

Action Plan



**Opportunities @ Home
Haileybury and Region**

November 2001

www.fnetbcfne.on.ca/YouthForum/Youth_Forum.html

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Introduction



The Issue

Youth are leaving the North—should we worry about it? Can we do anything to stop losing our youth? The answer to both questions is yes.

First we should be clear about the nature of the problem. To provide a common statistical basis about the issue, the Far Northeast Training Board (FNETB)¹ commissioned a demographic study, 'Youth Out-Migration from the FNETB Area, released in March 2001². Our major problem in the North is declining population—overall and for youth. The problem is compounded because we are not attracting a large number of youth in-migrants³. The population in NE Ontario continues to decline while the population increases in the rest of the province. Between 1981 and 1996 the overall population of the Northeast declined by 6.2% while Ontario as a whole grew by 25%, a discrepancy of more than 30%⁴. These population trends are projected to continue. In Ontario between 2001 and 2011, total and youth populations are projected to each increase by 13%. On the contrary, in the Northeast, total population is expected to decline by 1.7% and youth population by 9%⁵. The losses are compounded when youths settle and raise their families elsewhere. These losses result in a lower birth rate and the consequential detrimental effects on the Northern economy extend into the next generation. The net effect is to drive population away and reduce the likelihood of attracting in-migrants.

Demographic changes specific to the South Temiskaming⁶ area include:

- ▶ Older population in South Temiskaming region.
- ▶ S. Temiskaming has the second highest rate of youth out-migration in the FNETB area.
- ▶ S. Temiskaming has the highest out-migration in 25-29 age group across the FNETB.
- ▶ In comparison to the FNETB region as a whole, fewer S. Temiskaming jobs are in the knowledge economy. (These jobs are considered critical for keeping pace with industry changes).
- ▶ Annual total out-migration is about 350 - 140 (or 4 in 10) will leave no matter what, 35 will go away to school. For South Temiskaming to have any impact on these losses, the region would have to target retaining or attracting is 175 youth per year⁷.

¹The FNETB area covers Northeastern Ontario stretching from the Tri-Town area in the south to the coastal communities of James Bay in the north. It is bound by the Quebec border on the east and by the communities of Chapleau and Hornepayne on its western side.

² Available from FNETB at 1-800-530-9176 or 705-362-5788 or on the FNETB website at www.fnetbcfne.on.ca/

³ Suthey Holler Associates, 'FNETB Research Report, Youth Out-Migration from the FNETB Area', p32.

⁴ Ibid., p5.

⁵ Ibid., p9.

⁶ Corresponds to South Temiskaming Business Community Development Corporation based in Haileybury.

⁷ Presentation by Chris Rees, Suthey Holler Associates. Also see Suthey Holler Associates, 'FNETB Research Report (Companion Volume) Youth Out-Migration from the FNETB Area', pp3-5,7-10.

Population loss, particularly the loss of the youth cohort, has been identified as a key issue affecting the development and economy of Northeastern Ontario. Across the Northeast, the effect of overall population loss is evident in reductions in availability and levels of service. Obvious sectors include transportation (air, rail), health care and education. Youth understand this general economic situation and are influenced by existing trends when choosing to leave the North for educational and employment opportunities. One of these trends is a preference for urban centres even if a desired job were available in a smaller community⁸. Addressing the problem of Youth Out-Migration encompasses all aspects of Northern life in our small communities.

Background – Model Development

A Steering Committee (of representatives from Far Northeast Training Board (FNETB) and community stakeholders from Kirkland Lake) in conjunction with a Coordinator (sponsored by the FedNor Internship program) developed a format for Youth Forums suitable for use across the Northeast. This approach was pilot tested and refined during the Kirkland Lake Youth Forum held in May 2001. Follow-up meetings provided a template for forum reports and action plans.

Local Forum

A local Steering Committee was formed with representatives from FNETB, South Timiskaming Community Futures, Northern College, New Liskeard Agricultural Research Station, Collège Boréal, Ecole Secondaire Sainte Marie and FedNor, to plan Haileybury's forum. In November 2001 a Youth Forum held at Northern College considered the issues around youth out-migration for the South Temiskaming region. The event was attended by 22 participants, 14 of whom represented youth aged 15-29, and 8 community stakeholders, including industry, small business and municipal leaders. Youth at this forum tended to be 15 & 16 year old, English-speaking females. Panelists represented a wide variety of local industry but those participating in generating recommendations tended to have a narrower focus. It is not known how increased participation from other youth groups (such as older students, males, Francophone) and community stakeholders (such as municipal leaders, educators and industry representatives) would have affected results.

