



The Conference Board of Canada

1999 Business and Education Best Practices Ideabook

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CANADA**



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Members of the Federal-Provincial-Territorial
Forum of Labour Market Ministers

Members of
The National Business and
Education Centre



The Conference Board of Canada

A Conference Board
of Canada publication
from the National Business
and Education Centre

Please Note

The descriptions are
provided in the language in
which they were submitted.



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of Canada***

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The sponsors believe that the organizations honoured through these Awards for business–education partnerships, workplace literacy and employers of youth exemplify corporate investments necessary to create a well-educated, skilled workforce that will ensure a strong Canadian economy and competitive position in the global marketplace.

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The Global Best Award Trophy is the product of a partnership between the School of Industrial Design of Carleton University and National Research Council. Joanna Boothman, an industrial design student at Carleton, proposed the underlying concept for the award and the Advanced Manufacturing Technology Program completed the design and produced the trophy from Canadian aluminum.

NRC-CRRC

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Introduction

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Judges

Introduction

For nine years, Awards presented by the Conference Board's National Business and Education Centre have played a direct and powerful role in fostering partnerships and collaboration among business, education and other community partners. The complexity, the number and the size of initiatives has grown exponentially, as this year's applications demonstrate dramatically. The 400 Awards applicants together represent over 10,000 participating organizations, including business, educational institutions, labour, government, non-profit and community organizations.

Each year, we honour outstanding business-education partnerships from every province and territory in our country—and, in 1996, we expanded to recognize the best international partnerships. In 1998, we added Awards for lifelong learning in the form of workplace literacy initiatives. In 1999, we celebrate and honour employers who hire youth and provide them with career-oriented opportunities.

The initiatives profiled in this IdeaBook are all about communities taking responsibility for the education of their children, and for the employability of their youth and their adult workers. They include the 35 Award winners for 1999 (identified by our symbolic trophy in the background), and a selection of initiatives chosen to illustrate the diversity of activities among the 400 applicants.

The last section of the book provides some tools and resources developed by the National Business and Education Centre, based on Canadian and international research and best practice models.

The Conference Board thanks and congratulates the sponsors, the applicants and participating organizations, the judges and the members of the National Business and Education Centre for their commitment and leadership in making education a priority in Canada and globally.

MaryAnn McLaughlin
Director
National Business and Education Centre
The Conference Board of Canada

**Please note, the descriptions are provided in
the language in which they were submitted.**

Introduction

Depuis neuf ans, les Prix de reconnaissance décernés par le Centre national sur les affaires et l'enseignement du Conference Board jouent un rôle direct et considérable pour ce qui est de développer des partenariats et de promouvoir la collaboration entre les entreprises, les institutions d'enseignement et les autres membres de la communauté. La complexité, le nombre et l'ampleur de ces initiatives ont augmenté exponentiellement, comme en témoignent vivement les inscriptions de cette année. Ensemble, les 400 candidatures représentent plus de 10 000 organismes participants, y compris des entreprises, des institutions d'enseignement, ainsi que des organisations ouvrières, gouvernementales, communautaires et à but non lucratif.

Chaque année, nous soulignons le travail des partenariats entreprise-enseignement qui se sont distingués, dans chaque province et territoire de notre pays – et, en 1996, nous sommes allés encore plus loin, en reconnaissant le mérite des meilleurs partenariats internationaux. En 1998, nous avons rajouté des Prix pour le perfectionnement continu, sous forme d'initiatives d'alphabetisation au travail. En 1999, nous rendons hommage aux employeurs qui recrutent des jeunes et qui leur offrent des débouchés de carrière.

Les initiatives exposées dans ce Cahier d'idées reflètent le travail des communautés qui prennent à leur compte l'éducation de leurs enfants, de même que l'employabilité de leurs jeunes et de leurs travailleurs adultes. Parmi ces dernières, on retrouve 35 lauréats de Prix de reconnaissance pour 1999 (identifié au moyen de notre trophée symbolique figurant en arrière-plan), ainsi qu'une série d'initiatives choisies pour illustrer la diversité des activités parmi les 400 candidatures.

La dernière section du cahier propose quelques ressources et outils mis au point par le Centre national sur les affaires et l'enseignement, lesquels sont fondés sur des modèles canadiens et internationaux de recherche et de meilleures pratiques.

Le Conference Board tient à remercier et à féliciter les commanditaires, les candidats et les organisations participantes, ainsi que les juges et les membres du Centre national sur les affaires et l'enseignement, pour l'engagement et le leadership dont ils ont fait preuve en faisant de l'éducation une priorité au Canada et à l'échelle mondiale.

MaryAnn McLaughlin
Directrice
Centre national sur les affaires et l'enseignement
Le Conference Board du Canada

Veillez noter que les descriptions suivantes sont présentées dans la langue dans laquelle elles ont été soumises à l'origine.

Judges

The Conference Board and sponsors acknowledge with gratitude the contribution of the people who gave their time and talent to serve as judges.

ROYAL BANK PARTNERS IN EDUCATION

MARITIME PROVINCES

Willard Moase
Secondary Coordinator,
Department of Education
Government of
Prince Edward Island

David Dibbon
Principal
Bishops College

John Henry
Executive Director
Central Nova Industry
Education Council

Gerald Pond
President and CEO
NB Tel Inc.

QUEBEC

Charles S. Bourgeois
Executive Vice President
Montreal Techno Vision Inc.

Naomi Yergey
Manager, Educational Affairs
Merck Frosst Canada Inc.

Curtis George
President
Quebec Board of
Black Educators

ONTARIO

Wili Liberman
Publisher/Editor
Teach Magazine

Gwen Greenstock
Program Director,
Education Partnerships
AECL

Nora Spinks
Consulting,
Research and Training
Work-Life Harmony Enterprise

MANITOBA AND SASKATCHEWAN

Carolyn Loeppky
Assistant Deputy Minister
of Education
Government of Manitoba

Art Knight
President
Saskatchewan Institute
of Applied Science
and Technology

Richard Irish
Vice President, Corporate
and Community Affairs
Investors Group Inc.

ALBERTA AND YUKON

Kevin Gregor
Vice-President
Crain-Drummond Inc.

Michele McDonald
Marketing Director
Calgary Herald

David Lovell
Mayor
City of Yellowknife

BRITISH COLUMBIA

David Chowdhury
Executive Director,
Centre for Applied Academics
British Columbia Institute
of Technology

Victor Godin
President
FORED

Marit Gilbert
Program Director,
Education Committee
Vancouver Foundation

CHRYSLER CANADA POST-SECONDARY

Horace Ho
Executive Vice-President,
Human Resources
Finning International Inc.

Jacqie Thachuk
President
Red River Community College

Steve Goodwin
Executive Director
Skills Canada

BROAD COMMUNITY COLLABORATION

Andrew Main
Chemicals Quality Leader
Imperial Oil Limited

Skip Triplett
Vice-President- Education
Kwantlen College

Gerald Fedchun
President
Automotive Parts
Manufacturers Association
of Canada

Judges *(cont'd)*

GLOBAL BEST

Stan Hardman
Director, IPEB
Innovation Centre
University of Natal

Tjerk Dusseldorp
Chairman
Dusseldorp Skills Forum

Jarl Bengtsson
Counsellor
Centre for Educational
Research and Innovation
OECD

WORKPLACE LITERACY

Scott Murray
Director, Culture,
Tourism and The Centre
for Education Statistics
Statistics Canada

Maurice Taylor
Faculty of Education
University of Ottawa

Marlene Pionteck
ESL and Workplace
Coordinator
Frontier College

EMPLOYERS OF YOUTH

ATLANTIC PROVINCES

Basil Favaro
Professor of
Enterprise Education
Faculty of Education, University
of Prince Edward Island

Michelle Snow
Chairperson
FINALY (Futures in
Newfoundland and Laborador)

Bill Ferguson
Director General-NB Region
Human Resources
Development Canada

Mike Schmid
Michael A. Schmid
Chartered Accountants

ONTARIO

David Whiting
President
Merlan Scientific Ltd.

Cathy Turnbull
Manager, Enterprise Centre
and Employment Services
YMCA-YWCA

Susan Robinson
Vice-President, Human
Resources, Financial
Information and Systems
(EMFISYS)
Bank of Montreal

MANITOBA, SASKATCHEWAN, YUKON AND NORTHWEST TERRITORIES

Jim Carr
President and CEO
Business Council of Manitoba

Wayne Jones
Superintendent,
Public School Programs
Department of Education

Manley McLachlan
Executive Director
Saskatchewan
Construction Association

ALBERTA

Mark Stevens
Owner
Dynamotive Auto Service Ltd.

Patti Henley
TechPrep Coordinator
Central Alberta Technology
Preparaton Consortium

John Aldred
Chairman and CEO
Enerflex Systems Limited

BRITISH COLUMBIA

Bob Wiens
President
Facs Record Centre

Ben Voth
Chairman Emeritus
First Heritage Savings
Credit Union

Rob Fleming
Chairperson
University of Victoria
Student's Society



Royal Bank Partners in Education

Elementary
and Secondary
School
Partnerships

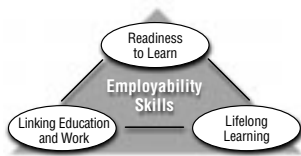
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ROYAL BANK

Elementary- Secondary

NEWFOUNDLAND



CONTACT

Gail Zwicker
Booth Memorial High School
145 Freshwater Road
St. John's, NF A1C 2P1
Tel: 709-579-3773
Fax: 709-579-1024
E-mail:
gzwicker@booth.k12.nf.ca

Ray Walker
Hickman Motors Ltd.
85 Kenmount Road
St. John's, NF A1B 3N7
Tel: 709-726-6990
Fax: 709-726-4003

LOCATION

St. John's, Newfoundland

ESTABLISHED

1995

NUMBER OF PARTNERS

90+

Overview

Future pathways is a mandatory work experience program for all Grade 11 students at Booth Memorial High School that meets the needs of both students and business.

Objectives

- The acquisition of employability skills for students
- The facilitation of career and personal planning for students
- A response to the increasing interdependency of education and business

Program Activities

- All students participate in an eight-week work placement
- Students offer a final multimedia presentation of their work experience
- Students develop an Employability Skills Portfolio and present it at an Employability Skills Portfolio Conference

Achievements

- Creation of an influential Advisory Board
- Placement of Grade 11 students at a work site
- Emphasis placed on a business' input into a student's Growth/Training Plan

Innovation

- Students attend monthly plenary sessions facilitated by business and educators
- Students are placed in emerging growth sectors

Benefits

Education

- Schools are kept current with the changing needs of business
- Students learn in an authentic setting
- Teachers develop one-on-one relationships with the students

Business

- Enhances company profiles
- Improved morale among workers

Elementary- Secondary

NEWFOUNDLAND



CONTACT

John Hennebury
Facilitator
Career Pathways
P.O. Box 13910
St. John's, NF A1B 4G7
Tel: 709-754-9988
Fax: 709-753-8527
E-mail:
jhennebu@stemnet.nf.ca

Christine Hollett
Executive Director
Capital Coast Development
Alliance
33 Pippy Place, 2nd Floor
St. John's, NF A1B 3X2
Tel: 709-753-5554
Fax: 709-753-5557
E-mail: ccda@nfld.com

LOCATION

St. John's, Newfoundland

ESTABLISHED

1996

NUMBER OF PARTNERS

77+

Overview

The program focuses on helping students formulate their career aspirations at each grade level throughout their high school education. Through a combination of occupation-related courses, career-development activities and the completion of a co-op program, students are able to develop realistic career plans.

Objectives

- Involve students in career-development exercises to ensure an effective transition from high school to employment or post-secondary education
- Facilitate a career-development focus across the curriculum
- Involve students in on-the-job training related to their personal interests

Program Activities

- Teacher workshops on career development
- Development of an enhanced curriculum which uses career-development concepts
- Workplace learning opportunities for teachers and students

Achievements

- "Collaborative synergy" in the area of career development
- Establishment of a "Career Information Technology Centre" (25 computer terminals)

Innovation

- A comprehensive collaboration between school and community partners integrated with the National Occupation Classification System

Benefits

Education

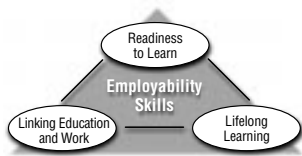
- Addresses the career-development needs of the students with an increased focus on life-long learning

Business

- Supports business through the development of human resources

Elementary- Secondary

NEWFOUNDLAND



CONTACT

Tom McGrath
Assistant Principal
Gonzaga High School
Smithville Crescent
St. John's, NF A1B 2V2
Tel: 709-753-7510
Fax: 709-753-2117
E-mail: tmcgrath@nfld.com

Mel Taylor
Director, Regulatory and
Public Affairs
Cable Atlantic
P.O. Box 8596
St. John's, NF A2B 3P2
Tel: 709-753-7583
Fax: 709-722-8384
E-mail:
mtaylor@cableatlantic.nf.ca

LOCATION

St. John's, Newfoundland

ESTABLISHED

1994

NUMBER OF PARTNERS

11

Overview

Grade 11 and 12 students earn high school credits and develop the skills and attitudes needed in today's global society while interning at a variety of media outlets. The emphasis is on television production. Each Monday, students produce their own in-school television program. The balance of the week is spent in other media placements.

Objectives

- To provide a structured pathway for students from school to "the real world"
- To provide students with employability skills
- To give students a better understanding of the media
- To provide students with an opportunity to develop technical and creative skills

Program Activities

- In-school media-literacy course
- Establishment of an Advisory Board

Achievements

- Production of public service announcements, documentaries, mini-documentaries, a weekly teen program
- Production of Christmas at Winterholm

Innovation

- Provides a hands-on experience for students in television and other media settings
- Exposes students to technology-based learning

Benefits

Education

- Students learn employability skills and increase their confidence
- Exposes students to new learning opportunities

Business

- Enhances community-based learning
- Creates potential volunteers and employees
- Provides programming for community channel

Elementary- Secondary

NEWFOUNDLAND



CONTACT

Anne Downey
 Queen Elizabeth Regional
 High School
 Box 160
 Foxtrap, NF A0A 2S0
 Tel: 709-834-2081
 Fax: 709-834-7121
 E-mail:
 adowney@GERHS.K12.NF.CA

Renée O'Neill
 Hibernia Management
 Development Corporation Ltd.
 10 Corisande Drive
 Mount Pearl, NF A1N 5A4
 Tel: 709-748-7800
 Fax: 709-748-7816
 E-mail:
 renee.oneill@hibernia.ca

LOCATION

Foxtrap, Newfoundland

ESTABLISHED

1996

NUMBER OF PARTNERS

10

Overview

Construction Technology for Women is a partnership that began in 1996 to promote construction technology as a viable career option for young women. It has now developed into a program worth two high school credits and involves a paid summer internship program.

Objectives

- A multidisciplinary course in which the primary goal is the exploration of non-traditional occupations for women
- The program gives students an appreciation of the role of technology in society and the need for life-long learning

Program Activities

- Two high school one-credit courses
- Paid summer internships

Achievements

- Globe '98
- Skills Canada '99

Innovation

- Only program of its kind operating in the six pilot sites in Canada
- Queen Elizabeth School is the only school offering it in Atlantic Canada

Benefits

Education

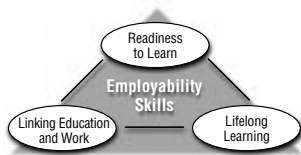
- The school has developed valuable partnerships with Women in Trades and Technology, industry and government
- Staff and students gain a wider acceptance of women in non-traditional roles

Business

- Employers receive energetic and enthusiastic young women as employees
- Employers receive positive word-of-mouth promotion from the young women who take part in the program

Elementary- Secondary

NEWFOUNDLAND



CONTACT

Brian Mosher
Gander Collegiate
3 Gander Bay Road
Gander, NF A1V 1W1
Tel: 709-256-2581
Fax: 709-651-2986
E-mail:
bmosher@calvin.sternnet.nf.ca

Brian Tremblett
Cable Atlantic
141 Airport Blvd.
Gander, NF A1V 1T5
Tel: 709-651-2652
Fax: 709-256-2797
E-mail:
cable9.gander@thezone.net

LOCATION

Gander, Newfoundland

ESTABLISHED

1996

NUMBER OF PARTNERS

6

Overview

Through the establishment of the Media Technology Internship Program, students can study television, video and media production as part of their high school curriculum. Students, who also visit local radio stations, learn through instruction as well as hands-on experience.

Objectives

- To build video/television production skills
- To provide students with on-site workplace training
- To expose students to technology-based learning
- To enhance the connection between school and the workplace

Program Activities

- Workplace experience as part of Cable-9 Gander's production team
- Regular placements at radio stations

Achievements

- Regular workplace experience as part of Cable-9 Gander's production team
- Regular workplace experience as part of production teams at radio stations
- Maintaining programming for a closed-circuit television network at Gander Collegiate
- Fulfillment of production requests for corporate partners

Innovation

- Provision of a creative and challenging learning environment that fosters teamwork and the integration of technology while providing a valuable community service

Benefits

Education

- A powerful and interesting means of acquiring new and valuable personal skills

Business

- Development of a base of possible employees
- Skills acquisition through training

Elementary- Secondary

NEW BRUNSWICK



CONTACT

Iain Dunlop
Co-ordinator of Co-operative
Education
Carleton North High School
30 School Street
Bristol, NB E7L 2G2
Tel: 506-392-5120
Fax: 506-392-5113
E-mail: dunloiad@nbed.nb.ca

Richard Crompton
Director of Human Resources
McCain Foods Ltd.
Box 97
Florenceville, NB E0J 1K0
Tel: 506-392-5541
Fax: 506-392-2835

LOCATION

Carleton County,
New Brunswick

ESTABLISHED

1992

NUMBER OF PARTNERS

2

Overview

This partnership involves business/manufacturing placements for a five-month period, job-shadowing apprenticeships and corporate educational presentations for students and teachers. Carleton North High School provides space for meetings, seminars, training sessions, conferences and presentations by McCain Foods Ltd. McCain's also provides teacher work placements in engineering, accounting and computer programming.

Objectives

- Promote employability skills
- Present technology, career and stay-in-school information
- Promote professional development while sharing facilities and knowledge

Program Activities

- Education and apprenticeship placements for students
- Job-shadowing and self-paced learning opportunities for students
- Teacher-in-business placements

Achievements

- Students are exposed to the latest technology and acquire current information skills
- Over 330 students have been involved since the program's inception
- Community involvement/pride in student employability and personal development

Innovation

- Partnership with a multinational company
- Group, individual plan and placement approach used by business
- Involvement of minorities

Benefits

Education

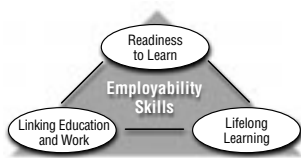
- Assists students with career choices
- Students increase their employability

Business

- Access to school facilities
- Awareness of student potential and accomplishments

Elementary- Secondary

NEW BRUNSWICK



CONTACT

Ruth Giberson
Partnerships and Innovations
School District #13
138 Chapel Street
Woodstock, NB E7M 1H3
Tel: 506-325-4754
Fax: 506-325-4490
E-mail: ruthg@gou.nb.ca

Greg Machum
President
BrunNet
Tel: 506-450-6253
Fax: 506-450-6265
E-mail: gregm@brunnet.net

LOCATION

Fredericton and
Perth-Andover,
New Brunswick

ESTABLISHED

1989

NUMBER OF PARTNERS

6

Overview

This partnership allows Southern Victoria High School in rural New Brunswick to incorporate information technology while supporting research, writing and communications opportunities for students and teachers.

Objectives

- To mutually understand the benefits of a relationship between a school, a district and a business
- To benefit students as they learn to live in an economy with new employment opportunities
- To provide teachers with support in the school's high-tech environment
- To research implementation plans for computer technology from delivery and installation to in-class use

Program Activities

- BrunNet provides an on-site technician for the school
- Co-op students learn with the assistance of the on-site technician
- Youth Apprenticeship program
- School "technology champion" becomes a LAN expert through BrunNet support

Achievements

- On-site technician boosts morale
- Students become job-ready
- Students have on-line learning opportunities

Innovation

- Demonstrates the value of partnerships
- Increases opportunities for all partners

Benefits

Education

- Innovative learning opportunities for teachers and students
- Improved employability skills for teachers and students

Business

- Improved public relations
- Company now has an outreach business

Elementary- Secondary

NEW BRUNSWICK



CONTACT

Honourable Bernard Richard
Minister of Education
New Brunswick
Department of Education
P.O. Box 6000
Fredericton, NB E3B 5H1
Tel: 506-453-2523
Fax: 506-457-4960
E-mail: bernardr@gov.nb.ca

Mary Keith
Director
J.D. Irving, Limited
300 Union Street, 9th Floor
Saint John, NB E2L 4M3
Tel: 506-632-5122
Fax: 506-648-2205
E-mail:
keith.mary@jdirving.com

LOCATION

New Brunswick

ESTABLISHED

1996

NUMBER OF PARTNERS

20

Overview

This program involves the development of the Irving Forest Discovery Network (ifdn), a World Wide Web site where whole classrooms can take virtual tours of forestry workplaces such as a saw mill or paper mill. Students learn not only about the skills needed to enter the business, but also about issues such as forest management, environmental stewardship and preservation.

Objectives

- Through SchoolNet, students learn about a business that is directly related to their community
- Brings students closer to the forestry workplace without interrupting the business or transporting the students

Program Activities

- Virtual tours of the web site and "Ask René," a fox mascot who answers e-mailed questions
- A resource guide for teachers
- A bilingual newsletter

Achievements

- A useful resource, learning and teaching tool
- "Ask René" brings questions directly to company managers

Innovation

- Developed with all partners
- Focus-tested material that directly relates to the region

Benefits

Education

- Web site relates to curriculum and careers for students in the Atlantic region
- Provides tours without travel

Business

- Students from remote regions get to see the forest industry up close
- Enhanced public image

Elementary- Secondary

NOVA SCOTIA



CONTACT

Frank Pecora
Annapolis Valley
Regional School Board
P.O. Box 340
Berwick, NS B0P 1E0
Tel: 902-538-4626
Fax: 902-538-4630
E-mail: frank.pecora@
avrsb.ednet.ns.ca

Brad Potts
Foodland
P.O. Box 815
Middleton, NS B0S 1P0
Tel: 902-825-6444
Fax: 902-825-3722

LOCATION

Lawrenceton, Nova Scotia

ESTABLISHED

1995

NUMBER OF PARTNERS

65

Overview

This broad-based partnership is located in a very rural setting and involves work placements, academic upgrading, computer training and other components aimed at increasing opportunities for students and developing a more skilled work force.

Objectives

- To enable students to fulfill their potential, both personally and in the community
- To increase the employability and literacy of participants
- To provide work experience for the chronically unemployed or underemployed

Program Activities

- Work placements, academic upgrading, computer training, high school credit course opportunities, entrepreneurial training and community capacity-building
- Organization of Adult Students in Transition
- Breakfast program, Return to Learning program and Annapolis County Learning Network

Achievements

- Participation goals and expectations were exceeded by 82 per cent
- 50 per cent of participants are expected to find work or continue in school
- 62 clients who were on social assistance are now making their own way

Innovation

- A rural adaptation of the Youth Internship Canada program
- Utilized a large network of small businesses rather than one or two large businesses

Benefits

Education

- A broadening of educational opportunities for students
- A heightened awareness of the business sector's personnel requirements

Business

- The development of a larger, more skilled workforce

Elementary- Secondary

NOVA SCOTIA HONOURABLE MENTION



CONTACT

Brian Ellenberger
Principal
John MacNeil
Elementary School
62 Leaman Drive
Dartmouth, NS B3A 2K9
Tel: 902-414-2487
Fax: 902-414-2616
E-mail:
bellenberger@jmej.ednet.ns.ca

Julie Wynn
Assistant Marketing Director
Mic Mac Mall
21 Mic Mac Blvd.
Dartmouth, NS B3A 4N3
Tel: 902-463-5891
Fax: 902-469-5268
E-mail:
jwynn@cambridgemalls.com

LOCATION

Dartmouth, Nova Scotia

ESTABLISHED

1996

NUMBER OF PARTNERS

9

Overview

The partnerships were formed in an effort to secure funding for technology, parent support, student counselling and a breakfast program. The elementary schools provide promotion for businesses as well as support and learning for university students.

Objectives

- To provide technology in support of students' learning
- To provide support for parents
- To promote positive educational experiences through proper nutrition
- To provide support among schools

Program Activities

- Breakfast program
- University students placed in schools to help children
- Modern technology provided to schools to enhance learning

Achievements

- Increased awareness of school/student needs by the business community
- Positive growth of student learning
- Students now have Internet access
- Proper nutrition for students

Innovation

- A support team of five schools was created when the school board grew from 27 to 144 schools
- Scope of partnerships covers a diverse range of needs for students and the community
- One major business is the umbrella under which smaller businesses participate

Benefits

Education

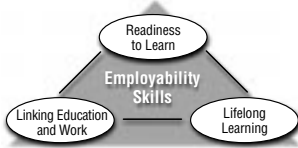
- Schools' technology has been upgraded
- Children enjoy better nutrition and, as a result, are better able to concentrate

Business

- Better awareness of schools' needs
- Better school support because they are aware that the children are their future

Elementary- Secondary

NOVA SCOTIA



CONTACT

Kimberly Cook
Nova Scotia
Community College
P.O. Box 1153
Halifax, NS B3J 2X1
Tel: 902-491-6733
Fax: 902-491-4828
E-mail: cookkm@nssc.ns.ca

Natalie Stirling
Training & Development
Manager
Sable Offshore Energy Inc.
1701 Hollis Street
Halifax, NS B3J 3M8
Tel: 902-496-0950

LOCATION

Across Nova Scotia

ESTABLISHED

1996

NUMBER OF PARTNERS

8

Overview

Government and industry are increasingly looking to community colleges as active partners in promoting economic growth. Forming partnerships with like-minded organizations is one way colleges can meet those demands and provide a skilled workforce. This partnership provides young women with the opportunity to learn about non-traditional occupations in the trades and technology sectors.

