and employability projects for youth between 16 and 30 1.1.2 (5.10.5) Encourage local, national and international internship possibilities 1.1.3 Support and develop cooperative projects for youth by youth (e.g. Co-op run by youth, youth organizing an event, etc.) 1.1.4 (2.1.1) Explore the feasibility of community service credits for activities such as: internship, volunteer work, black history education, community projects, interview and job training workshops 1.1.5 Become inspired from what is occurring elsewhere (e.g. Visit other “Tables” and community groups)
Objective 2	Possible actions :
Create new initiatives for employability mentorships	<ul style="list-style-type: none"> 1.2.1 Encourage relationships and mentorship between successful community members and youth 1.2.2 Sensitize local employers to the mentorship of youth from the community in their professional path (e.g. Create a position for a centralized worker to promote service and incentives to companies regarding the benefits of hiring youth for specialized career areas)
Objective 3:	Possible actions :
Reinforce youth friendly skills training approach to better prepare the youth for the job market	<ul style="list-style-type: none"> 1.3.1 Clarify the needs of youth in terms of skills training 1.3.2 Create specific skills training workshops 1.3.3 Institute access to career orientation and initiate projects aimed at orienting youth at a younger age (E.g. Summer camp program, workshops in schools, etc.) 1.3.4 Ensure that youth are receiving trainings on resume writing, interview preparation and job search 1.3.5 Collaborate with educational institutions and community organizations to better prepare youth for the job market (ex. develop a pre-employability work kit that teachers or community workers could use with youth, etc.) 1.3.6 Explore and offer diverse computer training possibilities adapted to youth needs and employers expectations ; explore any initiatives to train youth in computers (e.g. co-op programmes, stages, etc.) 1.3.7 Create a resource list of possible available trainings 1.3.8 Create a website and develop digital tools (DVD/Digital and on the web) to help promote trainings and services 1.3.9 Explore the possibilities of sensitization to entrepreneurship in general and to technological entrepreneurship
Objective 4	Possible actions :
Facilitate initiatives to better connect employers and youth	<ul style="list-style-type: none"> 1.4.1 Build relationships with employers outside NDG 1.4.2 (5.10.6) Organise day trips in Montreal Businesses (E.g. Link youth to a professional for a few hours) 1.4.3 Reinforce links and partnerships with employers and employer groups 1.4.4 Encourage employers to hirer locally (E.g. Explore employment possibilities in the future McGill University health center (MUHC)) 1.4.5 (5.10.7) Encourage initiatives to sensitize employers to cultural diversity 1.4.6 Encourage initiatives to sensitize employers to the work-school conciliation, in order to avoid school drop out 1.4.7 Support incentive measures for youth employment within local businesses 1.4.8 Support incentive measures for immigrants employment in businesses (E.g. PRIMME)