Over two days, participants learned about the problem of Youth Out-Migration from the area and identified strategies that could help keep youth in the South Temiskaming region of Northeastern Ontario. Their work forms the substance of this report.

⁸ Suthey Holler Associates, 'FNETB Research Report, Youth Out-Migration from the FNETB Area', p32.

Introduction Continued...



Outcomes

Forum planning has endeavoured to assure that recommendations to address Youth Out-Migration will move forward. Recommendations will be moved as closely as possible towards implementation on two levels.

Seven similar forums are either complete or planned by the FNETB across Northeastern Ontario—in Kirkland Lake, Timmins, Kapuskasing, Haileybury, Hearst, Moose Factory and Chapleau. From each of these Forums will come more information and ideas, some local and specific in nature, others with a more regional focus. The cumulative effect of this regional activity will be sets of statistical data which are comparable and can be updated. From this comes the potential, perhaps for the first time, to develop coordinated strategies based on a common factual basis. The Northeast will be able to speak authoritatively about solutions to the issue of youth out-migration.

Most important, though, is the response of communities at the local level. Following each local forum, the project will continue with dissemination of recommendations and action plan to community constituents. Youth and stakeholders from the community, who developed the recommendations in this report, will play a critical role in transferring responsibility for action to the local level. If each small community implements a small portion of the recommendations, momentum will build and drive actions at the regional level.

By better understanding this issue and by finding the common ground for our geographically dispersed communities, we can keep more of our youth here and happy in the North East.

Recommendations



The strategies brought forth by the Haileybury Youth Forum participants have been grouped into the following eight recommendations:

1. Offer more creative, technology-based, high income jobs
2. Provide more educational programs and courses
3. Open a youth activity centre
4. Promote Northern lifestyle
5. Improve communication between industry and education
6. Strengthen life skills learning
7. Promote programs supporting work and study
8. Promote gender equity in employment

Each recommendation is explained under four headings:

- ▶ Issue
- ▶ Opportunities @ Home
- ▶ Challenges
- ▶ Summary

Opportunities @ Home is the theme for Youth Forum and therefore a suitable heading for the positive potential of each recommendation.

These recommendations are based on the discussions of participants at the Haileybury Youth Forum. A complete list of the discussion statements is in Appendix I. Full participant analysis of each statement is available from the Far Northeast Training Board at 1-800-530-9176 or 705-362-5788.

1 - Offer more creative, technology-based, high income jobs



The Issue

In the FNETB region, South Temiskaming has the highest out-migration in the 25-29 age group⁹. Although the reasons are unknown, misconceptions about the job market, limited choices and salary differentials offer some explanations.

Resource-based industries, e.g. agriculture, mining and forestry, in the area are becoming more mechanized and less labour intensive. Youth are not aware of opportunities in resource-based industries—partly from new job creation but mostly from the large number of expected retirements. Moreover, the jobs themselves have changed. Increased mechanization has decreased traditional, unskilled jobs and increased the demand for highly skilled workers. Trends towards out-sourcing mean that much work is contract-based. Many youth see this type of employment as not providing the security they seek.

Northern industries tend to be resource-based with few value-added industries. For example, manufacturing represents 18% of all industries in the rest of Ontario¹⁰ but only 12% in Northern Ontario. Furthermore, in South Temiskaming, the concentration of occupations in key “new economy” sectors is less than for FNETB region as a whole¹¹. This means that communities such as Haileybury not only ship out their natural resources and their chances for increased profits from value-added manufacturing but also lose their opportunity to diversify and keep youth who search for jobs in different fields.

In the FNETB, entry-level salaries are high in the first ten years for males working in resource-based industry. However, salaries in other sectors are lower than other parts of the province and even the resource based salaries do not keep pace during middle and later working years. Salaries for women in the FNETB region are below Ontario averages—at the beginning and throughout their careers¹².

“Technology is a major part of all industries including agriculture, forestry, mining and tourism.” – Panel Participant.