Objectives

- To present young women with an array of occupations in the trades and technology sectors
- To show young women the critical role work plays in their lives
- To show young women the significance of mathematics and the sciences to their careers

Program Activities

- “In demand” trade and technology careers are identified and six girls from each of eight different schools research it, using a female role model already employed in that industry
- “Techsploration Day” allows all groups to learn about each others’ careers through discussions and workshops

Achievements

- A total of 48 Grade Nine and Ten girls participated in the program and learned about exciting careers they may not have considered
- Students are left with more information and are better able to make career choices

Innovation

- The program is proactive while making a positive statement about the commitment to education, training, youth, diversity and the strengthening of the workforce

Benefits

Education

- provides students with valuable career information
- provides educators with tools for effective teaching and become a resource to school and community

Business

- provides a platform to show its commitment to educating diverse young students
- potential for future employees

Elementary- Secondary

PRINCE EDWARD ISLAND



CONTACT

Brian Gray
Teacher
Charlottetown Rural
100 Burns Crescent
Charlottetown, PE C1A 1K6
Tel: 902-368-2696
Fax: 902-894-7029

Terry Davis
Manager
Fair Isle Ford
P.O. Box 396
Charlottetown, PE C1A 7K7
Tel: 902-368-3673
Fax: 902-361-1716

LOCATION

Charlottetown,
Prince Edward Island

ESTABLISHED

1996

NUMBER OF PARTNERS

17

Overview

The partnership was developed to increase student awareness of employability skills, using the planning, construction and implementation of a robot as the vehicle.

Objectives

- Encourage teamwork
- Develop skills in physics, mathematics, electronics, robotics, technology and personnel management
- Offer opportunities for public speaking, media relations, leadership and problem-solving
- Teach students to create an employment portfolio

Program Activities

- Research, design and construction of a robot
- Student video production
- Open House evenings
- Student projects

Achievements

- Increased self-confidence among students
- Positive response from parents and community
- More employment opportunities
- First-place trophies in the categories of "Most Innovative Strategy" and "Best Multimedia" at the Atlantic Robot Competition

Innovation

- Mentor expertise and student teams were focused on specific tasks, resulting in efficient use of time and human resources

Benefits

Education

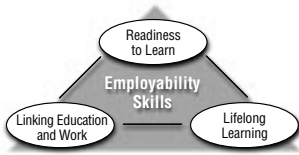
- Students develop employability skills
- Teaching resources and links are established within the community

Business

- Chance to work with youth (future employees)
- Opportunity to develop staff resources
- Can create links with educators and parents

Elementary- Secondary

PRINCE EDWARD ISLAND



CONTACT

Ernestine Arnold
Principal
Vernon River
Consolidated School
R.R. #2
Vernon Bridge, PE C0A 2E0
Tel: 902-651-8520
Fax: 902-651-8516

Mike Oulton
President
Vernon River Community
Access Project, Inc.
R.R. #2
Vernon Bridge, PE C0A 2E0
Tel: 902-651-2867
Fax: 902-651-8516
E-mail:
oultom@vernonrvr.edu.pe.ca

LOCATION

Vernon Bridge,
Prince Edward Island

ESTABLISHED

1996

NUMBER OF PARTNERS

5

Overview

In exchange for access to school facilities, the Vernon River Consolidated School (VRCS) receives significant contributions of equipment and technological expertise from the Vernon River Community Access Project, Inc. (VRCAP)

Objectives

- To provide equipment and technological expertise to VRCS
- To provide affordable access for adults to the computer training site at VRCS
- To provide youth with marketable skills
- To stimulate business through the use of the computer facilities

Program Activities

- Adult computer training
- Accumulation of computer hardware and software for the school

Achievements

- Added technology for the school
- Created short- and long-term jobs

Innovation

- Donated computer equipment is used by students and staff during the day while after-hours use of the school facilities allows for adult computer training

Benefits

Education

- A well-equipped computer lab for students and staff

Business

- As a result of training, many people have purchased home computer units from local businesses
- A better-trained workforce

Elementary-Secondary

PRINCE EDWARD ISLAND



CONTACT

Kevin Stonefield
Georgetown
Elementary School
P.O. Box 100
Georgetown, PE C0A 1R0
Tel: 902-652-8970
Fax: 902-652-8970

David Boyce
South East
Environmental Association
P.O. Box 1500
Montague, PE C0A 1R0
Tel/Fax: 902-838-0635
E-mail:
seaacap@pei.sympatico.ca

LOCATION

Prince Edward Island

ESTABLISHED

1995

NUMBER OF PARTNERS

2

Overview

The Georgetown Environmental Team was developed to ensure a clean environment in the school community. Project tasks are created through partnering with various agencies. Some projects are short term, while others occur annually.

Objectives

- To create and maintain a clean school environment
- To involve as many people as possible in an effort to promote widespread responsibility for environmental issues
- To maintain projects in which The Team becomes involved

Program Activities

- Annual beach clean-up
- Adoption of a 10-kilometre section of Rails-to-Trails (Confederation Trail)
- Clean-up of Teddy's Dam
- Creation of a recycling project

Achievements

- Overall winner of the 1996 Canadian Wildlife Federation's National Wildlife Week Program Award
- 1997 Youth Environmental Award from the Southeast Environmental Association

Innovation

- The program is flexible
- The Team takes on projects that involve learning

Benefits

Education

- An opportunity to teach students about the environment, an important aspect of their lives
- An opportunity to teach students about the value of change

Business

- Access to workers that have shown heart, desire, commitment and an understanding of how various factors have an impact on their lives

Elementary- Secondary

QUEBEC



CONTACT

Lee Rother
Teacher
ACE Program
Lake of Two Mountains
High School
2105 Guy
Lake of Two Mountains, QC
J7R 1W6
Tel: 450-491-1000
Fax: 450-491-6862
E-mail:
ACEProgram@Netscape.net

Anne Brohan
Sir Wilfrid-Laurier School
Board
1105 Victor Morin
Laval, QC H7G 4B8
Tel: 450-668-4380
Fax: 450-668-3555

LOCATION

Deux Montagnes, Quebec

ESTABLISHED

1990

NUMBER OF PARTNERS

60

Overview

The Alternative Career Education (ACE) program assists at-risk high school students/employees to make a successful transition from school to the workplace or to further education. The program includes school businesses, seminars, community programs and on-the-job training.

Objectives

- Help students make the transition from school to work or further education
- Increase motivation for students to stay in school
- Increase the students' work habits and help them develop marketable skills
- Assist students as they develop traditional and non-traditional skills

Program Activities

- School businesses
- Seminars
- Community programs
- On-the-job training

Achievements

- The vast majority of ACE students/employees have completed two years in the program, have earned credits in the core subjects and have received four Attestations of Skills from the Quebec Ministry of Education

Innovation

- At-risk students are characterized by low self-esteem and a lower-than-average level of literacy. This program teaches them to use information, technology, problem-solving skills and higher-level thinking

Benefits

Education

- Training at-risk youth
- Maintaining the media technology facilities in the school
- The program has the potential to become self-sustaining

Business

- Employers can keep current on educational activities
- Business can influence the school system to the benefit of industry
- A source of potential employees

Elementary- Secondary

**QUEBEC
HONOURABLE MENTION**



CONTACT

Paul Gracia
I.P.L. Teacher
Satuumavik School
General Delivery
Kangiqsualujjuaq, QC
JOM 1N0
Tel: 819-337-5250
Fax: 819-337-5354

John Bouchard
The NorthWest Company
P.O. Box 51025
Orleans, ON K1E 3W4
Tel: 613-841-3952
Fax: 613-841-3954

LOCATION

Nunavik, across Canada,
Alaska and Greenland

ESTABLISHED

1996

NUMBER OF PARTNERS

100+

Overview

Individualized Paths of Learning (IPL, Inc.) was formed to provide students with a realistic business environment in which to apply the Small Business Management principles they learn in the classroom.

Objectives

- Motivate youth to stay in school
- Encourage entrepreneurship among the Inuit people
- Promote the image of Nunavik

Program Activities

- Creation of small business activities
- Production and distribution of postcard and matted print materials
- Establishment of a Community Youth Centre

Achievements

- Reduced high school drop-out rate
- Influenced the development of four new businesses
- Produced and sold over 17,000 Nunavik postcards
- Founded new national business partnership
- Realized profits in excess of \$30,000

Innovation

- First to produce Nunavik-specific postcards
- Only class to operate so many businesses
- Created a community youth centre owned and operated by teens

Benefits

Education

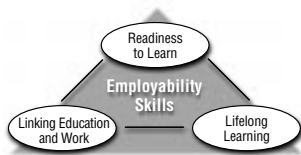
- Academically challenged students meet success, enhance their self-esteem and remain in school longer
- Students learn and apply small-business skills
- School gets credit for important community services

Business

- Improved community relations
- Great postcards and prints available in their stores

Elementary- Secondary

QUEBEC



CONTACT

Linda Thoms
Teacher-Coordinator
Job Opportunities' Class
Western Laval High School
3200 du Souvenir
Laval, QC H7V 1W9
Tel: 450-688-2911 Ext. 47
Fax: 450-688-5129

Pierre Di Tullio
Manager, Distribution Center
Au Coin des Petits Group
930 St. Martin Blvd.
Laval, QC H7S 2B6
Tel: 450-967-9467
Fax: 450-967-0346

LOCATION

Laval, Quebec

ESTABLISHED

1995

NUMBER OF PARTNERS

2

Overview

This partnership gives special-needs students the opportunity to get on-the-job training in a bilingual environment.

Objectives

- Provide training for special-needs students (choice of either warehouse or office setting) with a primary emphasis on employability skills

Program Activities

- Half-year: academics; half-year: job training

Achievements

- 92 per cent of participants were offered a position while continuing their education

Innovation

- Anglophones in a French-speaking environment
- Paid job training and flexible time to allow for continuing education
- Student cannot be fired during placement

Benefits

Education

- Students tend to stay in school
- Increased self-esteem and sense of responsibility for students
- A chance for success for the learning-disabled

Business

- Business can provide a service to the community by helping a clientele that might normally face closed doors
- Better trained workforce
- Better public relations for business — appreciation by parents, students and educators

Elementary- Secondary

ONTARIO



CONTACT

Linda Barfoot
Consultant
Experiential Learning
Waterloo Region
District School Board
51 Ardel Avenue, Box 68
Kitchener, ON N2G 3X5
Tel: 519-570-0003 Ext. 4243
Fax: 519-742-1364
E-mail: linda-barfoot@
ad.wrdsb.edu.on.ca

Laura Brohman
Marketing Manager
Mattamy Homes Limited
2360 Bristol Circle
Oakville, ON L6H 6M5
Tel: 905-829-2424
Fax: 905-829-2002

LOCATION

Cambridge, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

30+

Overview

This program is a hands-on learning experience that is designed to foster the next generation of management and skilled workers in the new-home building industry.

Objectives

- Establish a hands-on learning environment for students
- Foster in participants the desire to join the home-building industry
- Enhance participants' life skills and inspire a strong work ethic

Program Activities

- Construction of a new home
- Instruction in the classroom and on-site

Achievements

- A new home was constructed
- A replicable education model was developed
- A sense of achievement was instilled in the students
- The potential for guaranteed admission and advanced standing at the college level was achieved

Innovation

- Expansion of a previously rural-based, one-time student building program into a long-term suburban co-op work-study program

Benefits

Education

- Increases the chances of at-risk students receiving a high-school diploma
- Adds a practical component to high-school education

Business

- Provides skills to students who may eventually be hired by the industry
- Raises the public perception of the industry, resulting in more people being attracted to it
- Fosters an understanding at the school level of the needs of business

Elementary- Secondary

ONTARIO HONOURABLE MENTION



CONTACT

Trevor Walker
Russell Arts and
Education Centre
1053 Concession Street
Russell, ON K4R 1C7
Tel: 613-445-1534
Fax: 613-445-1658

Richard Servais
Tim Horton's
2 Racine Street
Casselton, ON K0A 1M0
Tel: 613-764-0483
Fax: 613-764-0480

LOCATION

Russell, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

21

Overview

The Relevant Education and Applied Learning (REAL) program is a 50/50 work placement/academic approach to learning that is designed to enhance the education of students with behavioural needs and/or learning difficulties. The program was launched in an unused school building that has now been transformed into a Community Education Centre.

Objectives

- Keep at-risk students in school
- Develop an internship program with a skilled-occupation career-education plan
- Increase the number of paying jobs that follow high school graduation

Program Activities

- Individualized academic program every other day
- Work placement every other day

Achievements

- All graduates have secured a paying job
- Growth of 300 per cent in three years
- Support of parents, business and social agencies

Innovation

- Individual programs for each student
- 50/50 academic/work placement
- Individualized career-education portfolio for each student
- Involves a large number of small businesses
- Every occupation has a skilled occupation training profile

Benefits

Education

- An alternative for at-risk students

Business

- Involved in the education and training for specific occupations in apprenticeship-type training

Elementary- Secondary

ONTARIO



CONTACT

Lila Read
Co-op Coordinator
Kitchener Waterloo Collegiate
and Vocational School
787 King Street West
Kitchener, ON N2G 1E3
Tel: 519-745-6851
Fax: 519-745-1549
E-mail:
creategreat@hotmail.com

Elaine Barton
City of Kitchener
200 King Street West
Kitchener, ON N2G 4G7
Tel: 519-741-2200
Fax: 519-741-2400

LOCATION

Kitchener, Ontario

ESTABLISHED

1991

NUMBER OF PARTNERS

3

Overview

The program focuses on life-long learning and the development of employability skills and is committed to encouraging students to stay in school.

Objectives

- Develop an understanding of each partner's role, needs and responsibilities
- Demonstrate a life-long commitment to learning
- Enhance student awareness of career opportunities
- Enhance municipal awareness of education

Program Activities

- Outreach programs, work placements, business visits, job shadowing
- Continuing education classes for city staff
- Fundraising in support of an African language program

Achievements

- Mutually rewarding and positive co-operative
- Establishment of a perfect attendance program
- Community service program and Community Service Award
- The partnership puzzle conference
- Mentorship and job-shadowing program

Innovation

- Development of a civics course and Local Government Day
- Only partnership in Ontario involving public and Catholic boards of education as well as municipalities

Benefits

Education

- Youth take ownership of their communities
- Young people have more relevant education opportunities

Business

- Several new business-related programs
- Business has a more positive view of youth
- Business now recognizes the needs of the schools

Elementary- Secondary

ONTARIO



CONTACT

Blanca Abramson
Vice-Principal
O.M. MacKillop Public School
206 Lucas Street
Richmond, ON L4C 4P7
Tel: 905-884-5711
Fax: 905-884-1282
E-mail:
blanabra@enoreo.on.ca

Rob Rochon
Director of Employment Equity
Loblaw Companies Limited
6 Monogram Place
Etobicoke, ON M9R 4C4
Tel: 416-240-3817
Fax: 416-240-3824
E-mail: rrochon@ngco.com

LOCATION

York Region, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

3

Overview

This program began in support of a student-leadership conference on anti-racism and ethnocultural equity and has expanded to include continued support of the conference and professional development for leaders in the stakeholder organizations.

Objectives

- Develop foundation skills in students promoting respectful, inclusive working and learning environments
- Cultivate positive attitudes and behaviours
- Develop teamwork and leadership skills

Program Activities

- Student leadership conference
- Administrators' Anti-bias Study Group
- Administrators' Action Research Project

Achievements

- Conference for 20 schools expanded to include 40 schools
- The partnership is evolving, resulting on more partnerships
- Program now includes administrator leadership and development
- Presentation of the program at the Conference Board of Canada's Annual Conference

Innovation

- Fosters the renewal of the curriculum to be more anti-bias
- Involves students during a critical time in their development

Benefits

Education

- Students have more non-traditional role models
- Students improve their employability skills
- Administrators can take part in professional development

Business

- Corporate appreciation of education issues
- Employees develop leadership skills
- Better trained work force

Elementary- Secondary

ONTARIO



CONTACT

Jan Scott
Principal
Balmoral Senior
Public School
233 Balmoral Drive
Brampton, ON L5N 1S8
Tel: 905-793-6070
Fax: 905-793-2665
E-mail:
jan-scott/pvp/psh@peelsb.com

Gwen Doucet
The Sports Network
25 Shepperd Avenue East,
Suite 100
North York, ON M2J 5C2
Tel: 416-490-7332
Fax: 416-490-7032

LOCATION

Brampton/Toronto, Ontario

ESTABLISHED

1992

NUMBER OF PARTNERS

2

Overview

Grade Eight students are taken through a four-day training/mentoring experience by personnel from The Sports Network.

Objectives

- To acquaint students with broadcasting job opportunities
- To give students real life work experience
- To promote the importance of employability skills to the students

Program Activities

- 10-12 Students tour TSN and see the full array of potential job opportunities
- Two of the students are chosen to spend four full days at TSN where they learn how SportsDesk is created and are invited to create their own "mentor version" of the program

Achievements

- A revised and refined program now involves more students than it did six years ago when it was initiated
- TSN has been recognized in the school's "Hall of Fame" and has received the school's Citizenship Award

Innovation

- This program is for elementary students whereas most programs of this nature are for older children

Benefits

Education

- Students see the relevance of employability skills
- Grade Eight students are motivated to learn job application skills

Business

- Promotes job opportunities among potential future employees
- TSN received the school's support during the station's licence renewal with the CRTC

Elementary- Secondary

ONTARIO



CONTACT

Dawson Robertson
Head of Science
Burford District High School
Box 159
Burford, ON N0E 1A0
Tel: 519-449-2457
Fax: 519-449-5314
E-mail:
dawsrobe@enoreo.on.ca

Dov Bensimon
Meteorologist
The Weather Network
1 Robert Speck Parkway,
Suite 1600
Mississauga, ON L4Z 4B3
Tel: 905-566-9511
Fax: 905-566-9472

LOCATION

Burford, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

6

Overview

The science department at Burford District High School began the operation of a weather station three years ago, enabling students to learn about all aspects of meteorology. They have now joined The Weather Network in an effort to become a legitimate Environment Canada class station.

Objectives

- Provide reliable weather forecasts for the Burford community
- Create a climatology of the area
- Promote meteorological and environmental awareness in schools

Program Activities

- Supplying local weather information
- Feeding collected information into the school network for use in other schools
- Create a "virtual co-op" through which a student monitors the station and is supervised via the Internet by personnel from The Weather Network

Achievements

- Created the station in 1994
- Established a partnership with The Weather Network in 1996
- Received an endorsement from the Town Council in 1998

Innovation

- The first legitimate weather station established by a district high school through corporate partnerships
- A direct attempt to integrate the school into the community

Benefits

Education

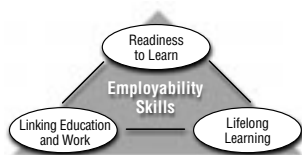
- An opportunity for experiential learning
- All subject departments work toward a common goal
- Students help the community

Business

- A supply of important information for the agricultural community
- Public education is our partner's business

Elementary- Secondary

ONTARIO



CONTACT

Paul VanDerHelm
Vice-Principal
Earncliffe Senior
Public School
50 Earncliffe Circle
Brampton, ON L6T 2B2
Tel: 905-793-2903
Fax: 905-793-1230
E-mail:
paul.vanderhelm@peelsb.com

Kristina Sakus
Specialist
Education Interaction
Nortel Networks
8200 Dixie Road
Brampton, ON L6T 5P6
Tel: 905-863-1578
Fax: 905-863-8282
E-mail:
ksakus@nortelnetworks.com

LOCATION

Brampton, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

23

Overview

Elementary teachers and administrators learn the principles of computer software applications. The three-hour courses on popular applications are taught by Nortel volunteers.

Objectives

- Familiarize staff with popular computer software
- Increase teachers' comfort level with computer software so they can encourage students to use the computer labs

Program Activities

- Nortel employees teach school staff on selected Wednesday evenings and Saturday mornings

Achievements

- The program has doubled in size each year
- To date, over 350 teachers from 22 schools have attended a course
- A low ratio of teacher to student (typically 4–6 volunteer teachers for every 12 students) has been achieved
- By the end of the 1998/99 school year, 60 courses will have been taught

Innovation

- An employee-initiated program that was customized to meet the school's needs

Benefits

Education

- Interaction with local high-tech company
- Teachers get exposure to the Nortel facilities, its employees and its corporate culture

Business

- A sense of satisfaction having assisted local teachers
- Personal professional development as Nortel employees get to hone their presentation skills

Elementary- Secondary

ONTARIO



CONTACT

Mira Hattiangadi
Principal
Joyce Public School
26 Joyce Parkway
North York, ON M6B 2S9
Tel: 416-395-2600
Fax: 416-395-2609
E-mail:
mira.hattiangadi@tdsb.on.ca

Lori Cranson
Vice-president, Program
The Learning Partnership
P.O. Box 79
1 Dundas Street West
Suite 504
Toronto, ON M5G 1Z3
Tel: 416-204-4231
Fax: 416-204-4378
E-mail: lcranson@tlp.on.ca

LOCATION

Ontario

ESTABLISHED

1995

NUMBER OF PARTNERS

13

Overview

The locally based initiative enables elementary schools to design, launch and operate entrepreneurial ventures in collaboration with corporate partners.

Objectives

- To allow students to demonstrate and/or develop: critical and creative thinking skills; a sense of accomplishment; clear communication and organization skills
- To allow educators and corporate partners to promote an understanding of roles and to create avenues for networking
- To provide professional development for educators and business partners

Program Activities

- Class ventures
- Orientation programs for educators/partners
- Entrepreneurial Adventure Fair and Reception
- Mentoring program

Achievements

- 25 schools matched with business partners
- 60 educators have attended orientation sessions
- Students have achieved project objectives

Innovation

- The program allows students to identify a need and address it
- The program encourages all who participate to become comfortable on the edge of their imagination

Benefits

Education

- Educators can interact with students in new and creative ways
- Allows for professional development
- Enables the establishment of new links between the school and the community

Business

- Opportunity to mentor youth
- Sense of pride in their profession/workplace and skills for business partners
- Allows for professional development

Elementary- Secondary

ONTARIO



CONTACT

Carolyn Crosby
Principal
Gordon Graydon Memorial
Secondary School
1490 Ogden Avenue
Mississauga, ON L5E 2H8
Tel: 905-274-2391
Fax: 905-274-9383
E-mail:
carolyn.crosby@peelsb.com

James Brown
Foundation of the
Flexographic
Technical Association
2365 Dixie Road
Mississauga, ON L4Y 2A2
Tel: 905-273-5656
Fax: 905-273-9022
E-mail:
jamesbrown@sealedair.com

LOCATION

Mississauga, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

3

Overview

This partnership has resulted in the only flexography (printing process) program of its kind in Canada. The program is fully supported by the Canadian flexography industry.

Objectives

- To help students gain employability skills
- To meet the need for trained individuals within the Canadian flexography industry

Program Activities

- Press operation
- Logo design and creation
- Guest lectures
- Portfolio development

Achievements

- Peel Partnership Celebration participant
- Created labels for partner's business
- Student work placements
- Student gained full-time employment following participation in the program

Innovation

- Creation of a Flexography Advisory Committee
- Technical and financial support from the Foundation of the Flexographic Technical Association (FFTA)
- Students compete in North American and global competitions
- FFTA paid to have a teacher trained in the U.S.

Benefits

Education

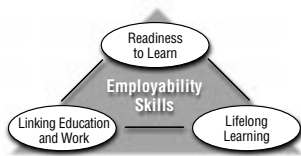
- Students see connection between education and work
- Students gain employability and career options

Business

- Meets the need for trained individuals within the Canadian flexography industry
- Improved skill level of workers
- Businesses enjoy increased exposure in the community

Elementary- Secondary

ONTARIO



CONTACT

Stuart Shaw
The Humberview School
135 Kingsview Drive
Bolton, ON L7E 3V8
Tel: 905-857-0771
Fax: 905-857-7772

Tasos Stathopoulos
Husky Injection Molding
Systems Ltd.
500 Queen Street South
Bolton, ON L7E 5S5
Tel: 905-951-5000 Ext. 2863
Fax: 905-951-5323
E-mail: tstathop@husky.on.ca

LOCATION

Bolton, Ontario

ESTABLISHED

1990

NUMBER OF PARTNERS

2

Overview

Program includes: outdoor and environmental education; music program; robotics and technology program; co-operative education; shared expertise; special projects; availability of facilities for recreational purposes.

Objectives

- To support education in Caledon, especially education geared toward technology, the environment, leadership and team building

Program Activities

- Involvement in the various program activities helps create and develop future workforce and citizens of the community

Achievements

- School wishes to be an equal partner
- Business strongly supports youth initiatives, especially those geared towards education in technology
- Both organizations are focused on creating a win-win situation

Innovation

- Equal partners
- Different program components to ensure a well-rounded individual

Benefits

Education

- Improved employability

Business

- Better-trained workforce

Elementary- Secondary

ONTARIO



CONTACT

Marjorie Dickson
Merivale High School
1755 Merivale Road
Nepean, ON K2G 1E2
Tel: 613-224-1807
Fax: 613-224-1416
E-mail: marjorie_dickson
@ocdsb.edu.on.ca

Sylvie Chadwick
Nortel Networks
P.O. Box 3511, Station C
Ottawa, ON K1Y 4H7
Tel: 613-765-2628
Fax: 613-763-2008
E-mail: sylvieC@
nortelnetworks.com

LOCATION

Nepean, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

2

Overview

This program helps students improve their skills in the areas of technology, literacy and numeracy. The coalition between Nortel and Merivale High School is committed to the linkage between education and business for the purpose of improving the curriculum.

Objectives

- Develop students' employability skills
- Enrich student learning and personal growth
- Build Merivale High School's reputation as a leader in staff and student development in the areas of technology, literacy and numeracy

Program Activities

- Mystery Day – a team-oriented engineering challenge for all students
- Career of the Week – journalism students prepare a weekly career profile
- Mentoring program for at-risk students

Achievements

- Enhanced student interest in science and technology
- At-risk students are more likely to stay in school
- Increased awareness of high-tech careers

Innovation

- Mentoring program and Career of the Week are innovative as is the committee structure wherein Nortel employees are the parents of the students who take part. Also, surveys are created and presented by senior computer students

Benefits

Education

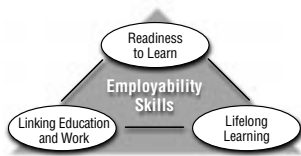
- Students and teachers are exposed to high-tech environment
- Students have an increased interest in science, mathematics and technology by students

Business

- Increases employee satisfaction
- Prepares workers of the future

Elementary- Secondary

ONTARIO



CONTACT

Diane Grieve
Principal
Clark Boulevard Public School
201 Clark Blvd.
Brampton, ON L6T 2C9
Tel: 905-793-6060
Fax: 905-793-0235
E-mail: grieve@clarkblvd.peel.edu.on.ca

Steve Wilson
Supervisor of Special Services
City of Brampton
Parks Services Centre
115 Orenda Road
Brampton, ON L6W 1V7
Tel: 905-874-2912
Fax: 905-874-2917
E-mail: stevewilson@city.brampton.on.ca

LOCATION

Brampton, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

10

Overview

Earth Alert is a schoolyard naturalization project developed and supported by ten partners. A number of areas, including part of an adjacent park, are being used as environmental learning sites for the school.