ORIENTATION 2: ENCOURAGE YOUTH TO STAY IN SCHOOL AND PROMOTE TRADITIONAL AND ALTERNATIVE VEHICLES FOR LEARNING

Objective 1:	Possible actions :
Create and support programs to help youth remain in school	<p>2.1.1 (1.1.4) Explore the feasibility of community service credits for activities such as: internship, volunteer work, black history education, community projects, interview and job training workshops</p> <p>2.1.2 Examine teacher student ratios and explore strategies to decrease student overload</p> <p>2.1.3 Encourage opportunities for physical education programming in schools</p> <p>2.1.4 Encourage the creation of culturally sensitive and inclusive programming within schools that celebrate the diversity of the community (E.g. Exploratories- taking free periods and creating arts, cultural, and social development activities that students participate in)</p> <p>2.1.5 Encourage the creation and the support of after school tutoring and specialized academic support (e.g. study hall, (not the silent kind, but rather one with a facilitator who can offer help on a specific subject)</p> <p>2.1.6 Support initiatives to ensure the presence of learning disabilities specialists in schools for early detection of disabilities without supporting an over diagnosis</p> <p>2.1.7 Support initiatives to better recognize the problematic concerning black youth who are having difficulties in school</p> <p>2.1.8 Encourage the establishment of a reward system that is inclusive and not aimed exclusively at the best</p> <p>2.1.9 Create a twining program to assist youth who have difficulty with integration issues (3.2.1)</p> <p>2.1.10 Create alternative programming for students on suspension or detention (instead of sending youth to the principals office for acting up, send them to a place where they can quickly exert energy e.g. stationary bikes, skipping ropes)</p> <p>2.1.11 Create an academic support program for parents, to help them better assist their children</p> <p>2.1.12 Support life-skills and pre-employability programs to be delivered in schools. These programs can help youth connect to why they study.</p> <p>2.1.13 Create trainings intended to sensitize educators, teachers, etc. to the reality of allophone and anglophone youth so that they can better support their students</p> <p>2.1.14 Encourage teacher sensitisation to alternative education programming (experiential learning approaches)</p> <p>2.1.15 Encourage the practice of “home-rooms” within the CSDM system</p> <p>2.1.16 Support initiatives to offer counselling and orientation services to youth</p>
Objective 2:	Possible actions :
Create programs for youth who wish to pursue studies or reintegrate into school	<p>2.2.1 Find ways to better inform youth and their parents about professional training possibilities</p> <p>2.2.2 Ensure that information on re-integration programs is accessible</p> <p>2.2.3 Support the creation of in-school "catch-up" programs that do not isolate youth from the student population</p> <p>2.2.4 Support programs to help youth reintegrate into school</p> <p>2.2.5 (5.1.2) Support young parents who are attending school or wishing to return to school</p>

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Objective 3:	Possible actions :
Support or develop non traditional vehicles for continued learning	<p>2.3.1 Support alternative educational opportunities ex: Skills link program of Service Canada</p> <p>2.3.2 Support the development of entrepreneurial training</p> <p>2.3.3 Create and support mentorship programming, in school, within the community and greater Montreal</p> <p>2.3.4 Create and support opportunities for job-training</p> <p>2.3.5 Create and support adult education opportunities and work against the stigma that is attached to it</p> <p>2.3.6 Create and support opportunities for youth to share their experiences with others through arts and cultural programming</p> <p>2.3.7 Create opportunities for the integration of alternative school groups (e.g. Graffiti Club)</p>
Objective 4:	Possible actions :
Reinforce relationships between schools and community groups	<p>2.4.1 Continue to improve communication between school boards and community organizations to ensure that programming gaps are being filled and that our youth are being fully supported</p> <p>2.4.2 Identify or create a liaison person within the schools who can facilitate contact between youth and the community (e.g. outreach to EMSB through Healthy Schools Coordinator, encourage contact between guidance counsellors and community workers throughout the school year, etc.)</p> <p>2.4.3 (4.2.3) Organize “community awareness day” that allow youth to discover local organizations (E.g.kiosque day at Saint-Luc, open house visit like “the Amazing Race”, Portes ouvertes/découverte in Lachine)</p> <p>2.4.4 Support the integration of community services and activities in schools: sports, arts, first aid, animation skills, study skills workshops, cooking classes, graffiti projects, hip hop projects, photography, etc.</p> <p>2.4.5 Encourage the sensitization of school employees to the referral of students to appropriate organizations and institutions that can meet their needs</p> <p>2.4.6 Ensure that information on programs and events are reaching students and teachers</p>

