



TRAIN FOR TRADES
CHOICES FOR YOUTH

Empowered. Engaged. Independent.

Choices for Youth

Vision:

- Choices for Youth is a dynamic, progressive, youth focused organization that continually strives to improve the quality of service so as to enhance young people's lives and enable them to meet their goals.

Mission:

- A community based, not for profit organization which provides youth with a range of supportive housing options, access to a variety of services that promote healthy personal development and a sense of belonging within an environment of respect, tolerance, peace and equality.

Choices For Youth

- ▣ Choices is a not-for-profit organization that has a 21 year history which started with supportive housing for youth
- ▣ Approximately 70 staff throughout organization
- ▣ We offer a continuum of support throughout 7 key programs and serve approximately 500 youth per year
- ▣ Supportive Housing, Outreach, Young Men's Shelter, Transitional Housing, Moving Forward, The Lilly and Train for Trades

Snapshot

67%

- Unstable housing in family of origin

66%

- Reliving this unstable housing situation

62%

- Repeat shelter use

66%

- Dropped out of school

72%

- Unemployed

75%

- Criminal justice system involvement

59%

- Substance abuse issue

A two step process for all programs



Step 1: help youth
find housing



Step 2: help youth
maintain housing

Housing Lessons for Employment Programs

Housing
Employment
Training
Education

Intensive models
of support
around barriers
and issues

Increased youth
engagement

Increased
housing options
and stability

Train for Trades

- History / Background
- Our Program
- Youth / Assessment Process
- Staffing Model
- Education / Skills Development & Training
- Work Experience
- COR
- Extra Work
- Partners
- The Future of Train for Trades

History / Background

- Lilly Building (2009), Phase I, Eva's Phoenix Replication Project.



- Retro-fit Project, Phase II, based on Warm Up Winnipeg Model B.U.I.L.D
- Multifaceted Social Enterprise, Phase III

Our Program

- ▣ Training – designed to meet the needs of youth and industry, where youth receive the necessary safety knowledge and general construction training combined with energy efficiency retro-fit training to prepare them for a career in the trades.
- ▣ Employment – industry driven and meaningful, where youth are given the opportunity to gain valuable construction/energy efficiency retro-fit experience, build on acquired knowledge and learn how to manage a job.
- ▣ Support – Intensive Support Model (ISM) implemented to help youth navigate a personal plan for success and to attain the stability necessary to move forward in their lives.

“Real Pay, Real Work”

Youth / Assessment Process

- ❑ Referral is sent to all youth serving agencies in St. John's and surrounding areas.
- ❑ 50 youth referred, 30 youth assessed, 15 youth accepted.
- ❑ In-depth assessment by Program Coordinator and Project Manager.
- ❑ Youth with barriers to employment, literacy, housing, involvement with the criminal justice system, addictions, family breakdown.
- ❑ Youth need to be ready to make a change.
- ❑ 18 to 25 yrs. old



Staffing Model

- ▣ Staffing for a project like this is critical
- ▣ Program Coordinator, Youth Supports Coordinator, Site-Manager, Four Youth Support Workers, Administrative Support.
- ▣ The support team are all youth support workers with a background in construction.
- ▣ The support team provide 7 hours of support / work supervision a day.
- ▣ Youth are always supervised while on-site.

“Safety is a priority”

Education, Skills Development & Training

GED preparation program, completed on-site.

Test of Workplace Essential Skills (TOWES), pre & post testing.

Follow-up essential skills training, reading, numeracy and document use.

Individualized skills development training / career counseling.

Occupational Health & Safety

Education, Skills Development & Training

2 week training program at the Carpenters Millwrights College.

First Aid / CPR

Confined Space

Power-line Hazard

Fall Protection

Asbestos

Tool Handling

WHIMIS

Back Injury Prevention

Ram-set Training

Fire Extinguisher Use

Abatement & Fit Test

Insulation Theory



Work Experience

- ▣ 42 weeks actual hands-on work experience
- ▣ Monday through Friday, 9 a.m. to 4 p.m.
- ▣ Retro-fits completed on 60 Newfoundland & Labrador Housing Corporation (NLHC) units per year.
- ▣ Basements we insulate are in occupied units
- ▣ Demolition of existing exterior walls
- ▣ Clad, frame, insulate, vapour barrier, gyp-roc, plaster, window trim and seal headers.
- ▣ NLHC electrician and plumber.
- ▣ City Inspections throughout process

Certificate of Recognition in Construction Program (COR)

- ❑ Train for Trades received COR in December 2010
- ❑ Ability to bid on Government/Private Sector contracts
- ❑ Occupational Health & Safety is a priority for the program.
- ❑ Youth work with a COR company for 44 weeks

Extra Work

Due to down time, waiting for permits & inspections we do extra work for other agencies.

- ▣ 40 x 60 ft. horse barn for Youth Equine Therapy Program (Waypoints)
- ▣ 24 x 30 ft. extension for MacMorran Community Centre.
- ▣ Habitat for Humanity duplex & Re-store
- ▣ Demolition & renovation of Duckworth Street building (7000 square foot program space)



Partners

- ▣ We have a ready, willing and able workforce.
- ▣ We have partners supporting this initiative at all levels:
 - Provincial government – Advanced Education & Skills
 - Newfoundland & Labrador Housing Corporation
 - CUPE
 - Carpenter's Millwright College
 - Warm Up Winnipeg B.U.I.L.D
 - Eva Initiatives, Toronto
 - Corporate sponsors, Vale, Rio Tinto / IOC, TD Bank, Statoil, HMDC

The Future of Train for Trades

- Transition to social enterprise
- Perform energy retrofits on low income housing for NL Housing 60 more units
- Expansion:
- Modernization and Improvement M&I (10 units for NLHC)
- Affordable Housing (6 units affordable housing for youth)

Contact Information

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