9 Suthey Holler Associates, 'FNETB Research Report - Companion Volume, Youth Out-Migration from the FNETB Area', p9.

10 Chris Southcott, 'A Regional Outlook for 2001, Labour Force Changes and Training Needs in Northern Ontario'. Final Report September 2001 prepared for The Local Training and Adjustment Board of Northern Ontario, p4.

11 Presentation by Chris Rees, Suthey Holler Associates, Haileybury Forum.

12 Suthey Holler Associates, 'FNETB Research Report, Youth Out-Migration from the FNETB Area', pp 28 & 30.

1 - Offer more creative, technology-based, high income jobs cont'd



Opportunities @ Home

- ▶ Opens up different fields to the North.
- ▶ Builds community security and makes youth feel good about returning.
- ▶ Rewards innovative approaches and fresh ideas for doing business.
- ▶ Could focus on value-added processes to products of natural resource industries.
- ▶ Brings in more money to the community.
- ▶ New jobs would provide additional opportunities for partnerships, e.g. co-op jobs.
- ▶ New ventures could provide a means for small employers to access financial aid.

Challenges

- ▶ Local industries are small and don't have the money needed to diversify or try innovative approaches.
- ▶ Fewer jobs are available due to small size of companies.
- ▶ Lack of diversity in industry.
- ▶ Lack of support for diversification.
- ▶ Attracting industry is a difficult, long term process.
- ▶ High cost of starting new industries.

Summary

Haileybury Forum participants felt employment diversification is the highest priority for retaining youth. Resource-based industries require highly skilled workers who are knowledgeable entrepreneurs. Diversifying into value-added industries will provide a stronger economic base for communities and attract or retain youth from the increased variety of available jobs. Financial support from government is definitely needed to make this transition.

"The effect of youth out-migration is now a big factor in the hotel industry. With increasing technology, everything is computerized and the youth adopt technology a lot easier than an older workforce." – Hotel Industry Panelist.

2 - Provide more educational programs and courses



The Issue

Education programs and courses needed include: college and university programs, apprenticeships, co-op placements, partnerships between industry and education, workshops about the job market.

Youth are looking for more exciting, quality education and training opportunities. Educational funding cuts have decreased choices in secondary schools with fewer course options and no specialized schools. Few college programs and no university programs are available locally. Youth are searching for ways to gain knowledge and job experience in their own Northern educational institutions. Yet information about the local job market does not always reach them or arrives too late when they have already decided to leave the community.

Opportunities @ Home

- ▶ With co-op programs, youth gain job experience.
- ▶ Job fairs give youth the opportunity to see what is available to them in the job market and enable them to ask questions.
- ▶ Workshops give youth the opportunity to express their views on the type of training they would like.
- ▶ Apprenticeships give companies the opportunity to train youth to fit into their companies.
- ▶ Provides an opportunity to promote Northern College as “your” institution.
- ▶ A community effort could produce a job website to promote Northern Ontario jobs and employers.
- ▶ Local businesses could send apprentices to local educational institutions.

Challenges

- ▶ Lack of enrolment numbers for increased variety of educational programs.
- ▶ Expense of relocation limits post secondary choices.
- ▶ Businesses do not want to invest in an apprentice for fear of them leaving once trained.
- ▶ Funding is needed to support training because employers cannot always afford apprenticeships.

Summary

Community partnerships are needed to ensure effective communication among youth, industry and educators. Workfairs, on-going counseling in secondary schools and a job website for Northern Ontario are specific suggestions to ensure that youth know what is available locally both in the job market and in post-secondary education. Apprenticeships and co-op placements give youth the opportunity to match their interests to employer needs and develop skills demanded by local employers. Haileybury participants identified providing more educational programs as the quickest and easiest action for keeping our youth in the North.

3 - Open a youth activity centre



The Issue

“There is nothing to do!” Without fun and friends, youth do not want to stay. There are organized sports and arts programs for children but nothing for teens and the post secondary crowd. Youth need to feel valued in their community and vital for its future.