Objectives

- Support learning for 500 children who might not otherwise have access to these types of activities

Program Activities

- In the first year, the entire school helped plan the schoolyard naturalization project

Achievements

- The development of several outdoor learning areas including Outdoor Science Classroom, A Growing Garden, A Bird Habitat, A Treeline Corridor, A Toad Habitat and a Dedication Garden

Innovation

- The collaborative planning that occurred between partners in the design and construction of the naturalized areas

Benefits

Education

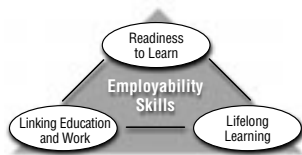
- There are now outdoor learning environments
- Biodiversity on the school grounds has been achieved
- Students learn stewardship

Business

- Public recognition
- Contribution to student learning
- Partners gain knowledge about school programs

Elementary- Secondary

ONTARIO



CONTACT

Connie Smith
Ottawa Crescent
Public School
75 Ottawa Crescent
Guelph, ON N1E 2A8
Tel: 519-822-6990
Fax: 519-822-5133
E-mail:
ottawa@boad.wcbe.on.ca

Doug Brothwell
Wellington-Dufferin-Guelph
Health Unit
205 Queen Street East
Fergus, ON N1M 1T2
Tel: 519-843-2460
Fax: 519-843-2321

LOCATION

Guelph, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

2

Overview

A partnership between elementary teachers and public dental health care providers resulted in the creation and implementation of a dental health education resource for junior students.

Objectives

- Develop a dental unit for elementary students that addresses mandatory expectations of the Ministry of Health and the Ministry of Education and Training
- Improve educational opportunities for all students utilizing unused, stored dental resources from the Health Unit

Program Activities

- “Teeth” – a dental health education resource
- “Teeth” – classroom kit
- “Teeth” – interactive dental museum

Achievements

- Creation of an all-inclusive dental health resource for students in grades 4–6
- Development of an interactive dental museum

Innovation

- First collaborative dental unit in Ontario using the expertise of educators and dental health care providers
- Established a link between educators and dental health care personnel to ensure children receive proper dental education

Benefits

Education

- Provides teachers with a compact, high quality, hands-on dental kit that meets Ministry guidelines
- Received funding from the Health unit

Business

- Provides alternative staffing to instruct children in dental health care
- Fulfills a mandate set out by the Ministry of Health for Educational Programming

Elementary- Secondary

MANITOBA



CONTACT

Darryl Johnson
Assistant Superintendent
St. James-Assiniboia
School Division
2574 Portage Avenue
Winnipeg, MB R3J 0H8
Tel: 204-888-7951
Fax: 204-831-0859

David MacLennan
Employability Skills Portfolio
Winnipeg Chamber
of Commerce
167 Lombard Avenue,
Suite 500
Winnipeg, MB R3B 3R5
Tel: 204-944-8484
Fax: 204-944-8492

LOCATION

Winnipeg, Manitoba

ESTABLISHED

1994

NUMBER OF PARTNERS

3

Overview

In a partnership developed through St. James-Assiniboia School Division, the Winnipeg Chamber of Commerce and Manitoba Education and Training, the goal of the project is to promote the use of Employability Skills Portfolios among senior high school students.

Objectives

- Through partnerships with business, education and government, prepare students for employment
- Help schools and students develop and use Employability Skills Portfolios

Program Activities

- Develop and distribute employer's brochure, French version of student guide, video, parent brochure and related materials
- Provide workshops and training
- Develop Internet site

Achievements

- Provincial and national recognition
- Wide acceptance of Employability Skills Portfolios
- Strong partnership continues to refine itself

Innovation

- Business, education and government work together to prepare student for employment
- Widespread use of developed materials

Benefits

Education

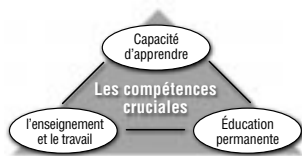
- Students gain a better understanding of business
- Students learn personal development techniques and a marketing tool that can be used to gain employment

Business

- Improved recruiting technique
- Better understanding of needs of education and government

Primaire et Secondaire

MANITOBA



PERSONNES-RESSOURCES

Lucienne Loisselle
Collège Louis-Riel
585, rue Saint-Jean-Baptiste
Saint-Boniface (MB)
R2H 2Y2
Tél: 204-237-8927
Fax: 204-235-0139

Hélène Bulger
Directrice du marketing
Caisse populaire de
Saint-Boniface
185, boulevard Provencher
Saint-Boniface (MB)
E2H 3B4
Tél: 204-235-3557

ENDROIT

Saint-Boniface, Manitoba

ÉTABLI

1994

NOMBRE DE PARTENAIRES

6

Sommaire

Le Partenariat Éducation-Santé-Finance, regroupe cinq institutions qui travaillent ensemble afin de sensibiliser les jeunes Franco-Manitobain(e)s aux carrières et aux besoins de la communauté dans les domaines de la santé et des finances.

Objectifs

- encourager les élèves à suivre des cours de sciences et de mathématiques avancées
- combler le manque de travailleurs bilingues dans les secteurs de la santé et des finances
- promouvoir un dialogue entre les partenaires principaux

Activités du programme

- jumelage élèves et professionnels
- bénévolat, mentorat
- partage de ressources/d'expertise

Réalisations

- la création et la réalisation d'une multitude de projets conjoints
- la mise sur pied de plusieurs cours

Caractère innovateur

- hébergement d'un programme alternatif à l'hôpital
- extension du partenariat en milieu rural

Avantages du partenariat

Milieu de l'éducation

- aide les élèves à faire des choix de carrière
- informe les élèves quant aux aptitudes et aux attitudes nécessaires dans le monde du travail

Milieu des affaires

- encourage le développement économique de la communauté
- solidifie les liens des partenaires avec la communauté

Elementary- Secondary

MANITOBA



CONTACT

Sheryn Smith
Work Education Coordinator
R.B. Russell Vocational
High School
364 Dufferin Avenue
Winnipeg, MB R2W 2Y3
Tel: 204-589-5301
Fax: 204-589-4602
E-mail: ssmith@rbrussell.org

Kerry Renaud
Executive Director
Zoological Society of Manitoba
Box 21059 Charleswood
Winnipeg, MB R3R 3R2
Tel: 204-982-0662
Fax: 204-982-0673
E-mail: krenaud@mb.sympatico.ca

LOCATION

Winnipeg, Manitoba

ESTABLISHED

1997

NUMBER OF PARTNERS

24

Overview

This program was designed to increase the literacy and employability of students who had "fallen between the cracks." Through the involvement of as many partners as possible, the program involves up to 500 hours of on-the-job training as well as classroom literacy, job skills and computer skills training.

Objectives

- Improve students' literacy and employability
- Network with employers and attain full-time employment for graduates
- Give students a chance to obtain accreditation in a number of areas

Program Activities

- Up to 500 hours of on-the-job training as well as 10 months of classroom literacy, job skills and computer skills training
- Site visits
- Guest speakers

Achievements

- High success rate and improved literacy, numeracy, technology, teamwork and job skills
- Students have a higher sense of self-esteem and new attitude toward work

Innovation

- Success for those with low skills
- Opportunity for students to secure a driver's licence
- Certification in a number of trades

Benefits

Education

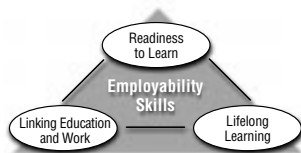
- Meeting needs of students who have been away or who are often ignored
- Learning more about industry challenges

Business

- Better understanding of barriers faced by students
- Input into curriculum
- More productive workforce

Elementary- Secondary

MANITOBA



CONTACT

Madalyne Iannone
Vice-Principal
Sisler High School
1360 Redwood Avenue
Winnipeg, MB R2X 0Z1
Tel: 204-589-8321
Fax: 204-586-0625
E-mail:
iannone@mbnet.mb.ca

Shannon Mackid
Customer Service Manager
CIBC
2260 McPhillips Street
Winnipeg, MB R2V 4W1
Tel: 204-944-6888
Fax: 204-582-5500

LOCATION

Winnipeg, Manitoba

ESTABLISHED

1996

NUMBER OF PARTNERS

100+

Overview

Partnerships have been pursued in almost every sector in an effort to provide as many types of internships as possible.

Objectives

- Create innovative programming to meet all students' needs
- Create a gender- and culture-sensitive environment
- Keep at-risk students in school

Program Activities

- Skill in Technology for Employment through Partnership with Sisler (STEPS)
- Pre-employment Program
- Performing Arts and the Winnipeg Ballet
- Microcomputer Systems Technician/Pre-apprenticeship Programs
- Construction Technology for Women

Achievements

- Peter F. Drucker Award for Outstanding Innovation in a Non-profit Organization
- Prime Minister Award for Excellence in Teaching
- First public school invited to perform with the Royal Winnipeg Ballet
- Silver Medalist in the Manitoba Provincial Dance Festival

Innovation

- Over 100 partnerships have been formed
- Flexible programming
- Access for all students

Benefits

Education

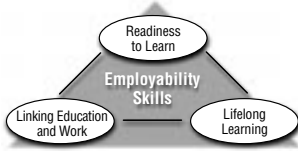
- Increased employability
- Students/teachers learn from partners
- Increased support for school
- Students see wider career options

Business

- Gains a voice in education
- Accrues a keen, motivated resource
- Acquires a better appreciation of students

Elementary- Secondary

MANITOBA



CONTACT

Gérald Fouasse
Principal
École Guyot
400 Willowdale Crescent
Winnipeg, MB R2J 3K2
Tel: 204-257-2540
Fax: 204-257-2542
E-mail: gerald.fouasse@
stboniface.winnipeg.mb.ca

Allen Tyrchniewicz
International Institute for
Sustainable Development
(IISD)
161 Portage Avenue East,
6th Floor
Winnipeg, MB R3B 0Y4
Tel: 204-958-7700
Fax: 204-958-7710
E-mail: atyrch@iisd.ca

LOCATION

Winnipeg, Manitoba

ESTABLISHED

1995

NUMBER OF PARTNERS

170

Overview

The Food homepage introduces the concept of sustainability and demonstrates the ability of the Internet to support the school curriculum. Developed by Grade Two students, the project has expanded this year to include a study on climate change.

Objectives

- Allow students to explore the idea of sustainable development using technology
- Communicate the meaning of sustainable development through hands-on research

Program Activities

- Students copy recipes, draw pictures of food, match ingredients to the Canada Food Guide, research prices and complete quizzes
- Program for Grade Two students on how food gets from the farmer to the consumer
- Students study climate change to learn the connections between climate, sustainable development and the environment

Achievements

- Students learn about sustainable development through bilingual web sites

Innovation

- An international organization and elementary students learn about sustainable development through the creation of web sites.

Benefits

Education

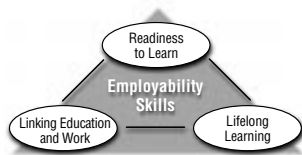
- Provides access to a valuable bilingual technological resource
- Teaches the value of joint ventures

Business

- IISD promotes its message to future decision-makers
- Gives IISD the opportunity to experiment with new ideas of Internet design and use

Elementary- Secondary

MANITOBA



CONTACT

Jim York
Principal
Agassiz School Division
P.O. Box 1778
Beausejour, MB R0E 1C0
Tel 204-268-4835
Fax: 204-268-4841

Zane Hunter
Manager
South Interlake Credit Union
Beausejour, MB R0E 0C0
Tel: 204-268-3778
Fax: 204-268-4447

LOCATION

Eastern Manitoba

ESTABLISHED

1994

NUMBER OF PARTNERS

25

Overview

The Science, Trades and Technology Internship Program was designed to meet the training and development needs of secondary-school and adult students as well as the human resource needs of business and industry in the region.

Objectives

- Provide students with up to 1,000 hours of science, trades or technology training
- Provide students with up to eight academic credits
- Promote science and technology education
- Involve business and industry in education

Program Activities

- Integration of technical theory training, technical experience and academic achievement in senior secondary schools
- Work placements

Achievements

- 80 per cent of graduates have gone on to apprenticeships, technical employment or technical college
- The program has expanded throughout rural eastern Manitoba

Innovation

- Technical theory training delivered by experts
- Link to provincial Apprenticeship Branch
- Students receive records and portfolios complete with employers' comments

Benefits

Education

- Improved educational options for students
- Real job experience for students
- Education meeting more of students' needs

Business

- Better trained work force
- Business invests in youth and becomes involved in finding ways to keep them in the community

Elementary- Secondary

SASKATCHEWAN



CONTACT

Alex Young
Principal
Thom Collegiate
265 N. Argyle Street
Regina, SK S4R 4C7
Tel: 306-791-8425
Fax: 306-791-8672
E-mail: ayoung@rbe.sk.ca

Ron Podbielski
Acting Director of
Corporate Affairs
SaskEnergy
1945 Hamilton Street
Regina, SK S4P 2C7
Tel: 306-777-9432
Fax: 306-352-4438
E-mail: rpodbielski@saskenergy.com

LOCATION

Regina, Saskatchewan

ESTABLISHED

1994

NUMBER OF PARTNERS

2

Overview

This partnership facilitates the education of students in technology, business, the arts and humanities, environmental studies and the sciences. Students gain technical skills and learn effective communications, adaptability to change and innovation, a sense of interdependence, to accept responsibility and a positive attitude.

Objectives

- Equip students with the skills necessary to succeed
- Introduce technology to the core curriculum
- Provide positive role models

Program Activities

- Use of computers to learn
- Students responded to a "Request for Proposals" from SaskEnergy to produce web site graphics

Achievements

- Improved teachers' computer skills
- Involved students in computer network servicing and maintenance
- Tripled response to the "Share the Warmth" campaign
- Expanded work placements and counselling

Innovation

- Teachers' use of computers
- Involvement of partners to strengthen educational opportunities

Benefits

Education

- School has state-of-the-art technology
- Students can experience technology and apply it

Business

- Involves business with education and allows business to help equip students for the work world
- Promotes SaskEnergy's philosophy of being an integral part of the community

Elementary- Secondary

SASKATCHEWAN



CONTACT

Judy Pitstick
Foam Lake Composite School
Box 790
Foam Lake, SK S0A 1A0
Tel: 306-272-3307
Fax: 306-272-4919
E-mail:
fladmin@sk.sumpatico.ca

Dale Reynolds
Lakeview Farm Equipment
Box 250
Foam Lake, SK S0A 1A0
Tel: 306-272-3345
Fax: 306-272-4682

LOCATION

Foam Lake, Saskatchewan

ESTABLISHED

1988

NUMBER OF PARTNERS

15

Overview

The Foam Lake Composite School Work Experience Education program was designed to encourage students to stay in school and develop employability skills. While now available to all students, it remains an essential component for at-risk and special-needs students.

Objectives

- Encourage students to remain in school
- Allow students to earn high-school credits
- Facilitate transition from school to work

Program Activities

- In-school component taught by teacher-coordinator
- Work placements

Achievements

- Students earn credits in Work Experience Education
- At-risk students are staying in school and graduating
- Students identify realistic vocational choices and gain employability skills

Innovation

- Active and evolving partnerships have assisted students over a 17-year period
- At-risk and special-needs students have been targeted

Benefits

Education

- Expanded and enhanced school program
- Enhanced employability skills

Business

- Opportunity to share expertise
- Opportunity to identify potential employees

Elementary- Secondary

SASKATCHEWAN



CONTACT

Lucie Anderson
Principal
McDermid School
139 Toronto Street
Regina, SK S4R 1L8
Tel: 306-791-8502
Fax: 306-791-8503
E-mail: landerson@rbe.sk.ca

Bernie Josephson
Training Coordinator
Consumers'
Cooperative Refinery
P.O. Box 260
Regina, SK S4P 3A1
Tel: 306-721-5273
Fax: 306-721-5348
E-mail:
josephson@sk.sympatico.ca

LOCATION

Regina, Saskatchewan

ESTABLISHED

1995

NUMBER OF PARTNERS

1

Overview

The Co-op Refinery/Upgrader Complex is driven by research, engineering, mathematics, applied science and technology. This partnership leaves students from McDermid School with an increased exposure to all of these subject areas.

Objectives

- Highlight the importance of science, technology and math
- Broaden teachers' and students' learning experiences
- Provide the partner with an opportunity to teach the public about its industry

Program Activities

- Plant tours
- Guest instructors
- Support for various school activities
- Education about the oil industry

Achievements

- Semi-finalist in national "Car of the Future" contest
- Improved science, math and technology skills for students
- Better understanding of the oil industry
- Participation in the United Way "Day of Caring"

Innovation

- Joint in-service session
- Partners for each classroom
- Development of a business plan

Benefits

Education

- Source of support for teachers
- Opportunity to learn from the experts
- Support of our school values
- Assistance with the purchase of school materials

Business

- The community better understands the industry
- Entertainment for social events at the refinery/art displays for cafeteria
- Use of school facilities
- Opportunity to learn new skills

Elementary- Secondary

SASKATCHEWAN



CONTACT

Terry Graham
MRCI – Siecor
Partnership Coordinator
Mount Royal
Collegiate Institute
2220 Rusholme Road
Saskatoon, SK S7L 4A4
Tel: 306-683-7800
Fax: 306-683-7807
E-mail:
terry.graham@n2golfing.com

Betty Harper
Plant Administrator
Siecor Corporation
1370 Fletcher Road
Saskatoon, SK S7K 3L7
Tel: 306-683-5500
Fax: 306-683-5566
E-mail:
betty_harper@siecor.com

LOCATION

Saskatoon, Saskatchewan

ESTABLISHED

1993

NUMBER OF PARTNERS

2

Overview

This partnership involves Siecor, an international supplier of fibre optic cable and equipment, and Mount Royal Collegiate Institute (MRCI), one of Saskatchewan's largest schools. The goal of the program is to get students to stay in school.

Objectives

- Encourage students to stay in school
- Enhance students' employability skills
- Integrate in-class and workplace learning
- Increase Siecor's understanding of public education

Program Activities

- Use Siecor as a learning centre
- Recognition of excellence through awards and scholarships
- Career days
- Recreational and cultural opportunities for Siecor employees

Achievements

- Physics 20 Academic Co-op has become a model for other Saskatchewan schools
- Students are encouraged to stay in school — two have received over \$7,000 in post-secondary awards

Innovation

- A fibre optic teleconference was initiated with another school
- Establishment of an Academic Co-op where students can earn credits
- MRCI hosted an Internet workshop for Siecor employees

Benefits

Education

- Enhanced employability skills
- Fewer students leaving school
- MRCI receives support from Siecor in the way of scholarships, equipment, use of Siecor facilities and the Academic Co-op

Business

- Enhanced public relations
- Tax incentives
- Art displays
- Use of MRCI facilities

Elementary- Secondary

ALBERTA



CONTACT

Gillian Kydd
Education Director
Calgary Board of Education
Viscount Bennett, Room 216
2519 Richmond Road. S. W.
Calgary, AB T3N 4M2
Tel: 403-294-8762
Fax: 403-294-6301
E-mail: gkydd@cbe.ab.ca

Gillian Kinch
Community Relations
Chevron Canada Resources
500 – 5th Avenue S. W.
Calgary, AB T2P 0L7
Tel: 403-234-5650
Fax: 403-234-5746
E-mail: gikr@chevron.com

LOCATION

Calgary, Alberta

ESTABLISHED

1994

NUMBER OF PARTNERS

13

Overview

Campus Calgary/Chevron Open Minds moves learning into the community as teachers move their classrooms into one of six selected sites such as the Calgary Zoo, the Calgary Science Centre or the Glenbow Museum. Four business partners have teamed with two major school districts and six community sites to enrich teaching and learning in new and powerful ways.

Objectives

- To expand and deepen student learning within and beyond the classroom
- To provide teachers with hands-on professional development

Program Activities

- A teacher-led week at one of six community sites
- Planning meetings, in-services and conferences to support the teacher

Achievements

- 4,000 participants in 1998/99
- Teachers with new insights who are energized and excited
- Business, education and community working together to prepare our young citizens

Innovation

- Students get to spend extended periods of time in fascinating surroundings resulting in deeper learning
- Teachers have ownership of the experience and support from experts
- A unique model that is spreading to other cities

Benefits

Education

- Connected learning in the real world
- Hands-on teacher education
- Increased community support

Business

- Better understanding of education
- Enhanced image in the community
- Able to play a role in innovative teaching and learning

Elementary- Secondary

ALBERTA



CONTACT

Chris Holoboff
 Vice Principal
 Grand Centre High School
 Bag Service #10
 Cold Lake, AB T9M 1V7
 Tel: 403-594-3386
 Fax: 403-594-7552
 E-mail:
 bcbhoff@telusplanet.net

Sue Trefry
 Partnership Coordinator
 Imperial Oil Resources
 Box 1020
 Bonnyville, AB T9M 2J7
 Tel: 403-639-5242
 Fax: 403-639-5382
 E-mail:
 mstrefry@telusplanet.net

LOCATION

Cold Lake, Alberta

ESTABLISHED

1996

NUMBER OF PARTNERS

2

Overview

This partnership between Grand Centre High School and Imperial Oil Resources focuses on enhancing the relevance of education and preparing students for the future. We create meaningful learning opportunities that develop employability skills, broaden exposure to careers and provide a link between school and work.

Objectives

- Provide applied academic connections
- Enhance employability and science literacy skills
- Provide a broader exposure to careers in the professions, trades and technologies

Program Activities

- Professional development for teachers
- In-class math/science experiments
- Teacher internship
- Student work placements
- Job shadowing

Achievements

- More than 50 per cent of the students (300+) benefit annually
- Students acquire employability skills enabling them to make better career choices

Innovation

- Development of CTS model
- Students participate in real-world projects to develop workplace skills

Benefits

Education

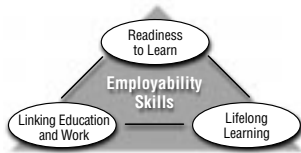
- Access to resources, technologies and the business world
- Students enhance their employability skills
- Education develops a long-term relationship with the industry

Business

- Business can have a direct impact on youth
- Opportunity to share knowledge
- Industry develops a long-term relationship with education

Elementary- Secondary

ALBERTA



CONTACT

Alan Cooper
Partnership Coordinator
Bowness High School
4627-77 Street N.W.
Calgary, AB T3B 2N6
Tel: 403-286-5092
Fax: 403-777-7259
E-mail: coopera@home.com

Dee Brands
Imperial Oil Resources Ltd.
3535 Research Road N.W.
Calgary, AB T2L 2K8
Tel: 403-284-7410
Fax: 403-284-7431

LOCATION

Calgary, Alberta

ESTABLISHED

1992

NUMBER OF PARTNERS

2

Overview

The Bowness High School/Imperial Oil partnership is committed to promoting excellence in education and enhancing the quality of the educational process. This is done through the enrichment of the curriculum, the enhancement of employability skills and the fostering of social responsibility.

Objectives

- To support education in the areas of mathematics, the sciences and the humanities
- To provide opportunities to explore career pathways
- To develop leadership qualities in students and to provide opportunities for professional development for teachers

Program Activities

- "Earth Sciences of the Oil Sands" course
- Job shadowing, mentoring, developing resumes and interview skills
- Professional development
- Outreach programs

Achievements

- 1998 "Strong Contender" for The Conference Board of Canada Global Best Award
- 1997 "Strong Contender" for The Conference Board of Canada Global Best Award
- 1996 "Winning Partnership" in the category of Broad Community Collaboration, The Conference Board of Canada National Business/Education Awards

Innovation

- Improvement Awards
- Teacher development program
- Development of a course to study the Earth Sciences (Oil sands development)

Benefits

Education

- Enhanced educational opportunities for students
- Provides teachers with professional development resources

Business

- Opportunity to have input into curriculum
- Exposure to a high-energy environment and novel resource base

Elementary- Secondary

ALBERTA



CONTACT

Erv Hickie
Principal
Father Lacombe High School
3615 Radcliffe Drive S. E.
Calgary, AB T2A 6B4
Tel: 403-248-9559
Fax: 403-235-1270
E-mail: ervin.hickie@mail.cressdl.calgary.ab.ca

Juliana Thiessen
Community Relations
Department
PanCanadian
Petroleum Limited
125-9th Avenue S. E.
P.O. Box 2850
Calgary, AB T2P 2S5
Tel: 403-716-4005
Fax: 403-716-4000
E-mail:
juliana-thiessen@pcp.ca

LOCATION

Calgary, Alberta

ESTABLISHED

1993

NUMBER OF PARTNERS

2

Overview

The Father Lacombe High School and PanCanadian Petroleum Partners in Education program is a highly interactive partnership with a wide range of activities. These activities are guided by six committees: Speakers' Bureau, Attendance Incentives, Sister School, Technology, The Oil Game and Community Relations.

Objectives

- To enhance learning opportunities for students
- Prepare students to become concerned and active citizens
- Give the school community a better understanding of the business world
- Allow business to communicate with educators

Program Activities

- Activity areas are guided by six committees: Speakers' Bureau, Attendance Incentives, Sister School, Technology, The Oil Game and Community Relations
- Work placements
- Professional development for teachers

Achievements

- 1995 opening of the PanCanadian Resource Centre at the school
- Sister School relationship formed with a school in China
- 1997 Mayor's Award for Excellence in Business-Education Partnerships

Innovation

- A wide variety of initiatives cater to each students' interests and strengths
- Students learn practical skills

Benefits

Education

- Presents a better understanding of how the curriculum relates to business

Business

- Opportunity to give back to the community
- Enhance the education of future employees

Elementary- Secondary

ALBERTA



CONTACT

Brenda Gladstone
Galileo Centre
Rocky View School Division
Post Bag 4
Bragg Creek, AB T0L 0K0
Tel: 403-949-2292
Fax: 403-949-4067
E-mail:
bgladstone@rockyview.ab.ca

Dan Pollock
IKON Office Solutions Canada
7015 MacLeod Trail South,
Suite 212
Calgary, AB T2H 2K6
Tel: 403-212-4511
Fax: 403-212-4435
E-mail: dpollock@ikon.com

LOCATION

Bragg Creek, Alberta

ESTABLISHED

1995

NUMBER OF PARTNERS

11

Overview

The Galileo Centre is a working professional-development centre for Alberta teachers. The Centre allows teachers to take part in a one-year collaborative teaching and learning experience. As well as teaching part of the time, participating educators also conduct research.

