

FNNND Youth Summer Employment

Program Title: Shine Bright: Light the Fire Within

Program Overview:

The Youth Summer Employment program is designed to offer employment opportunities for youth and supporting youth and adolescents in their ability to access and gain the necessary skills and resources required to meet the needs in standard recruitment and hiring processes of employment.

Program Goal and Objective:

1. To enhance Training and Skill Development: knowledge, skills, and abilities (KSA) will encompass effective learning and training in communication skills, teamwork and collaboration, solution driven problem-solving methods, time management and leadership skills.
2. To acquire Work Experience: promote essential interpersonal skills, practical visual and hands on experience, and career industry knowledge.
4. To empower Identities and foster Community Engagement: to listen, speak and use language to build social skills and etiquettes in the workplace and community. The ability to learn job resume building and interview skills enhancing self-confidence, self-awareness, empathy, and critical thinking processes in emotional intelligence.

Target Demographics:

Priority Group: Youth and Adolescents

Age Group: (14-15 years) (16 – 18 years) (19 – 23 years)

Program Requirement:

- Enrolled student in school or post-secondary institute
- Social Insurance Number
- Parental Consent to Work Form (14 – 15 years)
- Cover Letter/ Resume
- Hiring Form
- Oath of Confidentiality
- Employee Orientation

Program Components:

1. Planning and Recruitment Outreach:
 - Departmental consultation program planning initiative recap
 - Advertise Employment Opportunity Job Posting marketing via local posting sites, website, social media platforms, published campaign handouts.
 - Career Fair (May) recruit, support resume building on-site or appointment.

2. Application and Selection Process:

- Interested candidates forward cover letters/ resumes in accordance with application instructions on job posting.
- Pre-screen candidates meeting program requirements.
- Schedule interviews with successful pre-screened candidates.
- Interview process: candidates will be in a safe space where they will be asked which department and/ or categorized job task they feel they are most suitable for and have the opportunity to express needs of flexibility (i.e. ½ day in garden labourer duties and ½ day in administration duties) and/ or half days only. The purpose of this is the ideology of creating safe spaces for young workers joining the work force in recruitment and retention.
- Recruitment Onboarding Process: Candidates will be assigned to a department based on the results of their interview having placed the duties around the individual to encourage a sense of ownership, empowerment and confidence in their suitable needs and career aspiration in job function.

3. FNNND Departments

- Executive: Reception, Human Resources, Finance, Event Coordination
- Capital and Infrastructure: Housing
- Education: Youth and Recreation and Daycare
- Lands, Resources and Heritage
- Wellness and Social Programs: Community Garden

4. Training and Workshops:

- Training courses and workshops will be offered as required and planned per annual operational planning.
- Opportunity to attend and participate in one week at FNNND Culture Camp (August).

5. Wages (reflected to change per annual wage scale):

- \$ 18.00 per hour (14 – 15 years)
- \$ 20.00 per hour (16 – 18 years)
- \$ 22.93 per hour (19 – 23 years)

Funding:

Potential Sources: First Nation and Inuit Youth Employment Strategy (FNIYES) and other applicable funding sources.

Timeline:

1. Advertisement: May
2. Start Month: June
3. Term: June – August

Evaluation Plan:

Regularly assessment and feedback sessions will be conducted to monitor candidate progress and program effectiveness. Surveys and interviews may also be used to gather feedback from participants, management, and stakeholders to continuously improve the program.

Performance evaluations will be completed upon completion of term.

Funding based on employment in department.

This program aims to empower young individuals with the tools and resources they need to succeed in the workforce. By investing in their skills development and providing meaningful employment opportunities, we believe we can contribute to building a brighter future for our youth and community.