Opportunities @ Home

- ▶ Open a club with different theme nights and scheduled events for different ages.
- ▶ Each town could develop a different focus.
- ▶ Promote youth leaders to attract others.
- ▶ Provide opportunities and employment for youth at the centre.
- ▶ Use art produced by students throughout the community.
- ▶ Put on extra buses between towns with student passes available.
- ▶ Promote using bus to decrease air pollution from cars thus preserving the environment.
- ▶ Involve youth in programming that already exists.
- ▶ Involve youth as volunteers in the community to develop a sense of belonging.
- ▶ Gives a focus and source of pride that can be promoted.
- ▶ Promote ownership of community supporting its improvement.
- ▶ Increase knowledge about the communities, encourage going out and meeting people—establishing contacts.

Challenges

- ▶ Lack of youth leaders and planners.
- ▶ Lack of enthusiasm.
- ▶ Lack of communication between youth and other groups.
- ▶ Lack of affordable transportation.
- ▶ Too many complaints.
- ▶ Lack of volunteer and staff time.
- ▶ Establishing ownership.
- ▶ Liability and vandalism.
- ▶ Cost factors.
- ▶ Lack of facilities or finding the right ones.
- ▶ Inter-community competition.
- ▶ Determining “appropriate” art.

Summary

A youth centre aimed at all ages but run by youth, will help to meet the social needs of youth, reducing youth out-migration by retaining and attracting more youth. It provides a process for developing the leaders of tomorrow and celebrating differences in communities while drawing youth together to decrease rivalries. Youth forum participants felt that recruiting volunteers for creating a youth centre would be easier than for other actions.

4 - Promote Northern lifestyle



The Issue

Living in the most southerly communities in the FNETB, South Temiskaming youth are particularly vulnerable to feeling inferior to large communities such as North Bay. Yet the many advantages of living in small Northern communities such as Haileybury, Cobalt and New Liskeard are unrecognized or devalued.

Opportunities @ Home

- ▶ Highlight the advantages of living in the North.
- ▶ We offer peace and safety in friendly communities surrounded by clean lakes, good fishing and cheap farmland.
- ▶ We offer excellent recreational clubs, sports and tourist attractions such as Lake Temiskaming monster (Mugwump, Old Tess), Ms Claybelt (the cow), Buffalo at the Earlton Zoo, Itty Bitty Petting Farm, Highway Book Shop, Triathlon, Haileybury School of Mines, Military Museum, Classic Theatre.
- ▶ The North offers great winter sports, e.g. skiing, snowmobiling, etc.
- ▶ Students could put together a tourism package with a schedule of seasonal events.

Challenges

- ▶ Cold winters.
- ▶ Lack of job opportunities.
- ▶ Rumour mill—everyone finds out every little thing within two days.
- ▶ Lack of recognition for cheap farmland.

Summary

Promotion of Northern lifestyle needs to highlight the advantages of small Northern communities that are unavailable in bigger, southern cities. It needs to focus on all-season outdoor activities to build pride in our Northern heritage for those who live here and to attract others.

“Agriculture is one of the largest industries in the North. The North is the one of the few remaining areas in Ontario where the agricultural landbase is still expanding and offers the cheapest land in the province.” – Agricultural Industry Panelist.

5 - Improve communication between industry and education



The Issue

Youth have been influenced by publicity about tough economic times in the North and are not aware of the opportunities available in their own community. They need information about present job opportunities in major sectors such as agriculture, health, forestry, mining, tourism, municipal government, policing and education and about predicted shortages caused by retirements. They need to know how educational requirements are increasing with technological advancements. This information needs to be available throughout their post secondary education to help youth plan their careers and ensure they make informed decisions about the local job market.

Opportunities @ Home

- ▶ Helps create a tailor-made workforce.
- ▶ Means higher enrollment in local post secondary institutions because courses are related to local jobs.
- ▶ Breaks the cycle of no experience, no job–no job, no experience.
- ▶ Gets industry involved in developing curriculum.
- ▶ Educators to maintain communication with industry to ensure relevance.
- ▶ Employer will be inclined to hire youth because of their investment in education.

Challenges

- ▶ Employers are looking mostly for “experienced” workers which limits opportunities for youth.
- ▶ More severe shortage of skilled workers because of lack of planning in training youth now.
- ▶ Curriculum can be too academically based.

Summary

Many youth believe that they have to leave their community if they want to find a job. Industry stakeholders need to be well informed about future employment trends in their sector and need to recognize how continued youth out-migration will make finding educated, skilled replacement workers increasingly difficult. Industry and educators need to take responsibility to aggressively market local jobs to Tri-town youth to help them make informed choices about staying in the North.