Objectives

- Teachers and students acquire skills required for work, further studies and citizenship
- Teachers adopt lead roles in modeling and communicating effective practices for the integration of technology
- Teachers and students acquire entrepreneurial skills

Program Activities

- “Real work” activities
- Collaborative mathematics projects with other school districts

Achievements

- Four “Project Teachers” from other school districts
- Credit courses on implementation of technology attended by teachers from across Alberta
- New curriculum that demonstrates technology integration available on-line — 12,000 hits on the web site
- Publication program

Innovation

- University credit opportunities for teachers
- Student mentorship program
- Province-wide cultivation of expertise

Benefits

Education

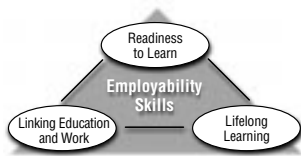
- Teacher/student skill development
- Places teachers at the centre of education reform

Business

- Accountability for education-reform outcomes to business and community members

Elementary- Secondary

ALBERTA



CONTACT

David Beresh
Medicine Hat School
District No. 76
601-1st Avenue S. W.
Medicine Hat, AB T1A 4Y7
Tel: 403-528-6700
Fax: 403-529-5339
E-mail: dberesh@sd76.ab.ca

Chris Christie
YMCA Community
Learning Centre
770-1st Street S. E.
Medicine Hat, AB T1A 0B4
Tel: 403-526-7877
Fax: 403-529-1731
E-mail:
christi@telusplanet.net

LOCATION

Medicine Hat, Alberta

ESTABLISHED

1993

NUMBER OF PARTNERS

45

Overview

The YMCA Community Learning Centre mobilizes a broad base of community support and resources to assist youth in realizing their academic, social and employment potential, as well as making them accept responsibility for their personal decisions.

Objectives

- Develop academic, life management and employability skills in youth
- Assist with career planning and job-search strategies
- Create links between youth and employers

Program Activities

- Alternative education program for at-risk youth, including 10-station computer-assisted learning lab
- Early intervention program for teenage mothers

Achievements

- Since inception, 70 per cent of youth who have attended are in school, working or in a training program
- The Centre services 1,500 youths annually
- Delivery of service to a demographic that traditionally falls between the cracks

Innovation

- The YMCA has been the broker of many partners who leave "turf" at the door and bring resources to the table. This includes all levels of government, school districts, businesses and service organizations

Benefits

Education

- Provides an alternative for youth who are unsuccessful in mainstream education
- Realistically prepares youth for work

Business

- Allows business input into education
- Sharing expertise develops a more skilled work force

Elementary- Secondary

ALBERTA



CONTACT

Edna Dach
Director, Technology Services
Elk Island Public Schools
2001 Sherwood Drive
Sherwood Park, AB T8A 3W7
Tel: 403-464-8225
Fax: 403-464-8056
E-mail:
edna.dach@Ei.Educ.ab.ca

Carol Moen
Partners for Science Team
Dow Chemical Canada, Inc.
Bag 16, Highway 15
Fort Saskatchewan, AB
T8L 2P4
Tel: 403-998-5756
Fax: 403-998-6787
E-mail: camoen@dow.com

LOCATION

Stathcona and
Fort Saskatchewan, Alberta

ESTABLISHED

1993

NUMBER OF PARTNERS

12

Overview

The Partners For Science (P4S) program is devoted to establishing and maintaining, through partnerships, a support system for hands-on, minds-on elementary science that results in a meaningful connection between children and science.

Objectives

- Provide an opportunity for children to learn in an interactive and team-based environment
- Bridge minority/majority and gender gaps through learning by doing
- Make science instruction fun while developing a science- and technology-literate generation

Program Activities

- Developing, implementing and testing programming to ensure it remains relevant
- Training and supporting teachers
- Refurbishment and circulation of science kits through a central clearinghouse

Achievements

- Recipient of the 1996 Alberta School Board Association's "Friend of Education" Award
- Students request more time for science naming it their favourite subject

Innovation

- Operation of centralized resources
- Science kits are developed to suit the needs of the children
- Kits address equity, gender and multicultural issues

Benefits

Education

- Effective, leading-edge resources
- Students develop logical and critical thinking skills
- Improves teacher comfort with science

Business

- Promotes employability
- Eases transition from school to work
- Business support results in strong corporate citizenship

Elementary- Secondary

ALBERTA



CONTACT

Malcolm MacKenzie
George McDougall
High School
412 3rd Avenue N. E.
Airdrie, AB T4B 1R7
Tel: 403-948-5935
Fax: 403-948-4297
E-mail:
mmackenzie@rockyview.ab.ca

Debbie Dubetz
NOVA Gas Transmission Ltd.
1401 Irricana Road
Airdrie, AB T4B 2B8
Tel: 403-948-8309
Fax: 403-948-8350
E-mail:
debbie.dubetz@pipe.nova.ca

LOCATION

Airdrie, Alberta

ESTABLISHED

1994

NUMBER OF PARTNERS

3

Overview

This partnership that involves Nova, George McDougall High School and Bert Church High School is aimed at enhancing the learning opportunities of students in both schools.

Objectives

- Promote employability skills
- Teacher and employee development
- Support initiatives that address the diverse learning requirements of students
- Enhance the existing curriculum

Program Activities

- Development of a "Virtual School"
- Creation of a professional-development program for teachers
- Development of an Employability Skills Portfolio for every student

Achievements

- 1996 Friend of Public Education Award, Alberta Teachers' Association
- 1997 Mayor's Excellence Award for Professional Development
- 1997 Friends of Education Award, Alberta School Boards Association

Innovation

- The creation of a "Virtual School" that provides new learning opportunities for students

Benefits

Education

- New educational opportunities
- Professional development for teachers
- Employability skills for all students

Business

- Employee development
- Good corporate citizenship attracts and retains high-performance employees
- An investment in the future work force

Elementary- Secondary

ALBERTA



CONTACT

David Grabowsky
Parkland Composite
High School
4630 – 12th Avenue
Edson, AB T7E 1S7
Tel: 403-723-6035
Fax: 403-723-6274
E-mail: davigrab@gyrd.ab.ca

Bill Kimak
NOVA Gas Transmission Ltd.
4731 – 2nd Avenue
Edson, AB T7E 1C1
Tel: 403-723-8700
Fax: 403-723-6886
E-mail:
bill.kimak@pipe.nova.ca

LOCATION

Edson, Alberta

ESTABLISHED

1993

NUMBER OF PARTNERS

4

Overview

This partnership utilizes multiple partners to promote the message that school is relevant in career planning. It is designed to enhance the school-to-work transition and publicise career options.

Objectives

- Positively impact every student in the school (550)
- Promote the message that school is relevant in career planning
- Enhance the school-to-work transition and publicise career options

Program Activities

- Multiple training programs
- Community involvement
- Information sessions and events

Achievements

- 100 per cent completion rate for students attending the safety program
- Secured donations of high-tech equipment and other resources
- All students learn about apprenticeship and other career opportunities

Innovation

- Students receive industry-approved certification making them immediately employable
- Multiple partners to enhance learning and facilitate school-to-work transition

Benefits

Education

- More students stay in school and graduate
- More exposure to career options
- Improved employability skills

Business

- Development of future employees
- Fosters closer ties between business and the community

Elementary- Secondary

ALBERTA



CONTACT

Liz Harrison
Principal
D.S. MacKenzie School
4020 – 106 Street
Edmonton, AB T6J 1A6
Tel: 403-438-9103
Fax: 403-438-9146
E-mail: lharrison@
epsb.edmonton.ab.ca

Patricia Borger
Manager, Personal Banking
Royal Bank
111 Street & 51 Avenue
Edmonton, AB T6H 4M6
Tel: 403-448-6460
Fax: 403-448-6248
E-mail:
borger@telusplanet.net

LOCATION

Edmonton, Alberta

ESTABLISHED

1996

NUMBER OF PARTNERS

2

Overview

This partnership features coordinated activities focusing on reinforcing and enhancing curriculum concepts such as Social Studies, Health (Career Education), Community Service, School-to-Work Transition and Citizenship.

Objectives

- Provide supplementary resources to the curriculum
- Assist educators on financial topics
- Display student achievements at Royal Banks in the region
- Work placements

Program Activities

- Mentorship program, lectures, awards program, community displays
- Community and charitable events
- Career development

Achievements

- Work experience, mentorships, career days, award ceremonies
- Professional development
- Class presentations

Innovation

- Individually contracted mentorship agreements
- Third party interactions through the mentoring programs can foster positive tangible outcomes for the at risk students

Benefits

Education

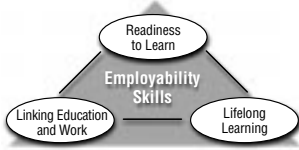
- Awareness of careers in the financial-services industry
- Increased resources to enhance student employability

Business

- Enhanced public relations
- Increasing the size of the pool of potential future employees

Elementary- Secondary

NORTHWEST TERRITORIES



CONTACT

Jim Kreuger
Program Coordinator
Kiivalliq Division
Education Council
Box 90
Baker Lake, NT X0C 0A0
Tel: 867-793-2803
Fax: 867-793-2996
E-mail:
jim_kreuger@learnnet.nt.ca

Alex Komaksiutiaksak
Sakku Investments
Box 188
Rankin Inlet, NT X0C 0G0
Tel: 867-645-2805
Fax: 867-645-2063

LOCATION

Northwest Territories

ESTABLISHED

1994

NUMBER OF PARTNERS

15

Overview

The Keewatin Regional Science Fair Partnership's goal is to increase student interest in science and science careers. This is done through science fairs, science camps, presentations and problem-solving challenges.

Objectives

- To increase student interest in science and science careers

Program Activities

- Science fairs, science/math camps, presentations, problem-solving challenges
- Promotion of Science and Technology Week and National Chemistry Week

Achievements

- Science-teacher development
- Increased awareness of science among students

Innovation

- Keewatin Regional Science Committee formed to maintain and develop valuable science programs
- In first year, established solid relationship with national and regional partners
- Strong community support

Benefits

Education

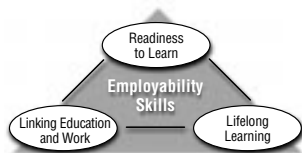
- Teacher professional-development
- Students have a better understanding and appreciation of science

Business

- A chance to contribute to leadership opportunities and positive growth among northern youth
- A contribution to community development

Elementary- Secondary

NORTHWEST TERRITORIES



CONTACT

Chris DaSilva
Chairperson
Nunavut Youth
Abroad Program
Bag 1000
Arviat, NT X0C 0E0
Tel: 867-857-2778
Fax: 867-857-2669
E-mail:
Chris_DaSilva@learnnet.nt.ca

Andrea Douglas
Publisher
Uxbridge Times-Journal
16 Bascom Street
P.O. Box 459
Uxbridge, ON L9P 1M9
Tel: 905-852-9141
Fax: 905-852-9341
E-mail: adouglas@istar.ca

LOCATION

Arviat, Northwest Territories
and Uxbridge, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

12

Overview

The Nunavut Youth Abroad Program features two types of partnerships. The first involves members who are part of the governance structure (Board) of the program and the second involves agencies and organizations who have given financial and political support to the program. The goal is to promote cross-cultural awareness and promote education through work and travel.

Objectives

- Promote cross-cultural awareness and northern development
- Promote education through work and travel
- Promote global education, international citizenship and develop future leaders

Program Activities

- Development and implementation of six-week placements in both Canada and Africa
- Re-integration of learned skills into home community

Achievements

- The bringing together of disparate organizations into a functioning partnership program which is complex, innovative and beneficial

Innovation

- The linking of the Board of Education and Inuit Organizations with an International Development agency

Benefits

Education

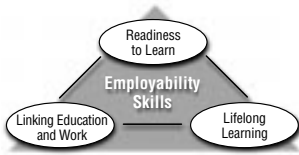
- Participants receive academic credits
- Participants develop a renewed enthusiasm for education

Business

- Business are exposed to youth from the remote regions of Canada
- Businesses learn about opportunities in Canada's newest territory

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Agnes Casgrain
Administrator
Cormorant Elementary School
1426 Cormorant Avenue
Kitimat, BC V8C 1R8
Tel: 250-632-6321
Fax: 250-632-7184
E-mail:
acasgrain@cmsd.bc.ca

Ken Omotani
Superintendent,
Environmental Services
Alcan Smelters and
Chemicals Ltd.
Box 1800
Kitimat, BC V8C 2H2
Tel: 250-639-8329
Fax: 250-639-8275
E-mail:
ken.omotani@alcan.com

LOCATION

Kitimat, British Columbia

ESTABLISHED

1996

NUMBER OF PARTNERS

3

Overview

The program teaches and encourages awareness of the environment and provides elementary students with practical opportunities to recycle and conduct a recycling “business” involving the manufacture of greeting cards. Students learn about sustainable development and the balance between environmental responsibility and business objectives.

Objectives

- Nurture cooperation, teamwork
- Develop a sense of responsibility for, sensitivity to and appreciation of the environment

Program Activities

- Practical opportunities to recycle
- The operation of a recycling “business”

Achievements

- The program has become a catalyst for other activities
- Success among students who had not previously enjoyed success in school
- Monetary gain for the school

Innovation

- The students run a recycling “business” that provides a useful, environmentally sound product (greeting cards) with proceeds going back to the school

Benefits

Education

- Educational experience for students while they run their “business”
- Students have a better appreciation of the environment

Business

- Positive venue for strong community recycling ethics
- Direct involvement with “the future of education” through Employee/student interaction

Elementary- Secondary

**BRITISH COLUMBIA
HONOURABLE MENTION**



CONTACT

Sandy McDowell
South Peace
Senior Secondary
10808 – 15th Street
Dawson Creek, BC V1G 3Z3
Tel: 250-782-5585
Fax: 250-782-7221
E-mail:
smcdowel.mail.sd59.bc.ca

Vern Brisbin
Owner
Software Emporium
1005 102nd Avenue
Dawson Creek, BC V1G 2B9
Tel: 250-782-1025
Fax: 250-782-1035
E-mail: softemp@pris.bc.ca

LOCATION

Dawson Creek,
British Columbia

ESTABLISHED

1987

NUMBER OF PARTNERS

50+

Overview

The Kiwanis Enterprise Centre was developed in response to high unemployment among youth and in an effort to keep young people in the community. Facilitation, direction and the creation of a learning environment replaces instruction — the business world is the classroom. Offering a wide range of services, the Centre has been the starting point for many successful businesses.

Objectives

- Offer an place where students can develop operate an innovative venture
- Develop programs that encourage the entrepreneurial spirit and help students learn business skills
- Develop an inventory of domestic and international business opportunities for the local community

Program Activities

- A high-school program where a business plan is developed and implemented
- New Venture Program that helps train youth in all aspects of running a business
- The incubation and support of local associations whose mandates include economic development

Achievements

- Features in Canadian Business magazine
- Formation of Peace Wood Value-Added Association and Peace Value-Added Food and Agriculture Association
- A ten-year review revealed that 61.2 per cent of past clients had started a business and 73 per cent of those were still in business three years later

Innovation

- Provides business-skills resource for the community
- Provides employment/business opportunities for young people
- Former clients become a resource

Benefits

Education

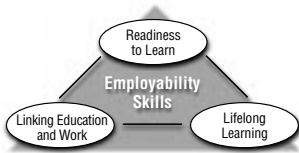
- Creates a bridge between business and education

Business

- Creates a bridge between business and education

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Laurna Ritchie
Teacher/Coordinator
School District #34
2790 Tims Street
Abbotsford, BC V2T 4M7
Tel: 604-859-5348
Fax: 604-850-7814
E-mail: lritchie@uniserve.com

David Reycraft
Manager, Public Affairs
First Heritage Savings
Credit Union
32160 South Fraser Way
P.O. Box 2100
Abbotsford, BC V2T 3X8
Tel: 604-852-9075
Fax: 604-852-7283
E-mail:
firstheritage@mindlink.bc.ca

LOCATION

Throughout British Columbia

ESTABLISHED

1995

NUMBER OF PARTNERS

6

Overview

Through an exciting and dynamic partnership between First Heritage Savings Credit Union and five Fraser Valley School districts, students learn to manage their career plans and personal finances by participating in real-life activities.

Objectives

- Teach basic principles of money management
- Empower students to make wise career choices
- Encourage students to stay in school

Program Activities

- Career-development program
- Development of a financial planning game called "Reality Check: It's a Jungle Out There"

Achievements

- Program has been duplicated in five school districts, private schools and homeschooler associations
- 224 teachers have been trained to implement the program and over 15,000 students have taken part
- Strong endorsements from students, teachers, parents, the media and administrators

Innovation

- The partnership was presented at the Provincial Career Education Society Conference in 1997 and 1998

Benefits

Education

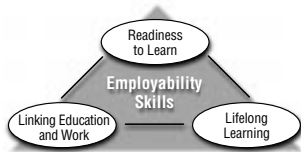
- Students and teachers have a better awareness of career choices
- Students learn financial planning
- Students learn the importance of life-long learning

Business

- Fulfills members' mandate to support educational goals in personal financial planning in market-area schools
- Provides means to start educating community with respect to financial planning

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Dawne Tomlinson
Teacher/Coordinator
Brookwood Secondary
20902 – 37A Avenue
Langley, BC V3A 5N2
Tel: 604-530-2141
Fax: 604-530-5132
E-mail: dawne-tomlinson@
bc.sympatico.ca

Brian Dodd
Program Manager, B.C. East
Rogers Community TV
10445 138th Street
Surrey, BC V3T 4X3
Tel: 604-930-3462
Fax: 604-930-3413
E-mail:
bdodd@rci.rogers.com

LOCATION

Langley, British Columbia

ESTABLISHED

1994

NUMBER OF PARTNERS

2

Overview

The Film and Production Program at Brookwood Secondary School involves a partnership with Rogers Community Television whereby students intern to learn all aspects of television production. The program they produce, BackStreet, airs on the community channel throughout B.C. and is available to all classrooms in Canada through "Cable in the Classroom."

Objectives

- Enhance employability skills
- To offer students "real world" experience
- To encourage at-risk students to stay in school
- To become financially self-sustaining

Program Activities

- Television productions
- Work placements in television studio
- Students work on contracts for outside businesses

Achievements

- One-year waiting list for outside video contracts
- Creation of a fully professional in-school television studio
- Production of a television series that is shown throughout B.C. and is available to all classrooms in Canada through "Cable in the Classroom."

Innovation

- Involves hands-on television experience
- Is a marriage of technology and the arts
- Self-sustaining due to the production of videos for businesses

Benefits

Education

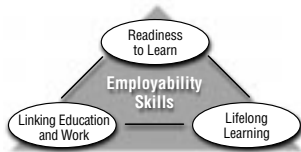
- Students want to stay in school
- Enhanced employability skills
- "Real-world" work experience

Business

- A volunteer base for community programming is developed
- Potential future employees are trained
- Business gains a secure location for its mobile studio

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Barry Morley
Curriculum Coordinator
Richmond School District #38
7811 Granville Avenue
Richmond, BC V6Y 3E3
Tel: 604-668-6060
Fax: 604-668-6191
E-mail: barry_morley@richmond.sd38.bc.ca

Michael Walsh
Kaizen Consulting
Services Inc.
5662 Crown Street
Vancouver, BC V6N 2B5
Tel: 604-263-5670

LOCATION

Richmond, British Columbia

ESTABLISHED

1996

NUMBER OF PARTNERS

7

Overview

With classroom support and through affiliations with local business, Business Education students create and operate their own classroom-based businesses. This fosters entrepreneurial spirit and gives students the opportunity to learn skills such as communication, problem-solving, marketing and teamwork.

Objectives

- Allow students to create and run a business
- Enhance employability skills
- Enhance entrepreneurial skills

Program Activities

- Development and testing of business ideas
- Development and evaluation of business and marketing plans
- Fulfillment of customer needs and expectations

Achievements

- "Signature Showcases," a desktop publishing program that produced \$21,000 in sales volume in 12 weeks
- A number of Junior Achievement Awards including two national citations: Highest Individual Sales and Highest Company Sales

Innovation

- Students develop their own businesses rather than taking part in job placements, which fosters a broader awareness of entrepreneurship, self-confidence and independence

Benefits

Education

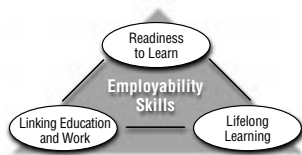
- Students can apply knowledge to "real-life" scenarios
- Gives students marketable skills

Business

- Employees gain a broader range of business skills
- Students who can create their own businesses contribute to a thriving marketplace

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Thomas Atkinson
Partnership Co-ordinator
Kelowna Secondary School
575 Harvey Avenue
Kelowna, BC V1Y 6C7
Tel: 250-762-2805
Fax: 250-762-3803

Dorothee Birker
Special Events Co-ordinator
Downtown Kelowna
Association
210 - 347 Leon Avenue
Kelowna, BC V1Y 8C7
Tel: 250-862-3515
Fax: 250-862-5204

LOCATION

Kelowna, British Columbia

ESTABLISHED

1995

NUMBER OF PARTNERS

2

Overview

This partnership involves hundreds of business and professionals who are members of the Downtown Kelowna Association (DKA). Through the Kelowna Secondary School's Career and Personal Planning Classes, the KSS Downtown Association was formed to organize mentorship days and special events with the DKA.

Objectives

- Enhance student learning through communication with business
- Encourage businesses to come into the school and facilitate communications with staff and students

Program Activities

- Student of the Month
- Mentorship Days program when students spend a day with a business person
- Work placements

Achievements

- A more positive attitude toward youth in the community
- Community Interaction Day – where teachers and staff invite business people into the school
- Ongoing communications between school and business community with increasing involvement of students, teachers and businesses

Innovation

- Students are involved in the planning, operation and promotion of downtown Kelowna

Benefits

Education

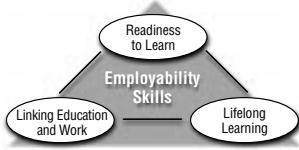
- Students gain first-hand information about business
- Students learn to give back to the community
- Opportunities for career-related experience
- Resources for teachers

Business

- Businesses can use the resources of a large student body for various events, promotions, projects and work-related experiences

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

David Meronuk
Educator, Social Studies
School District #43 –
Coquitlam
1900 Edgewood Avenue
Coquitlam, BC V3K 2Y1
Tel: 604-939-7367
Fax: 604-939-7930
E-mail:
dmeronuk@lightspeed.bc.ca

Maureen Lipkewich
Director, Education Programs
Mining Association of
British Columbia
840 West Hastings Street
Vancouver, BC V6C 1C8
Tel: 604-681-4321
Fax: 604-681-5305

LOCATION

British Columbia

ESTABLISHED

1991

NUMBER OF PARTNERS

156

Overview

The Mining Association of British Columbia and B.C. teachers have teamed up to create the Minerals Education Resource Program for schools. It enhances student learning in the areas of geoscience, minerals and mining technology through teacher workshops, relevant K-12 classroom materials and work placements.

Objectives

- Promote teacher development
- Increase student interest and knowledge about the industry
- Expand employability skills

Program Activities

- Mineral Education Resource Kits, workshops, tours and conferences
- Student participation in video productions, field trips, web site development and conferences
- Career Preparation programs

Achievements

- Over 275,000 students and 3,000 teachers from 1,165 schools have worked with the education kits
- Two videos and a web site created
- Over \$2 million contributed to the program by industry, individuals and volunteers

Innovation

- Close partnership between industry and teachers results in a rich curriculum from K-12

Benefits

Education

- Workshops enhance instruction and support the provincial curriculum
- Students are encouraged to stay in school

Business

- A deeper understanding of the industry is developed
- Knowledgeable graduates increase the competitiveness of the industry

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Verna Chernoff
Career Education Coordinator
Stanley Humphries
Secondary School
720 7th Avenue
Castlegar, BC V1N 1R5
Tel: 250-365-7735
Fax: 250-365-0247
E-mail: vchernof@sd20.bc.ca

Bob Brown
Human Resources Manager
Pope & Talbot Ltd.
Box 2000
Castlegar, BC V1N 4G4
Tel: 250-365-4400
Fax: 250-365-4401
E-mail:
bob_brown@popetal.com

LOCATION

Castlegar, British Columbia

ESTABLISHED

1992

NUMBER OF PARTNERS

7

Overview

Stanley Humphries Secondary School and Pope and Talbot Ltd. have developed a program centred around technology, safety, employability and the educational requirements for your youth.

Objectives

- To develop student skills through practical applications
- To foster a respect for safety
- To encourage students to graduate from high school

Program Activities

- Human Resources manager takes part in District Learning Advisory Council activities
- Development of a Process Operator Diploma program
- Presentations and competitions
- Career Fair and company tours/visits

Achievements

- Scholarships and bursaries
- Development of a Process Operator Diploma program and apprenticeship placements
- Safety success of students on the job

Innovation

- Allows for major shareholders to monitor the new directions and needs of our youth
- Produces graduates with enhanced employability skills

Benefits

Education

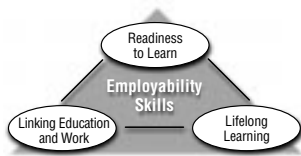
- Students stay in school
- Students have an edge when seeking employment
- Students have access to scholarships and bursaries

Business

- Input into curriculum
- Train the future work force
- Youth remain in the community

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Roger Conrod
Teacher
Lambrick Park
Secondary School
4139 Torquay Drive
Victoria, BC V8N 3L1
Tel: 250-477-0181
Fax: 250-477-0143
E-mail: roger_conrod@
mail.sd61.com

Alan Stubbs
MacMillan Bloedel Limited
925 West Georgia
Vancouver, BC V6C 3L2
Tel: 604-661-8510
Fax: 604-661-8507

LOCATION

Victoria, British Columbia

ESTABLISHED

1993

NUMBER OF PARTNERS

55

Overview

The Wood Products Manufacturing Technology Partnership links the Lambrick Park Secondary School and the District School Board with 55 companies and associations. The goal of the partnership is the technical training of students in secondary manufacturing fields.