ORIENTATION 3: FACILITATE FRENCH LANGUAGE LEARNING

Objective 1:	Possible actions:
<p>Increase opportunities for traditional and alternative French language learning for Anglophone and Allophone adolescents and young adults</p>	<p>3.1.1 Facilitate informal environments for French language learning (e.g. café-rencontre with interesting discussion topics, popular education workshop, film projection in French with discussion, encourage community organizations to offer some activities in French, etc.)</p> <p>3.1.2 Encourage a diverse availability of French classes (e.g. part time, in the night, conversational groups, etc.)</p> <p>3.1.3 Develop a repertory of French classes for community organizations and youth (one for community organizations and one for youth) that would be available on several web sites</p> <p>3.1.4 Develop a systematic approach of referral for youth who do not speak English</p> <p>3.1.5 Encourage youth worker to publicize better French immersion(s) activities(e.g. trip or internship or field placements in a francophone city in Canada or abroad)</p> <p>3.1.6 Explore the possibility of offering a service of language mentor who could coach the young person to acquirer the proper language skills for a job (or encourage business to offer this service)</p> <p>3.1.7 Explore the possibility of offering school credit for participating in a leisure activity conducted in French (ex. Cooking class)</p> <p>3.1.8 Explore the feasibility of a refund if an immigrant family buy a computer software in French</p>
Objective 2 :	Possible actions:
<p>Develop strategies to offer innovative approaches for French language learning adapted to the needs and realities of immigrant youth and their families</p>	<p>3.2.1 (5.10.5) Explore the possibility of a pilot project to twin families (newcomer with an integrated family) at École Saint-Luc (Could help with language issues, integration and understanding the school system)</p> <p>3.2.2 Publicize better the service of translating French letters for immigrant parents</p> <p>3.2.3 Establish a network of parents available to mediate between immigrant parent and school</p>

ORIENTATION 4: ENSURE THAT INFORMATION, RESSOURCES AND SERVICES REACH YOUTH

Objective 1:	Possible actions :
Promote and advance ongoing communication and collaboration between community partners	4.1.1 Create an on-line community for youth workers (web site, bulletin board, discussion forums, links to youth service websites, etc.)
	4.1.2 Hold or support events such as forums, with interactive workshops and training for all community organizations so they can network and share information (e.g. yearly workshop to help develop grant writing skills and abilities)
	4.1.3 Create and diffuse a catalogue of resources for youth between 12 and 30
	4.1.4 Reinforce coordination structure and protocols of the Table de concertation jeunesse NDG
	4.1.5 Sensitize the community when youth friendly documents are produced
	4.1.6 (5.6.2) Encourage the referral between local organizations and ensure that services are complementary and that there is no duplication of services
Objective 2:	Possible actions:
Create youth-friendly alternative communication tools	4.2.1 Use Internet as a promotion tool (e.g. Website, Facebook, Myspace, etc.)
	4.2.2 Organize competitions and events that showcase talents but also sensitize youth to available services and activities (e.g. sport competition, I-pod competition, DJ competition, open mike night, artistic event)
	4.2.3 Organize “community awareness day” that allow youth to discover local organizations (E.g.kiosque day at Saint-Luc, open house visit like “the Amazing Race”, Portes ouvertes/découverte in Lachine)
	4.2.4 Personalize connections with youth
	4.2.5 (5.11.1) Support the creation of an ombudsman to intervene on the behalf of youth with regards to youth issues
	4.2.6 Develop a confidential complaint procedure for youth (e.g. via Internet)
Objective 3	Possible actions:
Ensure that youth feel welcomed in existing and new environments	4.3.1 Ensure the availability of a liaison worker or resource person for youth in every organization or institution
	4.3.2 Sensitize community organization to the concept of youth-friendly environments so that youth may feel included and at ease
	4.3.3 Promote respectful and personalized approach to youth
	4.3.4 Promote the development of a social mediation program
Objective 4:	Possible actions :
Ensure that street work programming/ outreach/ intervention initiatives are coordinated and are adequately supported to meet the needs in our community	4.4.1 Meet with associations concerned to identify and determine problem areas and actions needed
	4.4.2 Support the local organizations to acquire resources
	4.4.3 Support initiatives to create safe zones for kids that can be easily identifiable and are certified (e.g.: block parents)
	4.4.4 Encourage the promotion of services through door-to-door canvassing

Objective 5:	Possible actions :
Develop communication strategies to ensure that immigrants and cultural communities are reached, and have opportunities to get involved	<ul style="list-style-type: none">4.5.1 Collaborate and network with cultural communities4.5.2 Develop an NDG welcome package4.5.3 Create a volunteer data base that can serve to reach-out to immigrants and to organize mentorship activities4.5.4 Use local community newspapers and radio to promote services4.5.5 Carry out a study on the best ways to reach-out to immigrants4.5.6 Organize promotional and outreach activities in places that are used by immigrants (places of worship, supermarkets, cultural associations, schools, door-to-door outreach, etc.)