“We have an abundance of quality of life–more than we had gold and silver.”– Guest Speaker.

6 - Strengthen life skills learning



The Issue

Workers in the North need to be independent, confident and adaptable. In order to be prepared for the workplace, youth need to develop strong values, high level self-awareness and skilled powers of observation. They need a wide variety of opportunities and experiences starting from a young age to develop life skills needed to prepare them to be the community leaders of tomorrow.

More education and awareness will help prevent problems such as addictions, suicides and stress. Knowledge and positive experiences will help address peer pressure. Youth need to be aware of and to value the North's positive influences such as more personal attention, less stress, more outdoor activities, healthier lifestyles and accessible services.

Opportunities @ Home

- ▶ Helps develop independence.
- ▶ Develops skills for prioritizing in financial planning and decision-making.
- ▶ Improves preparation to face challenges, obstacles and problems.
- ▶ Ensures youth have the knowledge and tools to access services in the community.
- ▶ Builds self-confidence.
- ▶ Will mean less violence and safer communities.

Challenges

- ▶ We are sheltered in the north from the effects of urbanization, e.g. mass transportation (subways, rush hours); exposure to other cultures is limited.
- ▶ Lack of city experiences or lack of people to share how difficult it is in the big city.
- ▶ Lack of time, e.g. full schedules for teachers.
- ▶ Lack of funding for taking field trips to see what's out there.
- ▶ Lack of funding for co-op placements and for more experience in different work fields.

Summary

Developing the skills our youth need to become tomorrow's leaders will benefit the entire community. Improved life skills will mean greater satisfaction with quality of life and will help promote youth retention in our Northern communities.

"The community has to be the nurturer of the entrepreneur." – Guest Speaker.

7 - Promote programs supporting work and study



The Issue

Three problems exist—providing financial support to students who take advantage of post secondary programs offered in the North; encouraging students who leave to return after completion of studies; increasing awareness of programs available to youth, e.g. wage subsidy, support for entrepreneurship. Different incentives are needed to address each.

Excellent programs such as Job Connect, Student Employment Centres and Youth Internships provide support for youth—at either high school or graduate level. The primary source of financial aid for most post secondary students in Ontario is the Ontario Student Award Program (OSAP) resulting in an average debt load of \$25,000 for a college graduate. Full scholarships are rare—awarded to only a few outstanding students. Local high schools, colleges and industry offer awards to students but usually in such small amounts that they do not provide any real incentive to stay and study in the North.

Opportunities @ Home

- ▶ There are programs available—they do not need to be developed!
- ▶ There are jobs but people do not know how to access them.
- ▶ Many jobs require bilingual people.
- ▶ Young entrepreneurs who hire young people could act as mentors.
- ▶ Youth are a great asset to industry; sometimes they just need to be told.
- ▶ Websites are available but people don't know where to look.

Challenges

- ▶ To make people aware of programs with limited marketing budgets.
- ▶ Possibly not enough information sessions or forums to inform youth.
- ▶ Some existing programs are too specific and people get left out, e.g. banks, HRDC, FedNor.
- ▶ Sometimes buy-in is low.
- ▶ Youth are encouraged by their teachers to go into jobs that have a limited domain, e.g. nuclear physicist; they should be also be asked to try old-fashioned jobs, e.g. welding.

“We don't focus education on the local industries that we have here.” – Panel Participant.

7 - Promote programs supporting work and study cont'd



Summary

Existing programs to support work and study in the North need to be aggressively promoted to ensure youth know about these programs and use them. Government and industry need to develop a coordinated program of post secondary education incentives to provide the financial support necessary to enable more students to attend post secondary institutions in the South Temiskaming area. Building on early experiences in the local workforce during high school, industry incentives such as scholarships and guaranteed employment will help to maintain connections with students who leave for college or university and make it easy for them to return to the North after graduation.

“We need to wisen up young people to become entrepreneurial. We must do a better job of educating kids about the nature of business—how it works, how to get advantage over competitors, how to find a market you can grow.” – Panel Participant.

“There are all sorts of myths and misconceptions about life in the city. Youth don't recognize the Northern lifestyle benefits: larger lots for lower prices, 10 minute commute vs. 1 hour or more, less competition, safe neighborhoods and closeness to lakes, fishing, hunting.” – Panel Participant.