Objectives

- Create student opportunities for future employment
- Technical training of students in secondary manufacturing fields
- Work experience for students

Program Activities

- Work placements
- Millwork joinery, cabinet making, furniture building
- Entrepreneurial skills development

Achievements

- Local, provincial and national television exposure
- Feature in U.S. Forest Products Journal
- Three-time winner of the annual Youth in Action Awards

Innovation

- Students pilot research and development for the industry
- Industry input into the curriculum
- Students can operate mass-production industrial machinery
- Students manage a small re-manufacturing business

Benefits

Education

- Graduates gain advanced placement at University of British Columbia's Faculty of Forestry, Department of Wood Sciences
- Hands-on experience
- Three positions are held for graduates of the Fine Furniture program

Business

- Opportunity to train and recruit future employees
- Increased interest in wood technology
- Industry input into the curriculum

Elementary- Secondary

BRITISH COLUMBIA



CONTACT

Sue Benoit
Assistant Dean
Applied Programs
Malaspina University-College
900 Fifth Street
Nanaimo, BC V9R 5S5
Tel: 250-741-2359
Fax: 250-741-2459
E-mail: benoits@mala.bc.ca

Jack McLellan
Business Manager, Local 527
United Brotherhood of
Carpenters and Joiners
of America
169 Comox Road
Nanaimo, BC V9R 3H9
Tel: 250-753-9155
Fax: 250-754-5544

LOCATION

Nanaimo, British Columbia

ESTABLISHED

1993

NUMBER OF PARTNERS

16

Overview

This program was created to promote future career opportunities among youth, encourage them to stay in school and promote employability skills. This is done through presentations at area schools.

Objectives

- Promote an understanding among students that education planning is essential, many different types of work are available to them, success requires attention to basic skills and that all type of work is valued

Program Activities

- Pre-presentation package is sent to schools
- 45-minute interactive presentations are made at schools
- Post-presentation package is left behind at schools

Achievements

- Over 4,000 Grade Six students have taken part in the “Fishing for Your Future” workshop
- The “Fishing for Your Future” workshop is now used as a resource for career planning throughout the province
- Positive media exposure

Innovation

- Secondary schools, post-secondary schools, federal and provincial governments and industry work together to foster an understanding of the economy, encourage apprenticeships and deliver the key messages to students

Benefits

Education

- Students and educators receive a realistic view of business and skill requirements
- More students stay in school

Business

- Business has the opportunity to influence the education system



Chrysler Canada Partners in Education

Post-Secondary

Sponsored by



Post-Secondary

ONTARIO



CONTACT

Arvind Chhatbar
President
Vitesse (Re-Skilling)
Canada Inc.
1200 Montreal Road
Ottawa, ON K1A 0R6
Tel: 613-990-9550
Fax: 613-991-6980
E-mail:
arvind.chhatbar@nrc.ca

John ApSimon
Vice-President
Carleton University
1125 Colonel By Drive
Ottawa, ON K1S 5B6
Tel: 613-520-3570
Fax: 613-520-2689
E-mail:
john_apsimon@carleton.ca

LOCATION

Ottawa, Ontario

ESTABLISHED

1996

NUMBER OF PARTNERS

12

Overview

Vitesse is an innovative fast-track program designed to re-skill people in the region to match the specific needs of the business partners. This also permits people in other fields to change careers and enter the information-technology sector.

Objectives

- To increase the pool of available human resources in the telecommunications industry
- To re-skill people who wish to change careers
- To collaborate with local universities and local economic-development organizations in an effort to respond to the industry's human-resource needs

Program Activities

- Soliciting candidates for the program
- Co-ordinating with local companies and educational institutions
- Providing ongoing assistance to ensure the smooth operation of the student-professor mentor program

Achievements

- Successful launch of a pilot program with 10 students
- 100 per cent success rate in placing graduates in full-time jobs
- Phase II launched in January, 1998, with 40 students and seven companies
- Widely recognized as a successful re-skilling model

Innovation

- Builds on existing programs within educational institutions, while allowing companies the freedom to develop courses that suit specific needs and changing requirements

Benefits

Education

- Allows institution to see what programs and courses are relevant to industry, offering students new skills
- Provides a direct link with companies at technical working levels
- Provides the opportunity to offer students new skills

Business

- Gets access to a pool of workers with customized training
- Gains ability to influence curriculum
- Reduces administrative challenges with respect to advertising for and screening of clients

Post-Secondary

SASKATCHEWAN



CONTACT

Guy Poncelet
Director, Research
and Training
Saskatchewan Indian
Institute of Technologies
100-103A Packham Avenue
Saskatoon, SK S7N 4K4
Tel: 306-244-4444
Fax: 306-244-1391
E-mail: ponceletg@siit.sk.ca

Tom Myers
Manager
Employee Development
SaskTel
2133 1st Avenue
Regina, SK S4P 3Y2
Tel: 306-777-2010
Fax: 306-777-3733
E-mail:
tom.myers@sasktel.sk.ca

LOCATION

Saskatoon and Regina,
Saskatchewan

ESTABLISHED

1996

NUMBER OF PARTNERS

4

Overview

This partnership is an electronics-based training program designed to recruit, train and place First Nations workers in Saskatchewan. The Electronic Careers for First Nations program brings industry and education together through formal academic training and a structured work term.

Objectives

- To develop basic social and electronic skills
- To provide a direct bridge to advanced training in the electronics field
- To give students the chance to explore opportunities in the electronics field

Program Activities

- Program development
- Student recruitment
- Technical training
- Career planning
- Work term

Achievements

- Of 20 students, 13 received an Applied Certificate in Electronics Basics
- Several students went on to take advanced training in electronics
- A program has been started in a second location and a new partner has joined (Wascana Energy)

Innovation

- The Applied Certificate has been based on a structured work term and industry-standard core studies
- The design takes industry into the classroom and the classroom into industry

Benefits

Education

- Role models are developed for other First Nations adults
- Experienced is gained in building industry-education partnerships and programs

Business

- Brings more First Nations workers into technical positions
- Increases the number of qualified workers
- Contributes to First Nations growth and development

Post-Secondary

BRITISH COLUMBIA



CONTACT

Anne Toby
Mentorship
Co-op Program Co-ordinator
Partners in Mentorship
Education Society
Simon Fraser University
Burnaby, BC V5A 1S6
Tel: 604-291-5934
Fax: 604-291-3031
E-mail: toby@sfu.ca

Jasbinder Sanghara
Kinetek Pharmaceuticals
Incorporated
1779 West 75th Avenue
Vancouver, BC V6P 6P2
Tel: 604-267-7654
Fax: 604-267-7667

LOCATION

Throughout British Columbia

ESTABLISHED

1996

NUMBER OF PARTNERS

160

Overview

This Co-op Mentorship program matches secondary-school students from around the province with co-operative education students from Simon Fraser University. The students work primarily in the area of science and technology. Teams consisting of an employer, a student mentor and a student protégé are formed, and learning is experienced together in industry of academic environments.

Objectives

- To give protégés the chance to explore different career paths
- To give mentors a chance to improve their supervisory and communications skills
- To encourage employers to be actively involved with youth
- To smooth the transition for students between school and work

Program Activities

- Protégés spend 14 days with their mentors and employers at the work site and four days at the university participating in reflective learning

Achievements

- 160 teams have taken part since 1996
- Rural protégés have taken part in the program
- More female students are being encouraged to pursue careers in science and technology

Innovation

- The first partnership of its kind

Benefits

Education

- Increased awareness of industry's needs

Business

- Increased awareness of education's needs

Post-Secondary

NEW BRUNSWICK



CONTACT

Judy Fawcett
 Communications Officer
 New Brunswick Community
 College Moncton
 1234 Mountain Road
 Moncton, NB E1C 8H9
 Tel: 506-856-2795
 Fax: 506-856-3288
 E-mail: fawcettj@gov.nb.ca

Bruce Baker
 Toyota Canada Inc.
 One Toyota Place
 Scarborough, ON M1H 1H9
 Tel: 416-431-8397
 Fax: 416-431-8342
 E-mail: bbaker@toyota.ca

LOCATION

New Brunswick and
 across Canada

ESTABLISHED

1987

NUMBER OF PARTNERS

14

Overview

The New Brunswick Community College Moncton meets the challenges of automotive training by developing alternate training programs and forming partnerships with the motive-power industry and its aftermarket.

Objectives

- To support the automotive education system by supplying materials and technology
- To support dealers' recruitment efforts by opening a channel through which trained people can be hired
- To provide instructors with a reliable method of staying current

Program Activities

- The college delivers four levels of training: dealer-specific apprenticeship training, dealer-specific pre-employment training, dealer technician training and contract fleet training

Achievements

- New service technicians have developed the academic, teamwork and personnel-management skills necessary to carry out their work
- Technicians, by the nature of their work, have become lifelong learners
- The College has become known for high-technology programs that meet the needs of students and the industry

Innovation

- Partnerships exist with virtually every sector of the industry

Benefits

Education

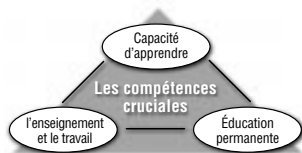
- The College is able to keep its facilities current, allowing for a better transfer of knowledge and a standardized curriculum

Business

- The industry is able to secure the services of highly skilled and highly motivated employees

Post- Secondaire

QUÉBEC



PERSONNES-RESSOURCES

Gilles Vézina
Directeur général
Institut de technologie
agroalimentaire de
Saint-Hyacinthe
3230, rue Sicotte
Saint-Hyacinthe (QC) J2S 7B3
Tél: 450-778-6504
Fax: 450-778-6716
Courriel:
Ginette.Desrochers@
agr.gouv.qc.ca

Johanne Tanguay
Directrice générale
CINTECH AA
3600, rue Boullé
Saint-Hyacinthe (QC) J2S 1H9
Tél: 450-771-4393
Fax: 450-771-0832
Courriel:
jtanguay@cintech-aa.qc.ca

ENDROIT

Saint-Hyacinthe, Québec

ÉTABLI

1994

NOMBRE DE PARTENAIRES

90+

Sommaire

Une véritable culture de partenariat a été implantée par la mise en œuvre de huit chantiers dans les divers volets de sa mission. Ces chantiers, qui ont donné des résultats appréciables au cours des cinq dernières années, ont fait appel à plus de 90 entreprises et organismes pour une mise en commun de ressources financières qui totalisent annuellement plus de 500 000 \$.

Objectifs

- Un environnement plus riche pour supporter la formation professionnelle
- Des occasions plus grandes d'apprentissage pour les élèves et de perfectionnement pour le personnel enseignant
- Une adaptation constante des programmes

Activités du programme

- Projets de partenariat en développement et transfert technologique, formation professionnelle et coopération internationale en agroalimentaire

Réalisations

- Huit chantiers faisant intervenir plus de 90 partenaires engagés dans la mise en œuvre de projets comme le développement et le transfert de technologie; ferme-école; laboratoire en boulangerie industrielle, plusieurs programmes internationaux

Caractère innovateur

- Jumelages institutionnels avec des collèges étrangers
- Plusieurs projets de coopération internationale

Avantages du partenariat

Milieu de l'éducation

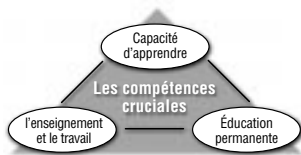
- Des gains appréciables en efficacité et productivité
- De nouvelles occasions d'apprentissage pour les élèves
- Un contexte propice à l'amélioration continue de l'enseignement et l'adaptation constante des programmes

Milieu des affaires

- L'accessibilité à de nouveaux services en formation continue, développement et transfert technologique
- Une influence directe sur la formation des diplômés embauchés
- Des occasions de contacts à l'étranger

Post- Secondaire

QUÉBEC



PERSONNES-RESSOURCES

Réjean Fortin
Directeur général
Cégep de Victoriaville
475, Notre-Dame est
Victoriaville (QC) G0P 4B3
Tél: 819-758-6401
Fax: 819-758-8960
Courriel: rfortin@cgpvicto.qc.ca

Stéphane Legault
Homag Canada Inc.
1655, ch. De l'industrie
Beloeil (QC) J3G 4S5
Tél: 450-536-2525
Fax: 450-536-1095
Courriel: stephanel@homag.ca

ENDROIT

Victoriaville, Québec

ÉTABLI

1995

NOMBRE DE PARTENAIRES

2

Sommaire

Le Cégep, en collaboration avec Homag Canada Inc., a mis sur pied un programme de formation novateur intégrant le développement de compétences théoriques et pratiques sur les techniques d'usinage des panneaux destinés à l'industrie du meuble.

Ce projet consiste en la création d'une entreprise utilisant une école-usine où cohabitent les employés de production et les étudiants. Ceux-ci ont l'occasion d'intégrer leurs apprentissages dans un contexte de production en suivant leurs cours théoriques et pratiques dans un édifice abritant des salles de formation et des ateliers dotés d'équipements de haute production acquis suite à une entente avec le milieu des affaires.

Objectifs

- Former une main-d'œuvre spécialisée pour l'industrie du meuble en panneaux tout en générant des revenus à même la production

Activités du programme

- Formation technique spécialisée dans un contexte de production
- Réalisation de contrats en sous-traitance pour l'industrie du meuble

Réalisations

- Implantation d'une usine de 25 000 pieds carrés dans le parc industriel
- Réinsertion professionnelle et création d'une quarantaine d'emplois

Caractère innovateur

- Création d'une usine de production intégrée à un centre de formation

Avantages du partenariat

Milieu de l'éducation

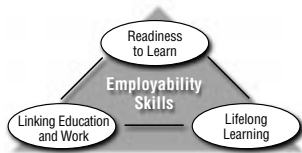
- Programme développant des compétences axées sur le contexte réel de l'industrie

Milieu des affaires

- Accès à une main-d'œuvre qualifiée

Post-Secondary

ONTARIO



CONTACT

John King
Director, Bell Centre for
Creative Communications
Centennial College
951 Carlaw Avenue
Toronto, ON M4K 3M2
Tel: 416-289-5101
Fax: 416-289-5106
E-mail: jking@bccc.com

Walter Stewart
Market Development Manager
Education and Research
Silicon Graphics
2550 Matheson Blvd.
Mississauga, ON L4W 4Z1
Tel: 905-282-8997
Fax: 905-625-3149
E-mail:
walter@toronto.sgi.com

LOCATION

Toronto, Ontario

ESTABLISHED

1994

NUMBER OF PARTNERS

3

Overview

The Bell Centre for Creative Communications is a multimillion dollar partnership of Bell Canada, Centennial College, Silicon Graphics and others to provide state-of-the-art training in communications arts, using traditional and leading-edge technology.

Objectives

- To establish a showcase college campus dedicated to training professionals in the creation of a variety of content for the new digital economy

Program Activities

- Annual delivery of seven full-time post-secondary programs involving 600 students
- Annual delivery of over 130 part-time courses in new-media studies, involving 1,800 students

Achievements

- Established a training facility that has become one of Canada's most advanced centres for new-media learning
- Received the Canadian Information Productivity Award of Excellence, 1995
- Placed over 80 per cent of graduates in jobs

Innovation

- The Bell Centre was the first project in which a college of applied arts and technology formed a strategic alliance with a private-sector company to develop a major multimedia training facility

Benefits

Education

- Results in students that have developed new-media skills
- The college now has a "college of the future" at a time when education economics are changing dramatically

Business

- Access to students who are "job ready"
- Increases sales of advanced workstations
- Access to a ready-made training and demonstration site for clients and staff

Post- Secondary

ONTARIO



CONTACT

Marilyn Warren-Wright
Loyalist Training and
Development Centre
Loyalist College
P.O. Box 4200
Wallbridge-Loyalist Road
Belleville, ON K8N 5B9
Tel: 613-969-1913
Fax: 613-966-5945
E-mail:
mwarren@loyalistic.on.ca

Dan Medakovic
Microsoft Corporation
320 Matheson
Boulevard West
Mississauga, ON L5R 3R1
Tel: 905-568-0434
Fax: 905-568-4586
E-mail:
dannyme@microsoft.com

LOCATION

Toronto, Ontario

ESTABLISHED

1995

NUMBER OF PARTNERS

4

Overview

The Loyalist Training and Development Centre was designed to help put people back to work in an area hard hit by plant shutdowns and layoffs. As a result of the partnership between Human Resources Development Canada, Quantum EDP Recruiting Services and Microsoft, Loyalist College students are able to acquire Microsoft-certification in one of three tracks: Product Specialists, Solution Developers and Systems Engineers.

Objectives

- To design training for the unemployed
- To develop and deliver leading-edge programs that meet national and international standards
- To prepare students for a variety of technologies while promoting lifelong learning

Program Activities

- Preparing students with little or no computer knowledge to write Microsoft Certification exams as either Product Specialists, Solution Developers or Systems Engineers
- Teaching students soft skills as well as job-search and lifelong learning strategies

Achievements

- Success rate has been very high, particularly during the delivery of the second program
- One student from each track each year has received an Outstanding Student Award from Microsoft
- Loyalist College has been invited to have representation on the Canadian Microsoft Authorized Academic Training Program (AATP) Advisory Committee
- Local and national media coverage has been extensive

Innovation

- Loyalist was one of the first community colleges to offer a Microsoft-certified AATP

Benefits

Education

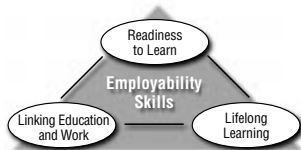
- Opportunity to provide leading-edge training
- Partnerships allow for cost-effective program delivery
- Microsoft Certification enhances the program's reputation

Business

- Program ensures a pool of skilled individuals for Microsoft
- Quantum enjoys an enhanced reputation as a major Canadian recruiting firm

Post Secondary

SASKATCHEWAN



CONTACT

Hugh Munro
Northlands College
P.O. Box 509
La Ronge, SK S0J 1L0
Tel: 306-425-4436
Fax: 306-425-2696

Morris Onyskevitch
Chairperson
Mineral Sector
Steering Committee
P.O. Box 900
La Ronge, SK S0J 1L0
Tel: 306-425-6880
Fax: 306-425-6886

LOCATION

Across Saskatchewan

ESTABLISHED

1996

NUMBER OF PARTNERS

8

Overview

The Underground Mining Training Program is a partnership between industry and education. It was formed in 1996 and was designed to increase the number of northerners working as underground miners. This is accomplished through hands-on training and work placements.

Objectives

- To increase the number of northerners working as underground miners
- To retrain workers so that they can work as underground miners
- To standardize and develop accredited training for underground miners in northern Saskatchewan

Program Activities

- Theoretical and hands-on training as well as work placements for entry-level miners
- On-the-job training for workers
- Ongoing development of the accreditation program

Achievements

- 81 per cent graduation rate in the first two programs
- 100 per cent of graduates (13) were employed including five workers who had been previously laid-off
- An increase in northern participation in the underground workforce

Innovation

- The development of an industry-endorsed, institute-accredited training program for underground miners
- Flexibility in delivery methods allows for differences at each mine

Benefits

Education

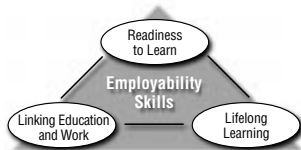
- A closer link with the industry and funders
- The chance to offer clients better opportunities
- Enhanced reputation

Business

- Bigger and better-trained pool of workers
- Reduced turnover
- Reduced training costs

Post-Secondary

ALBERTA



CONTACT

Daniel Dunwoody
 President
 Fairview College
 P.O. Box 3000
 Fairview, AB T0H 1L0
 Tel: 403-835-6601
 Fax: 403-835-6670
 E-mail:
 ddunwoody@fairview.ab.ca

Normand Boucher
 President
 Manning Diversified Forest
 Products Ltd.
 P.O. Box 370
 Manning, AB T0H 2M0
 Tel: 403-836-3111
 Fax: 403-836-3202
 E-mail:
 mandfp@telusplanet.net

LOCATION

Manning, Alberta

ESTABLISHED

1995

NUMBER OF PARTNERS

3

Overview

The Boreal Wood Centre is the result of a partnership of the education system, the private sector and the community. The Centre promotes environmental education and the economic benefits of timber resources to the citizens of northern Alberta. This is achieved through public awareness, training and high school courses and scholarships.

Objectives

- To promote the wise use of forest resources
- To develop a technically competent workforce in the forest-products sector

Program Activities

- Public awareness
- Environmental research
- Training and development in agro-forestry
- The delivery of custom high-school courses and scholarships

Achievements

- Residents in remote areas now have access to high-technology learning
- Funds for research and development have been leveraged
- Provincial-level leadership in the field of wood residues has been achieved

Innovation

- Community-based project in a remote area
- Innovative, grassroots educational programs
- Partners dedicated to providing broad societal benefits

Benefits

Education

- Gains recognition by the industry as a deliverer of technical training
- Realizes more entrepreneurial, marketing and public-relations opportunities

Business

- Gains recognition as a leader in environmental stewardship
- Gets access to a better-trained, more reliable workforce
- Provides a regional scope and access to marketing and public relations

Post-Secondary

ALBERTA



CONTACT

Linda Bucke
Director, Public Relations
Keyano College
8115 Franklin Avenue
Fort McMurray, AB T9H 2H7
Tel: 403-791-4805
Fax: 403-791-4914
E-mail:
linda.bucke@keyanoc.ab.ca

Richard Sawchuk
Director
Government Relations
Telus Corporation
10020-100 Street NW
Calgary, AB T5J 0N5
Tel: 403-498-7239
Fax: 403-498-7315
E-mail:
richard.sawchuk@telus.com

LOCATION

Fort McMurray, Alberta

ESTABLISHED

1996

NUMBER OF PARTNERS

3

Overview

Keyano College, Syncrude Canada and TELUS Corporation have joined forces in a venture that breaks down barriers to education for people living in remote Alberta locations. The three-way partnership has resulted in a state-of-the-art videoconferencing facility in Fort McMurray, Alberta, that allows for learning without students having to leave their home communities.

Objectives

- To provide the public and students living in remote communities with access to videoconferencing facilities
- To provide significant savings for all three partners
- To demonstrate commitment and support for the region by all three partners

Program Activities

- Education in a virtual classroom by way of videoconferencing
- Videoconference activities by the general public
- Business meetings by videoconference

Achievements

- Local students have been given more post-secondary education choices
- Organizations such as the Boy Scouts and the United Way have been able to meet with their counterparts through videoconferencing without the usual time and travel costs
- Local businesses have been able to use the facilities for meetings

Innovation

- This is the first videoconferencing facility of its kind in Canada
- This facility opens up educational opportunities students might not otherwise enjoy

Benefits

Education

- Gives Keyano College and Athabasca University a cost-effective way to offer a wide range of training and education opportunities to the residents of north-eastern Alberta

Business

- Business colleagues from different areas can meet face-to-face without the usual travel and time costs
- Business can be conducted more easily with customers throughout Alberta and around the world

Post-Secondary

BRITISH COLUMBIA



CONTACT

Linda Harmon
 Business Relations Office
 The University of
 British Columbia
 6328 Memorial Road
 Vancouver, BC V6T 1Z2
 Tel: 604-822-8462
 Fax: 604-822-8102
 E-mail: linda.harmon@ubc.ca

Michael Maddison
 Coca-Cola Bottling Ltd.
 2450 United Boulevard
 Coquitlam, BC V3K 6G2
 Tel: 604-523-5007
 Fax: 604-464-9211

LOCATION

Vancouver,
 British Columbia

ESTABLISHED

1995

NUMBER OF PARTNERS

2

Overview

This partnership between Coca-Cola Ltd. and the University of British Columbia has resulted in a bigger market share for the business and a better university experience for the student. As a result of the partnership, there is increased funding for social and athletic activities, increased support for the Alma Mater Society and better access to buildings for people with disabilities.

Objectives

- To create a long-term, mutually beneficial business agreement
- To develop the first partnership of its kind in Canada
- To develop a prototype for other business-education partnerships

Program Activities

- Enhances access for people with disabilities
- More social, athletic and Alma Mater Society activities

Achievements

- Funding for 10 major projects has resulted in better access for people with disabilities
- Many more Alma Mater Society programs have been funded and enhanced
- Over 70 social, athletic and other events have been funded and enhanced

Innovation

- First partnership of its kind in Canada
- Has been designed to serve as a model for similar partnerships

Benefits

Education

- Allows access to a source of significant, new non-traditional funding
- Allows the university to offer new programs and to fund research
- Enables the university to fulfil its mandate and responsibility to the community

Business

- Captures more market share and builds brand awareness in a highly sophisticated environment
- Establishes a guaranteed, extended relationship
- Enhances the relationship with the community



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Broad Community Collaboration

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Développement des
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Broad Community Collaboration

NEWFOUNDLAND



CONTACT

Dorothy Payne Parsons
Partnership Education
Department
Elwood Regional High School
P.O. Box 2004
Deer Lake, NF AOK 2E0
Tel: 709-635-4018
Fax: 709-635-5985
E-mail: doparson@calvin.sternnet.nf.ca

Rodger Young
Manager
Deer Lake Motel
P.O. Box 820
Deer Lake, NF AOK 2E0
Tel: 709-635-2108
Fax: 709-635-3842
E-mail: dmotel@sympatico.nf.ca

LOCATION

Deer Lake, Newfoundland

ESTABLISHED

1995

NUMBER OF PARTNERS

100+

Overview

In 1995, Elwood Regional High School became the first school in Newfoundland to establish a Department of Partnership Education. This has led to the formation of a range of partnerships that now includes more than 100 businesses and organizations. These partnerships have resulted in school-to-work transition programs, co-op education opportunities for students, an Employability Skills Profile program and Partnership Conferences.

Objectives

- Provide quality work-experience programs
- Facilitate student career pathways
- Promote employability skills

Program Activities

- Co-op Education and Employability Skills Profile Program
- Partnership Conferences

Achievements

- National Certification in Home Support
- More than 100 businesses and groups involved

Innovations

- Establishment and continuation of Newfoundland's first Department of Partnership Education

Benefits

Education

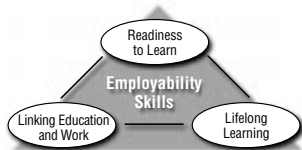
- Enhanced career education and work experience
- Greater parental and community involvement and ownership

Business

- Access to a more skilled workforce
- Greater access to community resources

Broad Community Collaboration

QUEBEC



CONTACT

Carole Morin
Commission Scolaire
de Montréal
3737, rue Sherbrooke Est
Montréal (QC) H1X 3B3
Tel: 514-596-6363
Fax: 514-596-7570
E-mail: morinc@csdm.gc.ca

Gemma Raeburn Baynes
Manager, Internship Programs
Workplace Equality
Bank of Montreal
105 St. Jacques, 8th Floor
Montreal, QC H2Y 1L6
Tel: 514-877-8857
Fax: 514-877-8008
E-mail:
gemma.raeburn@bmo.com

LOCATION

Across Canada

ESTABLISHED

1995

NUMBER OF PARTNERS

17

Overview

The "Possibilities" Youth Internship Scholarship Program was initiated by the Bank of Montreal as a pilot project. Ten Grade 11 students from Montreal's black community were trained in different aspects of banking for one day out of each school week. It has been expanded to include students from other visible minority communities, aboriginal students and students with disabilities and is now a national program with partnerships established in Toronto, Halifax, Winnipeg, Calgary and Edmonton.