ORIENTATION 5: OFFER ACCESSIBLE AND QUALITY SERVICES ADAPTED TO YOUTH NEEDS AND INTERESTS

Objective 1:	Possible actions :
Support existing and future initiatives for young parents	<p>5.1.1 Link with the « Table SIPPE » (Services intégrés en périnatalité et pour la petite enfance)</p> <p>5.1.2 Create and support a joint activity for parents with all relevant organizations</p> <p>5.1.3 (2.2.5) Support young parents who are attending school or wishing to return to school</p> <p>5.1.4 Sensitize schools to the reality of young parents</p> <p>5.1.5 Support the creation and adaptation of spaces in daycares that meet the needs of young parents who are re-entering school system or workforce</p> <p>5.1.6 Perform needs assessments geared towards young parents</p> <p>5.1.7 (6.3.5) Support initiatives that help young parents meet their particular needs (e.g. workshops on healthy eating and food preparation, etc.)</p>
Objective 2 :	Possible actions :
Create and support artistic and cultural venues for activities	<p>5.2.1 Create and support cultural and community events for youth</p> <p>5.2.2 Create and support public venues for youth expression (ex. Graffiti board, performance space, etc.)</p> <p>5.2.3 Create and support accessible and quality programs that encourage artistic and cultural expression (DJ-ing, multimedia, studio arts, dance class, music, etc.)</p> <p>5.2.4 Increase the availability and accessibility of equipment and resources specifically geared towards artistic and cultural interests and needs of youth</p>
Objective 3:	Possible actions :
Encourage the adaptation of sports and recreational programming to better serve the needs of youth	<p>5.3.1 Create outdoor basket ball court in appropriate places</p> <p>5.3.2 Increase the availability and accessibility of equipment and resources specifically geared towards sports and recreational interest and needs of youth</p> <p>5.3.3 Encourage, recruit and train young men to share sports oriented skills with younger youth inside local sports and recreational activities</p> <p>5.3.4 Establish a relationship with local sport associations; reflect about the accessibility of all NDG youth within their programs</p> <p>5.3.5 Support local sports events</p>
Objective 4:	Possible actions :
Promote scheduling adapted to youth realities	<p>5.4.1 Develop means by which to define realities of youth schedule and availability; diffuse the findings</p> <p>5.4.2 Promote the augmentation of drop in access that is flexible and not always directive</p>

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Objective 5:	Possible actions :
Alleviate financial barriers to encourage the participation of youth in activities and services	<p>5.5.1 Meet with sport and community organizations and develop a proposal for a fund that could defray cost related to youth participation in sports</p> <p>5.5.2 Develop a strategy to increase support to community organizations, sufficient so that programs are more accessible for youth (low or no cost for youth)</p> <p>5.5.3 Enter into contact with private organizations in the purpose of receiving donations</p> <p>5.5.4 Develop a network of individuals or groups willing to donate time as teachers in their field of expertise (e.g. art, sport)</p> <p>5.5.5 Develop a strategy to attract interns from universities to NDG</p>
Objective 6:	Possible actions :
Encourage a reflective process with community partners to offer an approach that is inter-disciplinary and integrated	<p>5.6.1 Explore the feasibility of an integrated service outlet for youth</p> <p>5.6.2 (4.1.6) Encourage the referral between local organizations and ensure that services are complementary and that there is no duplication of services</p> <p>5.6.3 Encourage a follow up process with the youth</p>
Objective 7:	Possible actions :
Develop strategies to better serve youth with special needs and their families	<p>5.7.1 Establish the ability to offer and make accessible services in mental health</p> <p>5.7.2 Meet with mental health organizations and explore the challenges and possible solutions through partnership</p> <p>5.7.3 Improve the structural accessibility of community organizations for physically challenged youth</p> <p>5.7.4 Offer a venue of training and support to organizations wishing to integrate those with special needs</p>
Objective 8:	Possible actions :
Promote a service continuum for those approaching the age of 18 who are close to being without services, schools and centers	<p>5.8.1 Recognize that youth between 18 and 30 years old do not have access to enough services in the community</p> <p>5.8.2 Promote a new age category in recognition of the transitional needs of youth going into adulthood</p> <p>5.8.3 Allow a better follow up of youth from the Batshaw Youth and family centre</p>
Objective 9:	Possible actions :
Encourage youth participation in decision making process	<p>5.9.1 Put a youth advisory committee in place with revolving representation at the larger Table</p> <p>5.9.2 Sensitize local organizations about the benefits of including youth as a advisory capacity</p>