“My advice is to go out there and see what's there. Get a degree or a trade– or two. When you come back, you'll realize what we have and will want to get involved to make your contribution.” – Panel Participant.

8 - Promote gender equity in employment



The Issue

Although young women in FNETB area generally achieve higher levels of education than young men, their labour force participation rate is lower. Are well-educated young women in the North choosing not to participate in the labour market or can they not find jobs suitable to their levels of education? We cannot overlook the fact that employment in resource based industries remains almost exclusively dominated by males. Providing meaningful spousal employment has successfully increased retention of workers in other situations. For example, at the Yukon Faro Mine, job turnover was reduced from 400% to 100% once women were allowed to do all mining jobs.

Opportunities @ Home

- ▶ Provide more work for males and females in their desired field of work.
- ▶ Job turnover is lower.
- ▶ Need to include equal admissions for men and women to colleges and universities.
- ▶ Provide social and mental stability.
- ▶ Offer diverse outlooks on a variety of subjects in the workplace.
- ▶ Females can bring a different skill set to the workplace.

Challenges

- ▶ Shouldn't have sectors dominated by one gender.
- ▶ Males aren't interested in this as much as females are.
- ▶ Women don't always envision themselves in male-dominated fields.
- ▶ How do you empower males to address gender equity?
- ▶ Getting children to recognize males and females as equals.

Summary

Achieving gender equity involves attracting females to non-traditional roles early in their education as well as in post secondary institutions. Government support could provide employer incentives to develop and achieve gender equity quotas.

“The North is not hyper-organized so there are lots of opportunities here especially for those with an entrepreneurial spirit. We have to get the message out to open eyes to these opportunities.” – Panel Participant.

Action Plan for Implementation



The purpose of the Action Plan is to identify initiatives that will facilitate the transfer of responsibility for implementing Youth Forum recommendations to appropriate local organizations.

The Action Plan for the Recommendations consists of four strategies, each of which is described below:

- A.** Get Back Into Communities
- B.** Inform Community Groups on Youth Forum Recommendations
- C.** Build Momentum of Local Support to Address Youth Out-Migration
- D.** Build Bridges to Develop Regional Strategies to Address Youth Out-Migration

A. Get Back Into Communities

Informing the general public is the first step in implementing the recommendations. The entire region of South Temiskaming needs to know that the implementation phase of the project is now underway because awareness of the results creates motivation for change.

Action

The release of the Action Plan will take place during a press conference attended by the sponsors and participants of the Youth Forum as well as members of the general public.

An advertising campaign will take place to support the release of the Action Plan. This will ensure that the citizens of South Temiskaming region are aware that the implementation phase of the project is underway.

B. Inform Community Groups about Youth Forum Recommendations

Informing community groups about the Youth Forum recommendations is another key step in implementing the results of this project. The local steering committee will need to work together with youth and community players who are committed to making changes needed to attract or keep youth in the community.

Action

The report will be sent to all interested or affected local and regional community leaders, organizations and municipalities. Doing this will raise awareness of the recommendations brought forth during the Youth Forum. This report, together with the reports from the other Youth Forums being held in the Northeast, will ultimately be posted on the Youth Forum web site in PDF format for any individuals or organizations wishing to download the document. The Forum web site can be found at www.fnetbcfne.on.ca/YouthForum/Youth_Forum.html.

C. Build Momentum of Local Support to Address Youth Out-Migration

The recommendations cannot be implemented without local participation. Steps will be taken to get key community members involved to build local support for actions which address youth out-migration.

Action

Partners will be recruited to help build community buy-in for the recommendations outlined in this report. Partners may be community participants of the Forum, youth participants, as well as members of the general public.

Furthermore, community leaders, organizations and municipalities will be presented with an opportunity to do their part in ensuring the implementation of recommendations. During presentations, key community players will be invited to involve themselves in effecting change.

The cumulative effect of individuals and organizations taking small actions across South Temiskaming and ultimately across the Northeast will lend credibility and substance to efforts to attract and retain youth.

“Our outflow of human resources has equaled our losses in mineral wealth. Will we ever have the natural resources of the past? No. Have we the human resources needed for the future? Most certainly.” – Guest Speaker.