Objectives

- Enable high school students to meet and work with positive, successful role models in the workplace and the community
- Encourage high school students to plan successful careers and to develop skills necessary for employment

Program Activities

- Each week consists of four days in school and one day at the Bank of Montreal
- Mentorship program
- Summer/part-time employment
- Leadership Weekend Retreat

Achievements

- Over 80 students across Canada have graduated during the past 3 years
- Have been asked to instruct other employers and school boards on the development of similar programs

Innovations

- The collaboration of business, community, and school to provide opportunities for visible minority, aboriginal students, and students with disabilities
- Integration of in-class and on-the-job experiences

Benefits

Education

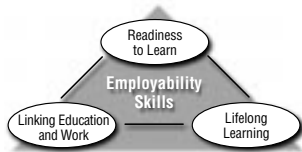
- Enables students to learn, develop, and succeed
- Instills values for life-long learning
- Results in scholarship for post-secondary education

Business

- Further develops employees
- Creates an equitable workplace and a more dynamic and diverse work force
- Builds stronger relationships with the communities

Broad Community Collaboration

ONTARIO



CONTACT

Bob Gillett
President
Algonquin College
1385 Woodroffe Avenue
Nepean, ON K2G 1V8
Tel: 613-727-4723
Fax: 613-727-7743
E-mail:
gillett@algonquin.on.ca

Bill Collins
President
Ottawa Centre for Research
and Innovation (OCRI)
36 Steacie Drive
Kanata, ON K2K 2A9
Tel: 613-592-8160
Fax: 613-592-8163
E-mail: bcollins@ocri.ca

LOCATION

Ottawa region, Ontario

ESTABLISHED

1990

NUMBER OF PARTNERS

360

Overview

Involving over 360 partners, this suite of programs is designed to enrich the delivery of education and facilitate career preparation for students in science, technology, engineering and mathematics (STEM). Among the wide variety of initiatives are the Technology Coaches Program, the Teacher Internship Program and the Nortel Networks Young Entrepreneurs. As well as building the confidence of teachers and students, the partnerships also provide teachers with learning strategies for integrating science and technology into the school curriculum.

Objectives

- Foster a superior lifelong-learning environment
- Increase the technology-sector talent pool
- Encourage young people to pursue careers in STEM

Program Activities

- Technology Coaches Program
- Teacher Internship Program
- Nortel Networks Young Entrepreneurs
- Technology Resource Initiative

Achievements

- K-12 program used as a provincial and national model
- Winner of 1995 Michael Smith Award

Innovations

- Capitalizes on OCRI's extensive network to build new relationships and share expertise
- K-12 program focuses on current curriculum guidelines for classroom adaptability

Benefits

Education

- Provides teachers with learning strategies for integrating science and technology into school curriculum
- Builds teacher and student self-confidence and self-sufficiency in STEM

Business

- Assists the Ottawa region in developing a homegrown workforce and a science-literate community
- Cost-effective infrastructure enables all organizations to participate

Broad Community Collaboration

MANITOBA



CONTACT

Don McCaskill
Work Education Coordinator
Career Studies Program
Frontier School
Division No. 48
1402 Notre Dame Avenue
Winnipeg, MB R3E 3G5
Tel: 204-775-9741
Fax: 204-775-9940

Shaun Hampton
Junior Achievement
of Manitoba
5-266 A Linwood Street
Winnipeg, MB R3C 2J6
Tel: 204-956-6084
Fax: 204-831-5284

LOCATION

Winnipeg and throughout
Manitoba

ESTABLISHED

1993

NUMBER OF PARTNERS

250

Overview

Working with 250 partners, the Frontier School Division has developed a four-year skills Career Program for students from isolated northern First Nations communities. The students learn appropriate workplace skills enabling them to make a smooth transition from school to employment. This is done through course curricula, portfolios, career conferences, job exposures, entrepreneurship programs and paid employment opportunities.

Objectives

- Increase aboriginal participation in the work force
- Encourage students to take appropriate courses for high-technology and high-demand occupations
- Create a smooth transition from school to work for aboriginal Manitobans

Program Activities

- Work experience, job shadowing
- Paid summer or full-time employment

Achievements

- Over 2000 students have taken part since 1993
- Established a direct-transition system to full-time and summer employment

Innovations

- Exposes students to multitude of employment possibilities over multiple years
- Teaches northern students the skills necessary to live in an urban environment

Benefits

Education

- Students gain skills and confidence to work and live in an urban environment
- Student drop-out rate decreases

Business

- Demonstrates a commitment to maximize employment base for northern employers
- Links employers to motivated, qualified graduates

Broad Community Collaboration

NEW BRUNSWICK



CONTACT

Alex Dingwall
School District 8
384 Lancaster Avenue
Saint John, NB E2M 2L5
Tel: 506-658-5300
Fax: 506-658-5399
E-mail: alexd@gov.nb.ca

Ginette LeBlanc
Junior Achievement of
Greater Saint John Inc.
P.O. Box 7004, Station A
Saint John, NB E2L 4S4
Tel: 506-634-8409
Fax: 506-634-8495
E-mail: jastj@nbnet.nb.ca

LOCATION

Saint John, New Brunswick

ESTABLISHED

1984

NUMBER OF PARTNERS

50

Overview

Junior Achievement delivers in-school and after-school programs to students from Grades 5 to 12. Programs such as Business Basics and the Economics of Staying in School have been developed and are being delivered to help young students better understand business and economics and inspire them to value a free-enterprise system.

Objectives

- Inspire and educate young Canadians to value free enterprise
- Help youth develop entrepreneurial and leadership skills

Program Activities

- Junior Achievement provides four business educational programs including Business Basics, Economics of Staying in School, Project Business and the Company Program

Achievements

- Delivered business educational programs to over 800 students last year
- 3M Pinnacle of Innovation Award

Innovations

- Through soliciting businesses, recruiting volunteers, offering updated quality program material and training to the volunteers from the business community, Junior Achievement is not only building self-esteem, but is also building leaders

Benefits

Education

- Young people are more educated about the world of business
- Youth build confidence and life skills

Business

- Employers can promote their local business
- Ensures business growth in their community

Broad Community Collaboration

NEW BRUNSWICK



CONTACT

David Roberts
Director
Connect NB Branché
P.O. Box 2000
212 Queen's Street, Suite 404
Fredericton, NB E3B 5H1
Tel: 506-444-4703
Fax: 506-444-4058
E-mail: droberts@nbnet.nb.ca

Dennis Cochrane
Deputy Minister of Education
Department of Education
P.O. Box 6000
Fredericton, NB E3B 5H1
Tel: 506-453-2529
Fax: 506-457-4810
E-mail: cochrand@gov.nb.ca

LOCATION

Throughout New Brunswick

ESTABLISHED

1996

NUMBER OF PARTNERS

2

Overview

New Brunswick Community Access Centre Network consists of 181 community-based centres and is organized and managed by committees. Partners involved with all centres include the federal and provincial governments, educational institutions and companies in the information-technology (IT) sector. Partners involved in specific local centres include municipal and district/regional governments, educational institutions, and other private sector businesses. Over 1,000 volunteers help manage the project.

Objectives

- Provide rural communities with affordable public access to information technology and training
- Provide training, work experience, employability and technology skills
- Encourage private sector development of online content and services and the online delivery of government services

Program Activities

- Province-wide development of local Community Access Centres
- Information-technology training
- Development of online learning initiatives

Achievements

- Established 181 Community Access Centres that have provided over 3,500 IT training courses for 20,000+ users
- Provided enhanced IT to over 150 rural schools
- Obtained over 500,000 hours of paid employment

Innovations

- New view of schools as day-long, year-long places of community learning
- Use of IT to bring post-secondary education to the community

Benefits

Education

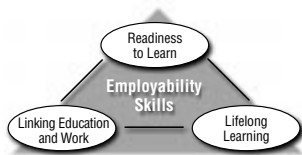
- Increased technology resources
- Opportunities for enhanced learning and staff development

Business

- Expanded customer base
- Cost-effective employee training
- Entrepreneur and business training via IT

Broad Community Collaboration

NOVA SCOTIA



CONTACT

Nadine Tanner
Coordinator
STANet – Science
and Technology
Awareness Network
Centre for Marine Geology
Dalhousie University
Halifax, NS B3H 3J5
Tel: 902-494-2698
Fax: 902-494-6785
E-mail: stanet@ls.dal.ca

Michael R. Duck
A.C. Dispensing Equipment Inc.
731 Old Sackville Road
Lower Sackville, NS B4C 3H6
Tel: 902-865-9602
Fax: 902-865-9604
E-mail:
mduck@ac-dispensing.com

LOCATION

Throughout Nova Scotia

ESTABLISHED

1995

NUMBER OF PARTNERS

300+

Overview

The Science and Technology Awareness Network (STANet) is a network of organizations, government departments, educators and individuals working together to promote science and technology awareness and programs to the general populace of Nova Scotia. The program, which offers everything from a Science Hotline to science-related web sites, has increased the number of partners from 12 to 300+ in just two years.

Objectives

- Encourage awareness of and alternative approaches to science education
- Encourage Nova Scotians to explore applications of science and technology

Program Activities

- Science Hotline, Tech Tours and STANet Web Site
- Science Connections, Science Education Guide and STANet's Complete Guide to Planning and Implementing Science Awareness Activities (publication)

Achievements

- Winner of 1997 Michael Smith Award
- Number of partners has grown from 12 to 300+ in only 2 years

Innovations

- Operating structure brings together a broad range of more than 300 groups and hundreds of individuals
- Provides unique resources and channels of communications for partners

Benefits

Education

- Enhances knowledge of career options in science and technology
- Educators gain current and pertinent information

Business

- Expands cooperation and communications among businesses and other organizations
- Produces a more science-literate workforce

Broad Community Collaboration

NOVA SCOTIA



CONTACT

John-Paul Cody
External Relations Coordinator
Youth LIVE: Center for
Youth Development
P.O. Box 1749
Halifax, NS B3J 3A5
Tel: 902-490-4425
Fax: 902-490-7117
E-mail:
codyjp@region.halifax.ns.ca

Rob Caldwell
Scotia Receiving Ltd.
41 Borden Avenue
Dartmouth, NS B3B 1C7
Tel: 902-468-5650
Fax: 902-468-5652
E-mail: scotiare@fox.nstn.ca

LOCATION

Halifax Regional Municipality,
Nova Scotia

ESTABLISHED

1995

NUMBER OF PARTNERS

100+

Overview

Youth LIVE is a not-for-profit organization committed to enhancing the personal development of youth so they can become integral and productive members of their communities. This process includes the sharing of resources of youth, government, business and community so that economic opportunities and support for youth-at-risk can be maximized.

Objectives

- Maximize economic opportunities and support for youth-at-risk
- Promote stability and a healthy living community
- Show a commitment to empowering youth-at-risk
- Promote cross-cultural understanding and diversity

Program Activities

- Academic upgrading, career exploration and alternative schooling for youth
- Collaborative partnerships with business, education and the community

Achievements

- Over 60 per cent of participants succeed in acquiring jobs, training or starting a business
- Rated as the #1 Youth Service Canada Project in 1995
- One of the top-rated Enviro Depots in Nova Scotia in 1996/97

Innovations

- Development of an initiative that addresses the needs of youth-at-risk using an entrepreneurial approach

Benefits

Education

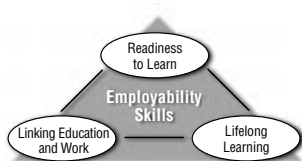
- Enhances academic capacity of youth-at-risk through an alternative school program

Business

- Enhances economic self-reliance of youth-at-risk through job, life, career exploration and academic upgrading skills

Broad Community Collaboration

NOVA SCOTIA



CONTACT

Chris Curtis
Chief Entrepreneurship Officer
Centre for Entrepreneurship
Education and Development
1521 Grafton Street
P.O. Box 578
Halifax, NS B3J 2S9
Tel: 902-424-5263
Fax: 902-424-0260
E-mail: burnsm@ednet.ns.ca

Brian Watson
Nova Scotia Economic
Development and Tourism
P.O. Box 519,
1800 Argyle Street
Halifax, NS B3J 2R7
Tel: 902-424-2106
Fax: 902-424-0508
E-mail: bwatson@gov.ns.ca

LOCATION

Halifax, Nova Scotia

ESTABLISHED

1996

NUMBER OF PARTNERS

50+

Overview

Open for Business is a place where people can participate in the entrepreneurial experience and learn the values, attitudes, personal qualities, and skills needed to be successful in the workplace. Open for Business has developed a database of existing entrepreneurs and community-support mechanisms used to provide valuable networking opportunities for those wanting to start or expand a business.

Objectives

- Nurture people along the entrepreneurial path
- Provide an environment that will lead to an attitude of self-reliance
- Offer a program that will enable people to take initiative and focus their spirits, ideas, talents and energy into entrepreneurial activities

Program Activities

- Workshops and "Ask the Expert" sessions
- Reference, Information and Networking Centre
- Entrepreneurial guidance
- Community outreach programs

Achievements

- Successfully paired aspiring entrepreneurs with existing entrepreneurs
- 180 workshops to more than 2,000 new entrepreneurs
- Involved in the opening of more than 130 new business ventures

Innovations

- Creating a positive "can do" environment where youth realize that they have control over their lives
- Bringing professionals and youth together in a non-traditional manner

Benefits

Education

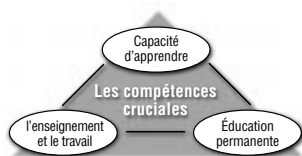
- Brings a greater sense of purpose to the minds of students
- Allows educators to present course material in a relevant, applicable manner

Business

- Allows business to give back to the community
- Provides networking opportunities

Collaboration communautaire

QUÉBEC



PERSONNES-RESSOURCES

Robert Millette
Directeur de l'enseignement
Institut de technologie
agroalimentaire de
Saint-Hyacinthe
3230, rue Sicotte
Saint-Hyacinthe (Québec)
J2S 7B3
Tél: 450-778-6504
Fax: 450-778-6716
Courriel: robert.millette@
agr.gouv.qc.ca

Claude Bernier
Maire
Ville de Saint-Hyacinthe
700, rue de l'Hôtel de Ville
Saint-Hyacinthe (Québec)
J2S 5B2
Tél: 450-778-8302

ENDROIT

Saint-Hyacinthe (Québec)

ÉTABLI

1987

NOMBRE DE PARTENAIRES

30+

Sommaire

Grâce à l'appui de la communauté locale et du milieu des affaires, ainsi qu'à l'engagement de son personnel, l'ITA est parvenu après dix années de préparation, à rendre accessible à la communauté un jardin public de 4,5 ha, unique en son genre, intégrant 13 jardins thématiques.

Objectifs

- Développer en partenariat, un parc ornemental de grande envergure ayant une vocation pédagogique et récréo-touristique pour le bénéfice des élèves et de la communauté

Activités

- la tenue de travaux pratiques en formation professionnelle horticole (environ 400 heures/année)
- l'accueil de plus de 12 000 visiteurs annuellement
- l'organisation de visites dirigées, d'ateliers thématiques et de fêtes champêtres

Réalisations

- un laboratoire d'enseignement polyvalent utilisé pour la formation de technologistes et d'ouvriers spécialisés en horticulture ornementale
- un lieu d'éducation populaire et de détente fréquenté et très apprécié

Innovation

- un concept d'enchaînement de treize jardins thématiques
- un concept original axé sur les besoins du citoyen désireux d'améliorer l'environnement de sa résidence

Avantages

Milieu de l'enseignement

- un laboratoire exceptionnel pour la formation pratique
- une bonification significative des contextes pédagogiques qui offrent des possibilités quasi illimitées pour l'intégration de nouvelles approches
- une occasion nouvelle pour les élèves et le personnel enseignant des écoles primaires environnantes qui utilisent le Jardin dans le cadre de leurs cours en sciences naturelles

Milieu des affaires

- une vitrine commerciale pour les partenaires et entreprises du secteur horticole commanditant des infrastructures
- des retombées économiques découlant de l'achalandage touristique

Broad Community Collaboration

ONTARIO



CONTACT

Cindy Adams
Program Coordinator
Scientists in School
1018 Moorelands Crescent
Pickering, ON L1W 3K4
Tel: 905-509-5724
E-mail: sins@scar.utoronto.ca

Naomi Yergey
Manager, Educational Affairs
Merck Frosst Canada Inc.
P.O. Box 1005
Point-Claire-Dorval (QC)
H9R 4P8
Tel: 514-428-3030
Fax: 514-428-8670
E-mail:
naomi_yergey@merck.com

LOCATION

Throughout Ontario

ESTABLISHED

1989

NUMBER OF PARTNERS

32

Overview

“Scientists in Schools” brings science to life for elementary classrooms through stimulating, hands-on science and technology programs. The program exposes children throughout their elementary education to many scientist role-models—particularly female scientists. It also enhances teacher capability and confidence in using inquiry-based methods for teaching science.

Objectives

- Stimulate interest and enthusiasm for science among children
- Demonstrate through role-modeling that all children can pursue careers in science and technology
- Enhance capability and confidence of elementary teachers

Program Activities

- A total of 60 half-day science and math/science presentations
- Professional Development workshops

Achievements

- The number of participating classrooms has grown from 40 to 2,300 in nine years
- Over 60,000 students will be “scientists” in 1998/99 (33% above the previous year)
- Canadian Federation of University Women National Program Award in 1997

Innovations

- Programs which are curriculum-oriented and delivered by female scientists
- Crosses school board boundaries

Benefits

Education

- Better understanding of science among students and teachers
- Access to unique and/or costly materials

Business

- Creates a spirit of community involvement
- Opportunity to encourage youth
- Improves the employability skills of future workers

Broad Community Collaboration

ONTARIO



CONTACT

Bruce Baker
Toyota Canada Inc.
1 Toyota Place
Scarborough, ON M1H 1H9
Tel: 416-431-8397
Fax: 416-431-8342
E-mail: bbaker@toyota.com

Winton Estabrooks
New Brunswick
Community College
1234 Mountain Road
Moncton, NB E1C 8H9
Tel: 506-856-2263
Fax: 506-856-2665

LOCATION

Across Canada

ESTABLISHED

1992

NUMBER OF PARTNERS

5

Overview

The Toyota Technical Education Program (T-TEP) was established by Toyota Canada Inc. to provide state-of-the-art automotive training to Canadian students. A dedicated facility is established at each participating institution on a cost-shared basis. Specialized training tools, simulators, plus a supply of vehicles and cutaway components are supplied at Toyota's expense.

Objectives

- Support dealers' recruitment activities
- Instruct students in the latest Toyota technology
- Produce highly skilled technicians

Program Activities

- Students working as technicians
- Students promoting the T-TEP program to future T-TEP students

Achievements

- 453 T-TEP students have graduated
- 206 T-TEP students have found employment in Toyota Dealerships and many remaining students have found other employment

Innovations

- T-TEP students participate in skills contest held in each location near the end of the school year

Benefits

Education

- Schools are supplied with state-of-the-art equipment
- T-TEP instructors receive complimentary Toyota Technical Training

Business

- Assists dealers by providing Toyota-trained recruits
- Improves the image of the retail automotive service industry

Broad Community Collaboration

SASKATCHEWAN



CONTACT

Mike LeClaire
Principal
Nutana Collegiate
411-11th Street East
Saskatoon, SK S7N 0E9
Tel: 306-683-7580
Fax: 306-683-7587
E-mail: leclaire.mike@
sbe.saskatoon.sk.ca

Jeremy Morgan
Executive Director
Wanuskewin Heritage Park
R.R. #4
Saskatoon, SK S7K 3J7
Tel: 306-931-6767
Fax: 306-931-4522
E-mail:
jmorgan@sk.sympatico.ca

LOCATION

Saskatoon, Saskatchewan

ESTABLISHED

1994

NUMBER OF PARTNERS

35

Overview

Nutana Collegiate, an inner-city high school, has successfully established partnerships with a broad range of business, government, community, educational and aboriginal groups. All partnerships are designed to keep students in school and help them succeed in life. With a holistic approach to education, the school and its partners address the academic, career, physical, social, emotional and spiritual needs of students.

Objectives

- Keep students—especially aboriginal and at-risk students—in school
- Provide students with practical employment knowledge and skills

Program Activities

- Helping at-risk students complete their high school education
- Training and employment in tourism
- Practical exposure to agribusiness

Achievements

- Established a diverse range of opportunities for at-risk students
- Realized a tremendous increase in enrolment
- Developed a formal plan for an Integrated School-linked Services initiative

Innovations

- Holistic approach to meeting the complex needs of at-risk students
- Flexibility in establishing a wide and varying range of partnerships

Benefits

Education

- Access to wide range of community resources
- Able to provide practical employment and out-of-class experiences for students

Business

- Development of a more skilled workforce
- Direct involvement in program development and delivery

Broad Community Collaboration

ALBERTA



CONTACT

Gord Ivey
Fairview High School
Bag 2792
Fairview, AB T5R 5Y2
Tel: 403-835-5421
Fax: 403-835-3222
E-mail: ivelyg@prsd.ab.ca

Colin W. Reichle
Executive Director
Job Safety Skills Society
Box 37073, Lynwood
Edmonton, AB T5R 5Y2
Tel: 403-916-7033
Fax: 403-413-6877
E-mail:
creichle@connect.ab.ca

LOCATION

Alberta, Northwest Territories
and China

ESTABLISHED

1991

NUMBER OF PARTNERS

14

Overview

The Job Safety Skills Society is a unique partnership of industry, education and government, created as a corporate-sector response to the high injury and fatality rate among young workers. The Job Safety Skills for Young Workers Program was developed by the Society and has been approved in the Alberta and NWT curricula. It is provided at no cost to schools in Alberta.

Objectives

- Ensure all youth are properly prepared to be safe workers
- Provide a program for young workers that teaches personal risk and hazard assessment as well as specific hazard-avoidance practices

Program Activities

- The Society provides each school with resource manuals for teachers (lesson plans included)
- Over 120 sets of eight videos have been developed and provided
- Provides in-service Training for Teachers

Achievements

- Excellence in Innovation Award by the Canadian Society of Association Executives
- OSH '98 Award of Excellence for Innovation in New Product or Service

Innovations

- The Farm Safety Unit is the first of its kind in any curriculum
- For the first time, First Aid has been embedded in the Alberta curriculum
- Industry participation allows opportunities for direct safety-professional contact with the schools

Benefits

Education

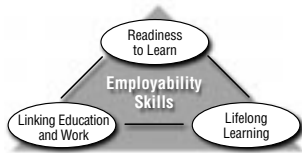
- Educators have free access to the finest school-based safety program in the world

Business

- Profoundly reduced risk exposure for young workers in the crucial first six months of employment

Broad Community Collaboration

ALBERTA



CONTACT

Angela Martincevic
Director of Development
and Communications
CAREERS: The Next
Generation Foundation
1410 Oxford Tower,
10235 101 Street
Edmonton, AB T5J 3G1
Tel: 780-426-3414
Fax: 780-428-8164
E-mail:
amartincev@nextgen.org

Blair Becker
Vice President
TransCanada International Ltd.
8017 Avenue SW, 36 Floor
Calgary, AB T2P 2N6
Tel: 403-290-6538
Fax: 403-261-3599
E-mail:
beckerb@novaintl.com

LOCATION

Edmonton and throughout
Alberta

ESTABLISHED

1994

NUMBER OF PARTNERS

372

Overview

CAREERS: The Next Generation has established over 300 partnerships with employers, educators and community members across Alberta. The partners work together to achieve a common goal—to help students develop strong employability skills for their future. CAREERS continues to enhance education, businesses and communities.

Objectives

- Help students develop attitudes, competencies and skills for employability
- Assist students in making more informed high-school program and career choices
- Help meet skill shortages

Program Activities

- RAP PLUS apprenticeship training
- Co-op PLUS program for recent high-school graduates interested in the trades
- CAREER PREP/TECH PREP for those interested in careers beyond the traditional trades

Achievements

- Over 900 students have benefited from the work of CAREERS
- Over 450 businesses and 76 schools have worked together to help Alberta's young adults begin workforce development at an earlier age
- More than 26 Alberta communities are actively engaged with CAREERS

Innovations

- Province-wide systematic change
- Board of Directors and Advisory Council is an amalgamation of private and public sectors

Benefits

Education

- Students learn about the skills and attitudes required in the workplace
- Students have enhanced opportunities for learning

Business

- Opportunity to play a role in the development and growth of the workforce
- Chance to gain a competitive advantage as internships provide students with a seamless transition from school to work

Broad Community Collaboration

ALBERTA



CONTACT

Norm Elickson
Principal
Sir Alexander
Mackenzie School
61 Sir Winston
Churchill Avenue
St. Albert, AB T8N 0G5
Tel: 403-459-4467
Fax: 403-459-0311

Betty Dejong
Sir Alexander Mackenzie
Fundraising Society
61 Sir Winston
Churchill Avenue
St. Albert, AB T8N 0G5
Tel: 403-459-4467
Fax: 403-459-0311

LOCATION

St. Albert, Alberta

ESTABLISHED

1995

NUMBER OF PARTNERS

100

Overview

This is a partnership of St. Albert businesses, parents, and school staff for the purposes of fundraising, community involvement, parental input and educational enhancement. These goals and the partnership's educational objectives are achieved through community awareness, input and fundraising targeted towards specific academic and school enhancement projects.

Objectives

- Meet the objectives of our stakeholders
- Be entrusted with additional students and resources

Program Activities

- Specific Technical Educators Program
- Early Childhood Services
- Reading Intervention Program
- School Art Gallery
- Technological Advancers Program
- Junior Adaptation Special Needs Program
- Paired Reading Classes
- Classical Music Appreciation

Achievements

- An increase in enrolment from 372 to 580 students in just four years
- Outstanding academic results dramatically superior to provincial and local standards
- In excess of \$40,000 in annual contributions by various fundraising and support groups

Innovations

- Involves the community as a key element in achieving enrolment growth
- Involves the securing of additional resources

Benefits

Education

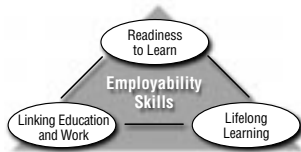
- Increases student enrolment
- Results in higher student achievement

Business

- Helps produce skilled, productive workers

Broad Community Collaboration

ALBERTA



CONTACT

Janis Miller
Humber College of Applied
Arts and Technology
205 Humber College Blvd.
Toronto, ON M9W 5L7
Tel: 416-675-6622
Fax: 416-675-0135
E-mail:
Jmiller@admin.humberc.on.ca

Bill McKenna
Performance Consultant
Canadian National
10004-104th Avenue
Edmonton, AB T5J 0K2
Tel: 403-421-6998
Fax: 403-421-6987
E-mail: McKenna@cn.ca

LOCATION

British Columbia and
across Canada

ESTABLISHED

1996

NUMBER OF PARTNERS

8

Overview

This partnership is a network of select Canadian community colleges, whose staff manage a customized curriculum of competency-based courses that lead to college certification. The program was developed to bring training to 2,000 CN front-line supervisors and unionized employees.