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Objective 10:	Possible actions :
Develop strategies to better integrate immigrant youth	<p>5.10.1 Organize a “New Montrealers group” with integration and social activities (e.g. trainings, discussion group, film, pot lock) in which the participants would have the possibility of twinning with a mentor ; create a bank of successful cultural community members willing to participate in mentorship activities (4.5.3)</p> <p>5.10.2 Ensure that training is available to sensitize community workers to cultural communities</p> <p>5.10.3 (All the actions under objective 4.5) Develop communication strategies to ensure that immigrants and cultural communities are reached, and have opportunities to get involved</p> <p>5.10.4 (3.2.1) Explore the possibility of a pilot project to twin families (new comer with an integrated family) at École Saint-Luc (Could help with language issues, integration and understanding the school system)</p> <p>5.10.5 (1.1.2) Encourage local, national and international internship possibilities;</p> <p>5.10.6 (1.4.2) Organise day visits in businesses in Montreal (ex.Link youth to a professional for a few hours)</p> <p>5.10.7 (1.4.5) Encourage initiatives to sensitize employers to cultural diversity</p>
Objective 11:	Possible actions :
Reinforce access to legal services and the promotion of the rights of marginalized youth	<p>5.11.1 (4.2.5) Support the creation of an ombudsman to intervene on the behalf of youth with regards to youth issues</p> <p>5.11.2 Support initiatives to educate youth of their rights and responsibility in order to empower them</p> <p>5.11.3 Support initiatives towards building long term relationships with the police</p> <p>5.11.4 Support initiatives for youth who have to deal with legal problems</p> <p>5.11.5 Support initiatives to facilitate the protection of the rights of the marginalized youth</p>

ORIENTATION 6: SUPPORT AND ENCOURAGE SOLIDARITIES WHICH AIM TO DEVELOP CONCRETE ACTION HELPING YOUTH IMPROVE THEIR ECONOMIC AND SOCIAL CONDITIONS

Objective 1 :	Possible actions:
Create and support opportunities for youth empowerment that address the underlying causes of poverty	6.1.1 Create and support pre-employability projects and youth empowerment initiatives, including projects for youth by youth
	6.1.2 Support financial planning and fighting debt training for youth
	6.1.3 Research and use renewable funding for marginalised youth who may never join the main stream, so they can feel productive and work
	6.1.4 (Orientation 1) Improve integration of youth to the job market
Objective 2 :	Possible actions:
Promote the implementation of initiatives for affordable housing for youth	6.2.1 Link with the committee working on housing issue
	6.2.2 Carry out a needs assessment on housing for youth
	6.2.3 Research and develop innovative options regarding housing for youth (e.g. crisis center (temporary housing), incubator center (supervised apartments), intergenerational housing project (where seniors would be partnered with young adults), etc.)
Objective 3 :	Possible actions:
Insure an acceptable standard with regards to food security and health for youth in the community	6.3.1 Link with the « Table de Concertation en sécurité alimentaire »
	6.3.2 Carry out a needs assessment on food security for youth
	6.3.3 Facilitate the implementation or the reinforcement of a collective kitchen
	6.3.4 Encourage projects where youth learn to prepare nutritious meals (such as youth co-ops, pre-employability project, training on healthy meals in schools, etc.)
	6.3.5 (5.1.7) Support initiatives that help young parents meet their particular needs (e.g. workshops on healthy eating and food preparation, etc.)
	6.3.6 Create and support alternative clinics adapted to youth needs and encourage a holistic approach