D. Build Bridges to Develop Regional Strategies to Address Youth Out-Migration

The Haileybury forum is one of seven taking place across Northeastern Ontario. All forums will be looking at ways to address youth out-migration. The FNETB steering committee has taken steps throughout this project to develop regional strategies that will help all of Northeastern Ontario achieve its objective of alleviating the out-migration of youth.

Action

In order to help build bridges and develop regional strategies across Northeastern Ontario on how to address youth out-migration, the FNETB steering committee has developed the format and process for a regional report. The regional report will consist of the findings and recommendations from all seven forums.

Furthermore, the recommendations from all seven forums will be distributed to all pertinent regional stakeholders in an attempt to prepare them for possible future regional presentations and requests.

Conclusion



Conclusion

The goal of the Haileybury Youth Forum is to create an Action Plan to help the South Temiskaming region deal with its out-migration of youth. The recommendations outlined in this report identify specific actions for South Temiskaming.

The responsibility now shifts to South Temiskaming to implement these recommendations. Effective change will require full support from all community levels: government (municipal, regional, provincial, federal), business, industry, education, volunteer groups and individuals. By working together to make small, incremental changes, the community can make a difference to keep our most valuable natural resource of the future our youth.



Process for Developing Recommendations

Participants worked in groups to develop statements proposing a specific action which could be taken to encourage youth to stay in or return to the north. Each statement began with “We can retain/attract youth by ...” and was completed by an action intended to create opportunities at home for youth. Each group was mixed, with both youth and stakeholder participants, and generated 5 statements which were transcribed onto sheets. Back in plenary, the statements were posted, with similar ideas grouped together, and explained so that the larger group could understand the intent of each proposal.

Once all ideas were posted, participants signed up for discussion groups. Discussion was based on generating the 'plus', 'minus', and 'interesting' (PMI) points as well as background information about the propositions.

PMI results were presented to the large group and then posted for participants to add additional information. In plenary, the group identified ideas which were 1) the most effective in the long term 2) the most likely to attract buy-in and 3) the easiest or quickest to implement. The discussion statements selected by the participants became Recommendations that form the basis of the Action Plan.

The detailed analysis for each of the following discussion statements is available from the Far Northeast Training Board, 1-800-530-9176 or 705-362-5788.

Discussion Statements (in random order)

WE CAN RETAIN OR ATTRACT YOUTH BY . . .

- ▶ Improving communication between industry and education.
- ▶ Getting employers (when hiring) to focus on educational background and not only work experience.
- ▶ Establishing more communication between schools (post-secondary) and Northern businesses.
- ▶ Ensuring gender equity in employment.
- ▶ Employing in equal numbers for both sexes.
- ▶ Equal numbers of male and female students at Colleges and Universities.
- ▶ Opening a youth activity centre.
- ▶ Involving youth in the life of the community, i.e. providing recreational and social opportunities (when youth return).
- ▶ Developing programs that meet the needs of the north, e.g. wage subsidies, jobs.
- ▶ Providing more financial assistance for youth entrepreneurs.
- ▶ Providing more job opportunities.
- ▶ Providing/developing more education programs/courses such as: college/university, apprenticeships, Coops, partnerships, workshops.
- ▶ Offering a wider variety of courses at all levels.
- ▶ Providing more exciting co-op/training opportunities.

Appendix I cont'd



- ▶ Offering more job fairs, career counseling, job exposure—start at the primary school level.
- ▶ Offering more education opportunities, e.g. specialized schools, expanding on courses (too many are cut), funding.
- ▶ Attracting technology-based industries.
- ▶ Offering more creative jobs with higher yearly income.
- ▶ Building pride by providing more education in order to show all the advantages of staying in the North.
- ▶ Promoting the quality of lifestyle in the North.
- ▶ Making all Northern College's offerings more appealing, with a more varied curriculum.
- ▶ Going to high schools and letting the students know about all the programs available at Northern Colleges and Universities.
- ▶ Having communities invest in the lives of youth.
- ▶ Developing incentive programs to attract youth to the North (awareness, financial aids such as bonuses, mentoring, experience).
- ▶ Life Skills learning at a young age
- ▶ Promoting interests and a variety of opportunities at a younger age, e.g. values, self-awareness, life tools, powers of observation)