Objectives

- Create and implement a program that has progressive steps, recognizes prior learning and leads to college accreditation
- Influence individual responsibility for education and career development

Program Activities

- Supervisory development program offered to CN employees
- Customized performance-management workshops
- Scheduled and administered training sessions

Achievements

- CN system-wide implementation in one year
- Established strong group of expert facilitators close to CN business operations
- Launched prototype of joint CN-public program delivery

Innovations

- Although education is a provincial matter, colleges across Canada have linked to respond to national needs

Benefits

Education

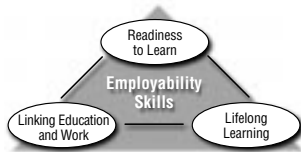
- Closer relationship with business
- New client base, inside and outside CN

Business

- Access to structured, professional learning institutions
- Creation of an environment where employees take responsibility for personal development

Broad Community Collaboration

BRITISH COLUMBIA



CONTACT

Barry Morley
Career Programs Coordinator
Richmond School District
7811 Granville Avenue
Richmond, BC V6Y 3E3
Tel: 604-668-6060
Fax: 604-668-6191
E-mail: barry-morley@richmond.sd38.bc.ca

Spence Mikituk
Manager, Technical Training
Canadian Airlines
International Ltd.
6001 Grant McConachie Way
Richmond, BC V7B 1K3
Tel: 604-270-5566
Fax: 604-270-5617
E-mail: s.mikituk@cdnair.ca

LOCATION

Richmond, British Columbia

ESTABLISHED

1994

NUMBER OF PARTNERS

18

Overview

Through partnerships, aviation-technology students gain work-place experience as well as sufficient background, skills and practical knowledge for entry-level employment and post-secondary opportunities in aviation. Using Boeing aircraft production methods, students gain on-the-job experience by building a fully operational, two-seat aircraft.

Objectives

- Offer skill-based training in aviation technology
- Provide realistic work experience in the aviation field
- Teach and apply basic employability skills

Program Activities

- Planning, building and marketing a two-seat, fully operational aircraft
- On-the-job training within the aviation industry

Achievements

- One of only six Aviation Youth Internship Program sites in Canada
- Incorporated aircraft production methods used by Boeing

Innovations

- Aviation industry's high level of involvement in helping to develop and evaluate the program
- Planning, building and marketing a fully operational aircraft

Benefits

Education

- Students benefit from hands-on practice with equipment
- Students link academic theory with practical application

Business

- Businesses foster a skilled and motivated workforce
- Businesses helps shape educational programs and workforce development



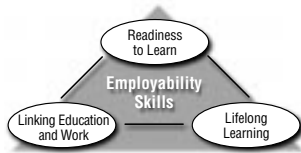
Global Best

For partnerships which
have demonstrated
a record of success
in promoting teacher
training and development

Sponsored by

NRC-CMRC

Global Best



CONTACT

Alex Blackwood
Chief Executive
Glasgow Education
Business Partnership
12 Commercial Road
Glasgow, Scotland
Tel: 141-429-1999
Fax: 141-429-8798
E-mail: info@gebpc.co.uk

LOCATION

Glasgow, Scotland

ESTABLISHED

1993

NUMBER OF PARTNERS

numerous

Overview

The Glasgow Education Business Partnership, a partnership between Glasgow City Council and Glasgow Development Agency has implemented many projects and activities. One successful program is the "Aim High in Glasgow Strategy" which focuses on raising levels of achievement and offers development opportunities to teachers through placement in industry. Strategies focus on:

- Support for learning and teaching
- Enterprise education
- Support for transition to work
- Promotion of lifelong learning

Development of teachers through the "Partners in Professional Development" program is a vital part of their success

Objectives

The Partners in Professional Development programme:

- Supports teaching in Glasgow schools
- Raises the profile of "Education for Work"
- Improves knowledge of the local economy
- Supports the development of management in schools
- Supports the raising of levels of achievement

Achievements

- Over the last 2 years, 600 teachers have taken the programme
- When developing their management skills, primary schools are seeking the input of business
- Government has raised the profile of Education for Work and Enterprise

Innovation

- Led by Government, the program is now part of the new Scottish Qualification for Headship
- Partners in Professional Development programme has been adopted nationally in a government led initiative

Benefits

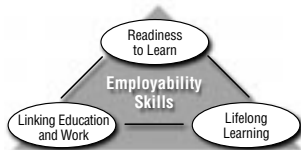
Education

- Changing attitudes toward "Education to Work" and business as a development resource
- See benefits of teacher development

Business

- More commitment and involvement from business

Global Best



CONTACT

Frederick Starke
Associate Dean
Faculty of Management
University of Manitoba
318 Drake Centre
Winnipeg, Manitoba R3T 5V4
Tel: 204-474-8510
Fax: 204-474-7544
E-mail:
Fred_Starke@Umanitoba.ca

Pamela Robertson
Senior Vice President
Bank of Montreal
6th Floor – 7th Avenue SW
Calgary, AB T2T 3N9
Tel: 403-503-7000
Fax: 403-503-7021

LOCATION

Winnipeg, Manitoba

ESTABLISHED

1993

NUMBER OF PARTNERS

40

Overview

The Summer Institute in Entrepreneurship and Enterprise Education is the first of its kind in Canada. It is an intensive “train-the-trainers” program which is directed at teachers in the public school system; community and rural development workers; and educators in immigrant and aboriginal communities who are working to promote innovation, diversification and economic development among young people in Canada.

Objectives

- To assist those individuals who are charged with developing an entrepreneurial culture in their communities
- To develop the skills of trainers and teachers in the areas of enterprise education and entrepreneurship

Program Activities

- Intensive, two-week program which brings high school teachers and other educators into contact with business people, inventors and entrepreneurs
- Participants learn about the essential features of entrepreneurship

Achievements

- Teachers leave with a more positive attitude about business and entrepreneurship
- Active promotion of entrepreneurship to thousands of high school students each year

Innovation

- A highly networked businessperson is partnered with an academic person to teach entrepreneurship to high school teachers

Benefits

Education

- Develops a greater understanding of business on the part of educators

Business

- Opens the dialogue between business and educators

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HONOURABLE MENTION



CONTACT

Bob Gillett
President
Algonquin College
1385 Woodroffe Avenue
Nepean, ON K2G 1V8
Tel: 613-727-4723
Fax: 613-727-7743
E-mail:
gillett@algonquin.on.ca

Bill Collins
President
Ottawa Centre for Research
and Innovation (OCRI)
36 Steacie Drive
Kanata, ON K2K 2A9
Tel: 613-592-8160
Fax: 613-592-8163
E-mail: bcollins@ocri.ca

LOCATION

Ottawa region, Ontario

ESTABLISHED

1990

NUMBER OF PARTNERS

360

Overview

Involving over 360 partners, this suite of programs is designed to enrich the delivery of education and facilitate career preparation for students in science, technology, engineering and mathematics (STEM). Among the wide variety of initiatives are the Technology Coaches Program, the Teacher Internship Program and the Nortel Networks Young Entrepreneurs. As well as building the confidence of teachers and students, the partnerships also provide teachers with learning strategies for integrating science and technology into the school curriculum.

Objectives

- Foster a superior lifelong-learning environment
- Increase the technology-sector talent pool
- Encourage young people to pursue careers in STEM

Program Activities

- Technology Coaches Program
- Teacher Internship Program
- Nortel Networks Young Entrepreneurs
- Technology Resource Initiative

Achievements

- K-12 program used as a provincial and national model
- Winner of 1995 Michael Smith Award

Innovations

- Capitalizes on OCRI's extensive network to build new relationships and share expertise
- K-12 program focuses on current curriculum guidelines for classroom adaptability

Benefits

Education

- Provides teachers with learning strategies for integrating science and technology into school curriculum
- Builds teacher and student self-confidence and self-sufficiency in STEM

Business

- Assists the Ottawa region in developing a homegrown workforce and a science-literate community
- Cost-effective infrastructure enables all organizations to participate

Global Best

HONOURABLE MENTION



CONTACT

Brenda Gladstone
Galileo Centre
Rocky View School Division
Post Bag 4
Bragg Creek, AB T0L 0K0
Tel: 403-949-2292
Fax: 403-949-4067
E-mail:
bgladstone@rockyview.ab.ca

Dan Pollock
IKON Office Solutions Canada
7015 MacLeod Trail South,
Suite 212
Calgary, AB T2H 2K6
Tel: 403-212-4511
Fax: 403-212-4435
E-mail: dpollock@ikon.com

LOCATION

Bragg Creek, Alberta

ESTABLISHED

1995

NUMBER OF PARTNERS

11

Overview

The Galileo Centre is a working professional-development centre for Alberta teachers. The Centre allows teachers to take part in a one-year collaborative teaching and learning experience. As well as teaching part of the time, participating educators also conduct research.

Objectives

- Teachers and students acquire skills required for work, further studies and citizenship
- Teachers adopt lead roles in modeling and communicating effective practices for the integration of technology
- Teachers and students acquire entrepreneurial skills

Program Activities

- "Real work" activities
- Collaborative mathematics projects with other school districts

Achievements

- Four "Project Teachers" from other school districts
- Credit courses on implementation of technology attended by teachers from across Alberta
- New curriculum that demonstrates technology integration available on-line — 12,000 hits on the web site
- Publication program

Innovation

- University credit opportunities for teachers
- Student mentorship program
- Province-wide cultivation of expertise

Benefits

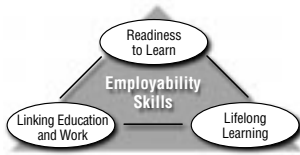
Education

- Teacher/student skill development
- Places teachers at the centre of education reform

Business

- Accountability for education-reform outcomes to business and community members

Global Best



CONTACT

Linda Cowie
Project Manager
Education Business
Partnership
27 Albyn Place
Aberdeen, Scotland
Tel: 01224 575100
Fax: 01224 213417
E-mail:
linda.cowie@scotent.co.uk

LOCATION

Aberdeen, Scotland

ESTABLISHED

1996

NUMBER OF PARTNERS

6

Overview

“Designing The Future” originated following an approach to the Education Business Partnership. The Robert Gordon University and The Aberdeen Society of Architects were looking for a means to raise awareness of the design process within the curriculum and an appreciation of the built environment and its impact.

Objectives

- To encourage school children at various levels to participate in a live project focusing on design
- To increase their awareness of the local environment through the use of Architecture and Design

Achievements

- Sustained interest for both schools and architects who participated
- Endorsement and support from education authorities

Innovation

- Unique partnership in Scotland
- The first local partnership activity impacting on Art and Design education linking Architects

Benefits

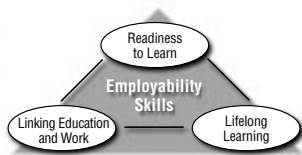
Education

- Opportunity for teachers to work with professionals in a different field
- Opportunity for students to develop research, presentation and interpersonal skills

Business

- Opportunity to highlight their profession to the schools involved and contribute expertise and guidance to the young people

Global Best



CONTACT

KayDell Knarr
Director Partners in Education
School City of Hammond
41 Williams Street
Hammond, Indiana 46320
USA
Tel: 219-933-2400
Fax: 219-933-1660
E-mail: kay_dell_knarr@
cmail.hammond.k12.in.us

LOCATION

Hammond, Indiana

ESTABLISHED

1989

NUMBER OF PARTNERS

40+

Overview

Celebrating its 10th Anniversary, the Unilever Environmental Education Program has reaped immeasurable educational benefit for thousands of students and has transformed the community with an improved image.

Objectives

- To educate the students, to create environmental awareness, and to develop and promote ownership of the environment.

Achievements

- The environmental program has become a permanent component of the school curriculum
- The clean-up aspect of the partnership has become an annual rite of spring that affects every school and most neighbourhoods

Innovation

- Partnership began with a one day observance and has grown into a year-round cultivation of school grounds, parks and young minds

Benefits

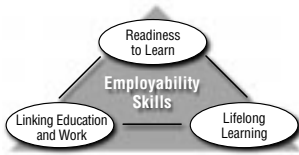
Education

- Each school has the autonomy to go beyond the core curriculum to creatively develop its own partnerships

Business

- Collaborative projects enhance public image

Global Best



CONTACT

KayDell Knarr
Director Partners in Education
School City of Hammond
41 Williams Street
Hammond, Indiana 46320
USA
Tel: 219-933-2400
Fax: 219-933-1660
E-mail: kay_dell_knarr@
ccmail.hammond.k12.in.us

LOCATION

Hammond, Indiana

ESTABLISHED

1994

NUMBER OF PARTNERS

4

Overview

A multi-dimensional program of the Hammond Public Schools with the regional arts agency and various business partners and stakeholders.

Objectives

The goal is to use the discipline and creativity of the arts to stimulate a child's desire to learn, improve problem-solving skills, engage the hard-to-reach child, increase knowledge and acceptance of other cultures

Achievements

- Success of the program, has led to the establishment of a permanent program of arts scholarships
- Has also led to the creation of a satellite art facility that provided opportunities to low income families

Innovation

- The multicultural arts project nurtures cultural diversity, creative expression, social skills and a familiarity with a variety of art disciplines
- New developed pre-school program for children and their parents

Benefits

Education

- Students from all age groups can benefit from the numerous programs
- Scholarships for students from low-income households

Business

- Role in partnership enriches the community
- Positive community image through resources and leadership

Global Best



CONTACT

Alan Cooper
Partnership Coordinator
Bowness High School
4627-77 Street N.W.
Calgary, AB T3B 2N6
Tel: 403-286-5092
Fax: 403-777-7259
E-mail: coopera@home.com

Dee Brands
Imperial Oil Resources Ltd.
3535 Research Road N.W.
Calgary, AB T2L 2K8
Tel: 403-284-7410
Fax: 403-284-7431

LOCATION

Calgary, Alberta

ESTABLISHED

1992

NUMBER OF PARTNERS

2

Overview

The Bowness High School/Imperial Oil partnership is committed to promoting excellence in education and enhancing the quality of the educational process. This is done through the enrichment of the curriculum, the enhancement of employability skills and the fostering of social responsibility.

Objectives

- To support education in the areas of mathematics, the sciences and the humanities
- To provide opportunities to explore career pathways
- To develop leadership qualities in students and to provide opportunities for professional development for teachers

Program Activities

- "Earth Sciences of the Oil Sands" course
- Job shadowing, mentoring, developing resumes and interview skills
- Professional development
- Outreach programs

Achievements

- 1998 "Strong Contender" for The Conference Board of Canada Global Best Award
- 1997 "Strong Contender" for The Conference Board of Canada Global Best Award
- 1996 "Winning Partnership" in the category of Broad Community Collaboration, The Conference Board of Canada National Business/Education Awards

Innovation

- Improvement Awards
- Teacher development program
- Development of a course to study the Earth Sciences (Oil sands development)

Benefits

Education

- Enhanced educational opportunities for students
- Provides teachers with professional development resources

Business

- Opportunity to have input into curriculum
- Exposure to a high-energy environment and novel resource base



Awards for Excellence in Workplace Literacy

This award raises
awareness of the value
of workplace literacy
to business, employees
and the community

Sponsored by

*National
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*Le Secrétariat
national à
l'alphabétisation*

Small Business Literacy Initiatives



CONTACT

Monica Fraser
Administrator
Valley View Villa
RR1 Stellarton, NS B0K 1S0
Tel: 902-755-5780
Fax: 902-755-3104

VALLEY VIEW VILLA

Overview

Valley View Villa is a home for special care nursing and a long term care health facility.

One of Valley View Villa's more successful in-house literacy programs is "Focus Charting". This is an in-house peer education program focusing on providing for individual residents' needs. It is also designed to increase the self-esteem of the nursing home staff. It allows staff to move up into positions for which they may not have qualified in the past. Staff participating in the literacy program are required to write their observations in a chart while learning from others, leading to an expanded vocabulary, increased confidence and a safer workplace.

Objectives

- Show there is untapped potential in every workplace and that higher self-esteem increases productivity
- General educational upgrading

Innovation

- Peer education
- Multi-disciplinary teams work to ensure the best patient care

Benefits

- Less turnover
- New and better ways to complete tasks with a minimum of fear and change
- Improved communication among staff members
- Improves workplace safety

Small Business Literacy Initiatives



CONTACT

Ms. Lynda Ryder
Employee Relations Manager
National Silicates Ltd.
429 Kipling Avenue
Etobicoke, ON M8V 3C7
Tel: 416-255-7771
Fax: 416-201-4343
E-mail: lryder@silicates.com

NATIONAL SILICATES LTD.

Overview

Established in 1931, National Silicates Limited is a "for-profit" business. This is the Canadian subsidiary of the PQ Corporation, headquartered near Valley Forge in Pennsylvania.

Five industrial chemical companies joined forces to upgrade the skills of their existing employees with the ultimate goal of making those skills transferable across the industry. First, employees were tested for literacy, numeracy and English as a Second Language (ESL) skills. Then, a flexible, self-paced and interactive training program was developed to address the deficiencies among Process Chemical Operators. The program is now a model that is being considered by other chemical companies and other industries wishing to develop in-house, self-regulated training programs.

Objectives

- Upgrade the skill level of existing plant operators
- Develop a workforce that can respond to changes in technology, legislation and other competitive issues

Innovation

- This is the first program of its type and involves a myriad of partners: employees, other companies, government and schools.

Benefits

- Business will have multiskilled, highly motivated process operators who possess transferable skills
- Employees can earn higher wages reflecting their higher skill level

Medium Business Literacy Initiatives



CONTACT

Yannick Saindon
Human Resources
Noranda Mining and
Exploration Ltd.
Brunswick Smelting Division
General Delivery
Belledune, NB E0B 1G0
Tel: 506-522-7191
Fax: 506-522-7099

NORANDA MINING AND EXPLORATION LTD.

Overview

The Competitive Recognized Educated Workforce (CREW) Program was established at the Brunswick Smelting plant in an effort to better prepare employees to cope at work, at home and in life.

This bilingual program is designed to increase employees' literacy skills so that they are able to read safety signs, memos, training manuals, job postings, and other work-related materials. Programs are available for workers and their spouses and include English upgrading, literacy training and courses designed to allow workers to receive their GED diplomas. A total of 51 people have attended the English program and 78 people have taken part in the French program.

Objectives

- Offer skill-upgrading programs that prepare employees to cope at work, at home and in life
- Provide a program that is attractive, relevant, versatile and non-threatening

Innovation

- The company pays for all supplies and offers a paid day off if an exam falls on a work day
- Self-directed program is non-threatening
- Recognition program includes newsletter profiles, annual luncheon and achievement certificates

Benefits

- Management has a newfound awareness of employees' needs
- Employees have increased confidence and competency

Medium Business Literacy Initiatives



CONTACT

Brenda Veal
Human Resources
Administrator
Intertape Polymer Group
P.O. Box 868
50 Abbey Avenue
Truro, NS B2N 5G6
Tel: 902-895-1696
Fax: 902-893-4790
E-mail:
bveal@intertapeipg.com

INTERTAPE POLYMER GROUP

Overview

The Intertape Polymer Group—a manufacturer of plastic packaging for industrial use—offers its employees General Equivalency Diploma (GED) courses. Started in 1991 these classes are held on site whenever possible. Employees are also paid for one hour of each two-hour class. The result is a more flexible workforce and employees who are better qualified to receive internal promotions.

So far 50 percent of the workforce has taken some form of literacy training and 8 percent have upgraded to the Grade 12 equivalency through the GED course. The entire workforce has taken ISO 9002 Quality Assurance training.

Objectives

- Allow employees to receive their General Equivalency Diploma
- Increase the level of competency of the workers

Innovation

- Employees are paid for one hour of each two-hour session
- Overcome the barrier of offering a program in a workplace that has shift work

Benefits

- Employees are better qualified for internal promotions
- More flexible workforce through cross-training
- More confident workers

Initiatives d'alphabétisation au sein d'une entreprise de taille moyenne



PERSONNES-RESSOURCES

Pierre Cantin
Superviseur des
ressources humaines
Produits forestiers
ALLIANCE Inc.
1, rue Laberge
C.P. 7200
Saint-Félicien (Québec)
G8K 2R7
Tél : (418) 679-0552
Fax : (418) 679-8779

Produits forestiers ALLIANCE Inc.

Sommaire

Depuis déjà quelques années, les employés et la direction de Produits forestiers Alliance Inc. discutaient la possibilité d'enclencher une démarche de formation de base en milieu de travail. Ils ont lancé une campagne de sensibilisation suivie de quelques rencontres d'information pour les employés intéressés. L'objectif de départ était de permettre aux employés intéressés, sur une base volontaire, de pouvoir augmenter leurs compétences de base en français. Depuis 1996, bon nombre d'employés sont demeurés assidus à leur développement concernant leur compétence de base et même de nouveaux se sont joints au groupe.

Objectifs

- supporter la démarche des employés désireux d'accroître leur niveau d'alphabétisation
- introduire le programme d'alphabétisation en milieu de travail aux employés du secteur dans les campements forestiers (très éloignés)

Caractère innovateur

- 25 % des employés, incluant des conjointes, étaient alors venus pour les tests de classement
- les employés et leurs conjointes avaient la possibilité de participer à la formation à plusieurs reprises dans le courant de la journée (en après-midi et en soirée).

Avantages

- augmente l'appartenance des employés à l'entreprise
- employeur et employés sont également heureux des résultats
- les employés se sentent davantage appréciés et la confiance augmente

Medium Business Literacy Initiatives



CONTACT

Allie Crasswell
Plant Manager
Avon Foods Inc.
P.O. Box 1000
Berwick, NS B0P 1E0
Tel: 902-538-3152
Fax: 902-538-8548

AVON FOODS INC.

Overview

Avon Foods Inc., a food processing and canning plant, and one of the largest employers in a rural Nova Scotia community, recently implemented a minimum Grade 12 requirement for new hires or promotions. This move was necessary for workers to keep up with technological changes being implemented in the plant. This workplace education program was designed to address the educational deficiencies as a result of this new requirement. Programs such as Math Upgrading, Communications and General Equivalency Diploma Preparation are offered to employees.

Since its inception in 1991, 86 Avon Foods employees have participated in the company's workplace education programs. The company has also had the honour of being acknowledged for its dedication to workplace education.

Objectives

- Prepare employees for technological change
- Create a better-educated workforce
- Link workplace education with other company-related training

Innovation

- Provides learning opportunities in a rural community where they might not otherwise exist
- Student-centred approach where needs are identified and then addressed

Benefits

- Participants take their love of learning home and promote it within their families
- Better-educated work force

Medium Business Literacy Initiatives



CONTACT

Reg Bernard
Manufacturing Manager
Irwin Seating Co. Ltd.
165 Cityview Drive
Toronto, ON M9W 5B1
Tel: 416-614-1066
Fax: 416-614-1069

IRWIN SEATING COMPANY LTD.

Overview

A manufacturer of auditorium seating, Irwin Seating Company Ltd.'s English in the Workplace program was designed to increase the literacy skills of its multicultural workforce through on-site classroom instruction.

The fact that all classes are held on company time was a sign to all employees that Irwin Seating was committed to literacy. Since the program's introduction, confidence levels have increased 154 percent, the ability to learn is up 224 percent and overall English skills have improved 400 percent.

Objectives

- Allow employees to better understand printed company materials, such as work instructions; policies and procedures; charts and graphs; and daily time logs
- Encourage participants to learn about other jobs
- Instill a love of lifelong learning

Innovation

- All classes are held on company time
- One-on-one assessment interview ensures proper monitoring of the program

Benefits

- Better educated, more confident work force
- Commitment shown by the company is a morale booster for employees

Medium Business Literacy Initiatives



CONTACT

Maggie Killoran
Learning Centre Director
Slocan Group
P.O. Box 310
Mackenzie, BC V0J 2C0
Tel: 250-997-2581
Fax: 250-997-2662
E-mail: killoranm@
mackenzie.slocan.com

SLOCAN GROUP— Mackenzie Operations

Overview

Slocan Group—Mackenzie Operations is a forest industry company operating in British Columbia with 477 employees.

In 1996, the Slocan Group Joint Committee decided to implement a program that would bring the Company and the Union (Pulp and Paper Workers of Canada) closer together. An equally important objective of the initiative was to promote workplace literacy, learning and basic skills. A "pyramid model," where students join the program at different levels depending on their ability, was implemented to great success. The result was a more confident, better educated workforce and a more harmonious workplace.

Objectives

- Create a joint union/management initiative of which all employees can feel a sense of ownership
- Cultivate a culture of learning within the organization

Innovation

- Addresses the culture of learning making it more accessible for employees
- Joint action brings management and the union closer together

Benefits

- Improved confidence and morale of employees
- Management and union members work more closely together
- Employees are better prepared for future learning or job searches

Medium Business Literacy Initiatives



CONTACT

Carol Logan
Human Resources Manager
The Prince George Hotel
1725 Market Street
Halifax, NS B3J 3N9
Tel: 902-492-7819
Fax: 902-429-6048
E-mail: clogan@
princegeorgehotel.ns.ca

THE PRINCE GEORGE HOTEL

Overview

The Prince George Hotel is an elegant, medium sized downtown Halifax establishment with a multicultural workforce.

Because the hotel supports the hiring of newcomers to Canada, The Prince George developed a partnership with the Nova Scotia Department of Education, in 1995, in an effort to provide cost-effective essential-skills training to employees. The areas of training include English as a Second Language, Academic Upgrading, Business Writing and Communications. This workplace education initiative provides on-site customized learning programs that lead to improved morale, more confident employees and a better educated work force.

Objectives

- Invest in its employees, key contributors to the hotel's success
- Improve the communication skills of hotel employees

Innovation

- Courses are tailored to meet the needs of the workplace as well as the learning needs of each individual
- One-on-one instruction as well as role-playing to facilitate learning

Benefits

- People realize this is more than just a job, it's a career
- Improves participants' reading and writing skills and produces lifelong learners
- Improves morale and produces more confident employees and a better educated work force

Medium Business Literacy Initiatives



CONTACT

Mr. James D. Rings
Supervisor
Employee Relations
CAMECO,
Rabbit Lake Operation
2121 – 11th Street West
Saskatoon, Saskatchewan
S7M 1J3
Tel: 306-633-2141 Ext. 210
Fax: 306-633-2141 Ext. 285

CAMECO, RABBIT LAKE OPERATION

Overview

CAMECO, a mining company in Northern Saskatchewan, employs and houses approximately 425 in a 7 days in/7 days out rotation system of staffing.

The CAMECO Rabbit Lake Workplace Education Program was developed to improve the literacy and basic skill levels of the employees while on site. As well as preparing the workers for an increasingly technological industry, it allows them to achieve General Equivalency Diplomas and prepares them for work outside the mining industry once current mines phase out. A learning-centre format is used whereby an instructor is on site for 14 days, tutoring and assigning material for independent study.

Objectives

- Improve the basic skill and literacy levels of CAMECO workers
- Allow workers to achieve a General Equivalency Diploma and find other employment once current mines phase out

Innovation

- Learning centre format was designed to accommodate seven-day-a-week production and 12-hour shifts
- Program was designed to be a model workplace education program for the northern Saskatchewan business sector

Benefits

- Continued employment for employees
- A more skilled labour pool
- A learning model for other businesses

Medium Business Literacy Initiatives



CONTACT

Randy Derksen
Manager, Human Resources
Molson Breweries
10449 – 121 Street
Edmonton, AB T5N 1L3
Tel: 708-482-8827
Fax: 708-482-8807
E-mail:
rxderkse@molson.com

MOLSON BREWERIES

Overview

Molson Breweries—Edmonton branch produces a wide variety of beer products. The plant is in operation 24 hours a day, 365 days a year, creating shift schedules that are rotating and irregular.

The Skills Improvement Program is a partnership between Alberta Vocational College and Molson Breweries. Its purpose is to facilitate learning and improve the employees' ability to manage technological change. The program consists of courses on keyboarding, computer use and business writing as well as courses designed to improve general reading, writing and math skills. Some subjects are taught in a seminar setting while others are one-on-one tutorials.

Objectives

- Facilitate learning
- Improve the employees' ability to manage technological change
- Provide a variety of learning activities for employees and their families

Innovation

- Customized, flexible schedule and content
- Necessary workplace skills are taught alongside essential skills such as reading and writing
- Small-group instruction and self-taught modules

Benefits

- More skilled workforce
- Increased self-confidence and sense of self-esteem among employees
- Enhanced learning culture

Medium Business Literacy Initiatives



CONTACT

Matthew J. Kealey
Human Resources Officer
Royal Canadian Mint
320 Sussex Drive
Ottawa, ON K1A 0G8
Tel: 613-993-3721
Fax: 613-998-0272
E-mail: kealeym@rcmint.ca

ROYAL CANADIAN MINT

Overview

The Royal Canadian Mint (RCM) produces Canada's circulation coinage and markets coin products and services around the world for profit.

In order to achieve ISO 9000 standards and to remain competitive in a technology-dependent industry, the Royal Canadian Mint recognized the need to continuously train its employees. The Foundation Skills program was developed with the help of two local community colleges in an effort to equip employees with improved reading, writing and numeracy skills. The program also allows employees to achieve a Grade 12 equivalency diploma.

Objectives

- Improve the reading, writing and numeracy skills of employees
- Allow employees to perform their job-related tasks more efficiently and communicate more openly

Innovation

- Joint effort of union and management
- Classes are offered in French and English and scheduled to accommodate shift workers

Benefits

- Increased self-confidence and opportunity for advancement for employees
- Increased productivity for company

Medium Business Literacy Initiatives



CONTACT

Doug Perry
Director, Human Resources
Crossley Carpet Mills Ltd.
P.O. Box 745
Truro, NS B2N 5G5
Tel: 902-895-5491 Ext. 116
Fax: 902-893-4779
E-mail: people@crossley.ca

CROSSLEY CARPET MILLS LTD.

Overview

Crossley Carpet Mills Ltd.'s Workplace Education Program was first initiated in 1995 after discussions with the Nova Scotia Department of Education and Culture. Under the guidance of the Workplace Education Field Officer from the Department of Education and Culture, and with the cooperation of the Company and Union, a project team was formed which continues to drive the program to date.

The combination of one-on-one tutoring and classroom education results in employees with improved skills, better attitudes and more self-confidence. As well as reading, writing and mathematics, employees are taught lifeskills, leaving them with a better understanding of others. Some graduates are also used as role models by those encountering challenges within the program.

Objectives

- Offer employees skill-building program and chance to upgrade education
- Help employees meet technological change
- Give employees the opportunity to qualify for promotions

Innovation

- Employees receive lifeskills training as part of the literacy program
- Basic skills such as mathematics are taught within the context of the carpet mill industry

Benefits

- Improved skills, attitude and self-confidence among employees
- Improved work performance and attendance by employees

Medium Business Literacy Initiatives



CONTACT

Dr. Anthony Binotto
Mill Manager
Irving Paper
435 Bayside Drive
Saint John, NB E2L 4K9
Tel: 506-633-3332
Fax: 506-648-3127

IRVING PAPER

Overview

Due to restructuring at Irving Paper, tradespeople were required to learn new skills to operate and maintain the new technology.

Employees were able to work in more than one area, through participation in a series of online, interactive and self-directed training program modules that could be easily absorbed. Aside from producing a better trained, more confident and more flexible workforce, the training also resulted in an improved employee/employer relationship.

Objectives

- Give employees the skills they need to use new technology
- Develop a program that allows employees to carry out improved preventative maintenance
- Provide a training model that leaves employees able to work in more than one area

Innovation

- Information was broken down into modules that could be absorbed by workers
- Online, interactive and self-directed programs

Benefits

- Better trained, more confident and flexible workforce
- More efficient mill
- Improved employee/employer relationship

Large Business Literacy Initiatives



CONTACT

Wendell C Weibe
Manager, Staff Development
Bristol Aerospace Limited
P.O. Box 874
660 Berry Street
Winnipeg, MB R3C 2S4
Tel: 204-775-8331 Ext. 355
Fax: 204-775-4224
E-mail: wweibe@bristol.ca

BRISTOL AEROSPACE LIMITED

Overview

Bristol Aerospace Limited's strategic decision to compete in the commercial aviation business required their employees to be certified in their respective trades.

The Company initiated the Adult Basic Education program in 1995 to help employees prepare for technical training that was required for job certification. The foundation courses include Shop Mathematics, Oral Communications and English as a Second Language. This basic training led to technical courses that were job-specific and prepared workers for certification. As of June 1998, over 150 employees have taken advantage of the technical training.

Objectives

- Develop employee core competencies in their respective trades
- Provide technical training recognized by the local community college

Innovation

- Technical training is recognized by the local community college
- Prior Learning Assessment and Recognition ensures only those who need training receive it

Benefits

- Upgraded skills allows many employees to complete technical training
- Technical training is recognized by the local community college and can be used to gain certification
- Better trained workforce
- Improved job security and increased employability options for workers

Large Business Literacy Initiatives



CONTACT

R. Grant Close
Director, Human Resources
BC Buildings Corporation
3350 Douglas Street
Victoria, BC V8Z 3L1
Tel: 250-952-8342
Fax: 250-952-8283
E-mail: gclose@bcbc.bc.ca

BC BUILDINGS CORPORATION

Overview

BC Buildings Corporation employs over 800 who manage approximately 3,400 properties throughout the province of British Columbia.

Generation "Y" is a flagship outreach program aimed at youth-at-risk and is designed to provide employment opportunities where they may not have otherwise existed. The Generation "Y" program, an extension of the existing workplace literacy initiative at BC Buildings Corporation, provides six months employment during which 2 days each week is spent in the classroom and 3 days is spent in the workplace. Youth-at-risk can either upgrade their work skills or use the classroom time to prepare for post-secondary education.

Objectives

- Provide employment opportunities for at-risk youth that reflects the company's corporate values
- Initiate a program that will improve the lives of young people

Innovation

- Real work situations that teach young people skills such as punctuality, good attendance, appropriate attitudes and solid work ethics
- Combines real work situations with classroom learning

Benefits

- Young people who have been part of the program are more likely to find work
- Youth-at-risk can use the classroom portion of the program to prepare themselves for post-secondary education

Large Business Literacy Initiatives



CONTACT

Kim Brooks and
Kim Stathakos
Essential Skills
Program Coordinators
Dofasco Inc.
1330 Burlington Street East
Hamilton, ON L8N 3J5
Tel: 905-548-7157/7068
Fax: 905-548-4311
E-mail:
kim_brooks@dofasco.ca,
kim_stathakos@dofasco.ca

DOFASCO INC.

Overview

Dofasco Inc., one of Canada's largest steel producers, provides customers throughout North America with high quality flat rolled and tubular steel from operations in both Canada and the United States. Dofasco realized that to remain competitive, its employees must be armed with the essential skills necessary to meet the industry challenges they face daily. Following a needs analysis survey, the Workplace Essential Skills Program was developed to include training in reading, writing, numeracy and computers. Classes are conducted on-site and after hours with the company absorbing 50 percent of training costs. The program also involves peer tutors for one-on-one instruction.

Objectives

- Provide employees with essential skills enabling the company to remain competitive in a global market
- Develop a program that includes training in reading, writing, numeracy and computers

Innovation

- Workplace team members are ambassadors of the program
- Program reflects the diverse needs of a large corporation
- Volunteers from among the employees are trained as peer tutors

Benefits

- Employees are better skilled allowing the company to remain competitive
- Employees have a better understanding of corporate vision and goals

Large Business Literacy Initiatives



CONTACT

Julie Bell
Basic Skills Education
Co-ordinator
Palliser Furniture
125 Furniture Park
Winnipeg, MB R2G 1B9
Tel: 204-988-2094
Fax: 204-663-4458
E-mail: jlbell@palliser.ca

PALLISER FURNITURE

Overview

In 1994, Palliser Furniture's Basic Skills Training program was launched to further develop employees' speaking, reading, writing and computer skills resulting in improved quality and productivity.

To date, 400 employees have been impacted by the Palliser run basic skills program which has resulted in improved employee productivity, confidence, morale and better working relationships and communications.

In order to ensure the objectives are current to the needs of the workforce, program assessments are carried out annually and necessary changes are made.

Objectives

- Ensure leaders are trained for an increase in literacy demands
- Allow employees to further develop their speaking, reading and writing skills
- Develop plain language documents

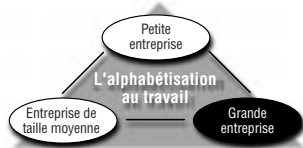
Innovation

- Modules allow employees to take instruction in only what they need
- In-house professional development for trainers

Benefits

- Employee productivity, confidence and morale have improved as have working relationships and communications
- Reduced turnover has lowered costs

Initiatives d'alphabétisation au sein d'une grande entreprise



PERSONNES-RESSOURCES

Isabelle Benoit
Conseillère en formation
Noranda inc. – fonderie Horne
C.P. 4000
Rouyn-Noranda (Québec)
J9X 5B6
Tél : (819) 762-7764
Fax : (819) 764-7128

Noranda inc. – fonderie Horne

Sommaire

En 1993 Noranda inc. – fonderie Horne s'unit en partenariat avec le syndicat des travailleurs et le Service de l'éducation des adultes de la Commission scolaire Rouyn-Noranda afin de mettre en place un projet. L'objectif principal est de permettre aux travailleurs d'acquérir des connaissances en lecture, en écriture et en calcul afin qu'ils puissent fonctionner plus librement à l'intérieur et à l'extérieur de l'entreprise. De plus, cette formation s'adresse aux conjointes et aux personnes retraitées de l'entreprise.

Objectifs

- permettre aux travailleurs d'acquérir des connaissances en lecture, en écriture, et en calcul, niveaux I-II-III
- permettre aux travailleurs d'accroître leurs capacités intellectuelles afin qu'ils soient mieux préparés à affronter un marché du travail en constante mutation
- permettre aux travailleurs d'augmenter leur estime de soi et leur confiance en soi afin qu'ils participent activement au développement de leur collectivité

Caractère innovateur

- l'entreprise permet à de petites et moyennes entreprises de profiter du projet en acceptant les travailleurs en situation d'analphabétisme de différentes entreprises à se joindre au groupe existant et à bénéficier d'une formation adaptée directement dans un contexte de travail

Avantages

- le parrainage souligne l'importance d'une main-d'œuvre mieux formée et capable de transférer, dans son entreprise, les connaissances acquises
- les employés se sentent davantage appréciés, et la confiance et l'estime de soi augmentent

Initiatives d'alphabétisation au sein d'une grande entreprise



PERSONNES-RESSOURCES

Robert Marceau
Directeur du développement
des compétences
Agropur, Coopérative
Agro-alimentaire
510, rue Principale
Granby (Québec) J2G 7G2
Tél : (450) 375-1991
Fax : (450) 375-0240
Courriel:
romarcea@agropur.com

AGROPUR, COOPÉRATIVE AGRO-ALIMENTAIRE

Sommaire

Devant une perspective plus globale de la concurrence, la Coopérative, tout en souscrivant à des technologies de pointe axées sur l'automatisation, a voulu s'assurer de l'adhérence de ses usines aux normes de qualité internationales ISO 9002 et aux normes canadiennes d'innocuité alimentaire HACCP.

Ce projet s'est déployé dans quatre des cinq fromageries de la bannière Agropur et touchait près de 500 travailleurs.

Objectifs

- combler les lacunes en compétences de base et susciter un intérêt général et une volonté pour l'ensemble des travailleurs quant à la poursuite de leurs études

Caractère innovateur

- les journées INFO-FORMATION donnent l'occasion d'obtenir de la part des représentants d'Agropur et des maisons d'enseignement des renseignements sur les formations de base, de niveau secondaire et technique
- plus de 16 % des travailleurs participent de leur propre volonté aux formations relatives à l'acquisition des compétences de base

Avantages

- échéancier d'accréditation respecté (certifications ISO et HACCP)
- meilleure préparation des employés
- les employés sont plus à l'aise dans leur poste de travail
- la confiance et le sentiment d'appartenance à l'entreprise sont améliorés
- amélioration des compétences en matière d'écriture, de lecture et de calcul appliquée au travail

Large Business Literacy Initiatives



CONTACT

Ross Lovie
Training Coordinator
Weyerhaeuser Canada
Duke Street
Dryden, ON P8N 2Z7
Tel: 807-223-9361
Fax: 807-223-8610
E-mail: ross.lovie@wdni.com

WEYERHAEUSER CANADA— DRYDEN MILL

Overview

Weyerhaeuser Canada Ltd., employing 4,700, is a wholly owned subsidiary of the Weyerhaeuser Company—one of the largest forest products companies in North America.

In order to deliver a consistent and up to date workplace education and to ensure a safe and productive workforce, the Weyerhaeuser Dryden Mill training program was developed.

The three part training program consists firstly of standard formats for Proficiency Profiles, Task Objectives, Section Reviews, Incumbent Check List and Sign Off Sheets. The second part is a system of trainers for each operating area in the mill. The third component involves a unique partnership between business and education to address basic literacy skills and computer skills in the workplace.

The success of the program is demonstrated through an increased awareness of safety and the environment. Area trainers are able to respond to department needs and deliver up to date training.

Objectives

- Deliver consistent and current workplace education to ensure a safe and productive workforce
- Provide the opportunity for employees to complete Grade 12

Innovation

- Area trainers are able to deliver just-in-time training
- Program has since opened to the families of employees

Benefits

- More educated workforce
- Safer workplace

Large Business Literacy Initiatives



CONTACT

Peter Bryson
Director of Human Resources
P.P.G. Canada Inc.
1299 – 20th Street
Owen Sound, ON N4K 5N4
Tel: 519-376-9900 Ext. 216
Fax: 519-376-0188
E-mail: bryson@ppg.com

P.P.G. CANADA

Overview

P.P.G. Canada manufactures clear flat glass for the Canadian market place. It is presently one of the most modern glass manufacturing facilities in the world, using computer controls and laser guides.

Due to the recent modernization of the processing plant, there was a need to upgrade the literacy skills of P.P.G. Canada's employees. In 1994, a skills assessment showed that between 20 and 50 percent of the employees were illiterate in areas such as computer, communication, reading comprehension and math skills.

In response to the needs for skills upgrading, the Basic Education for Skills Training (BEST) program, an initiative of the Ontario Federation of Labour, was the model used for their in-house literacy training. This program permitted employees to complete their Grade 12 level. Computer skills are also taught along with basic reading, writing and math.

Objectives

- Prepare employees to be more self-directed and confident
- Give employees the skills necessary to deal with ever-changing technology

Innovation

- Employees act as instructors
- Close union/management partnership

Benefits

- Less need for new hires and training
- More confident employees who are able to deal with company literature

Large Business Literacy Initiatives



CONTACT

Linda Bucke
Director, Public Relations
Keyano College/
Syncrude Canada
8115 Franklin Avenue
Fort McMurray, AB T9H 4T3
Tel: 780-791-4805
Fax: 780-791-1555
E-mail:
linda.bucke@keyanoc.ab.ca

SYNCRUDE CANADA LTD.

Overview

Syncrude Canada Ltd., the world's largest producer of blended crude oil from the oilsands, and the largest single source of crude oil in Canada, launched its Effective Reading in Context (ERIC) program in 1998. It was originally developed to teach supervisors essential reading, writing and numeracy skills. The success of the program led to its expansion and now any willing Syncrude employee can take part.

The ERIC Program is now adapted and delivered through Alberta's schools, colleges and universities, and numerous companies across the Province.

More than 1,300 people have participated in the ERIC Program, gaining essential skills training in the areas of writing and numeracy, reading comprehension, as well as gaining the confidence and ability to deal with organizational change, technology and the information age.

Objectives

- Provide an opportunity for employees to improve their reading comprehension
- Empower employees to meet the challenges of changing technology

Innovation

- Learning materials are adapted from the workplace so employees can benefit immediately

Benefits

- Employees are more competent, confident and perform in a safer manner
- More effective, skilled and flexible workforce

Large Business Literacy Initiatives



CONTACT

Joan Lowden
Learning and Development
Professional
APOTEX Inc.
150 Signet Drive
Toronto, ON M9L 1T9
Tel: 416-749-9300 Ext. 7344
Fax: 416-401-3828

APOTEX INC.

Overview

Apotex Inc., Canada's largest Canadian owned pharmaceutical company, inaugurated its Language of Business (LOB) program in 1995 to ensure employees had the language skills necessary to work safely and effectively and to be accountable for their decisions. LOB bridges the gap between the current language skills of employees and the present and future language requirements of the various positions in manufacturing.

After all employees were assessed by the Language Workshop, classes were formed according to skill levels. A total of eight modules were designed dealing with specific elements of the workplace in mind. Results after four terms were very encouraging. As an example, one term resulted in a 92 percent improvement in reading and an 89 percent improvement in writing among managers.

Objectives

- Give employees the skills that allow them to make responsible and accountable decisions and perform in a safe and effective manner
- Develop a literacy program around job-specific tasks

Innovation

- Program was designed around work-related tasks
- All employees—from vice presidents down—were assessed

Benefits

- Increased productivity, less down time and improved communications
- Better trained employees, with over 150 graduates of the program

Large Business Literacy Initiatives



CONTACT

Jane Power
Coordinator, TLC
Cominco Ltd.
Trail Operations
Trail, BC V1R 4L8
Tel: 250-364-4135
Fax: 250-364-4202
E-mail: jane.power@
trail.cominco.com

COMINCO LTD.

Overview

Cominco Ltd. is a Vancouver based integrated natural resource company whose principal activities are mineral exploration, mining, smelting and refining. It is Canada's oldest continually operating mining company.

The Learning Centre (TLC) was created in recognition of the need for on-site learning opportunities as expressed by employees who were on shift. The Centre allows for individual employee development through the facilitation of learning and education in a positive environment. The TLC is situated in the middle of a 485-acre site that houses 20 operating plants and offices within 10 business areas.

To date, 29 courses and workshops—all suggested by employees—have been offered, including courses allowing employees to finish Grade 12.

Objectives

- Offer employees the ability to refresh and acquire learning
- Allow employees to address basic skills in a positive, safe and convenient setting
- Create an environment of learning

Innovation

- Employee-driven program designed to accommodate 2,000 employees
- Program coordinator is politically neutral (neither union nor management)

Benefits

- Encourages employees to become part of a learning-active workforce
- Employees enjoy personal and professional achievement and growth



Canada's Top Employers of Youth

This award recognizes
employers who hire youth
and provide them with
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Employers of Youth

NEWFOUNDLAND



CONTACT

Pat Angel
xwave solutions
40 Higgins Line
P.O. Box 13543
St. John's, NF A1B 4B8
Tel: 709-724-7503
Fax: 709-724-7555
E-mail: PatAngel@
xwavesolutions.com

XWAVE SOLUTIONS

xwave offers customized information technology business solutions developed from an in-depth understanding of business.

xwave supports youth in the community through sponsorship of events such as the 1999 Canada Winter Games in Corner Brook, Newfoundland. This sponsorship supports the growing belief that well-rounded people are essential to a company's success and that the skills of leadership, teamwork, and adaptability can move from the stadium to the boardroom.

High school, college and university students can develop their career skills at xwave through cooperative education programs. xwave provides substantial career development opportunities for youth.

Work term students are a familiar sight at xwave. The company takes its career development commitments to these students very seriously. Students are provided work that has real meaning for the organization. Many students take the opportunity to return to xwave for further work terms with increasing levels of challenge and opportunity. These students can then go on to become full-time employees after graduation.

As xwave continues to pursue its growth strategy, people will continue to be the cornerstone of its success. By having the foresight to invest in the youth of today, xwave plans to create a better future for youth and for all its other stakeholders.

Employers of Youth

NEWFOUNDLAND



CONTACT

Paul Mitten
Vice President
Compusult Limited
40 Bannister St.
P.O. Box 1000
Mount Pearl, NF A1C 3C9
Tel: 709-745-7914
Fax: 709-745-7927
E-mail: management@
compusult.nf.ca

COMPUSULT LIMITED

Compusult Limited is an applied research and development company specializing in data warehouse solutions and speech technologies.

Compusult constantly monitors the Information Technology sector to ensure the employees—including the youth that are hired—are trained to meet the clients' needs. This is done in a number of ways. To begin with, the company seeks to promote from within. When a new opportunity arises, in-house employees are sought to fill the positions—employees who either have the experience or can be trained to do the job.

Teamwork is a high priority at Compusult—for youth and mature employees alike. Teams are in place to ensure employees are exposed to all aspects of the business. These teams allow employees to brainstorm ideas, often allowing workers to find shortcuts to a solution.

Youth are also active in testing and using newly developed products.

Another important aspect of the youth employment program is the marketing. The company is always seeking new and challenging opportunities to ensure the greatest exposure to different applications. This, too, ensures it stays abreast of the latest technology, allowing it to respond to its clients' needs.

Employers of Youth

NEWFOUNDLAND



CONTACT

Cliff Wight
Newfoundland Council
of Industry Associations
1st Floor, Parson's Building
90 O'Leary Avenue
St. John's, NF A1B 2C7
Tel: 709-739-1419/722-3682
Fax: 709-772-3213
E-mail: pye@nfld.com

NEWFOUNDLAND COUNCIL OF INDUSTRY ASSOCIATIONS

The Newfoundland Council of Industry Associations (NCIA) consists of the Newfoundland Environmental Industry Association (NEIA), the Alliance of Manufacturers and Exporters Newfoundland (Alliance), and the Newfoundland and Labrador Association of Technology Industries (NATI).

The NCIA, through each association, provides support for the growth and development of the environmental, manufacturing and technical sectors in Newfoundland and Labrador.

The NCI Associations foster employment for youth through various employment programs. For example, NEIA is currently delivering the Youth International Project, the Alliance offers the On-site Program, and NATI administers the IT Graduate Employment Internship Program. Although these youth programs are provided independently, they also work together to foster employment, training and career development for youth through the Professional Youth Experience Program.

Since 1996, the Professional Youth Experience Program has been providing industry in Newfoundland and Labrador with university and technical-school youth graduates specially trained for employment in the environmental, manufacturing and technical sectors. Industry plays a major role in graduate selection and advanced skills development.

Employers of Youth

NEWFOUNDLAND



CONTACT

Herb Brown
CEO and President
IDON EAST Corporation
11 Austin Street, Suite 209
St. John's, NF A1B 4C1
Tel: 709-739-6262
Fax: 709-739-6263
E-mail: mail@idon.com

IDON EAST CORPORATION

Incorporated in Newfoundland in 1994 with the head office in St. John's and a marketing and sales office in Ottawa, IDON EAST develops interactive new media content products for CD-ROM's, LANs, intranets and the Internet, and undertakes new media projects for public and private sector clients.

A major part of the IDON EAST hiring practices and procedures is geared toward Newfoundland and Labrador youth. The IDON EAST Corporation offers a dynamic, fast-paced work environment with outstanding opportunities for advancement. Three of the last five hires have been entry-level positions with a budget for each to further their careers through training initiatives.

IDON EAST Corporation continues to grow with the vibrant energy of newly hired young people—a key success factor for the ever changing information technology industry.

The objectives of IDON EAST Corporation are to provide young employees with:

- work experience;
- learning opportunities; and
- employability skills.

IDON EAST Corporation's practices and policies in hiring are designed to help young employees make the transition from school to work. It does this through partnerships with government youth initiatives. It then allows the employee to gain work experience and develop their skills.

Employers of Youth

NEWFOUNDLAND



CONTACT

Patsy Ralph
Community and
Government Relations Officer
Iron Ore Company of Canada
P.O. Box 1060
Labrador City, NF A2V 2L8
Tel: 709-944-8462
Fax: 709-944-8079
E-mail: ralpjp@ironore.ca

IRON ORE COMPANY OF CANADA

The Iron Ore Company of Canada is one of Canada's major iron ore producers through its mining, concentrating and pelletizing facilities in Labrador City, Newfoundland, and its ore storage and shipping terminal in Sept-Iles, Quebec.

The Iron Ore Company of Canada supports a Graduate Development Program which has been designed to:

- provide a source of qualified and acclimatized professionals for entry-level positions at the Labrador City and Sept-Iles locations of the company;
- meet the succession needs of the maturing management group at the lower and middle management levels;
- reduce recruiting/turnover costs, encourage career planning, and retain and develop important human resources for the future;
- upgrade the technical skill level of the first-line supervisory group; and
- provide a short term, technically skilled human resource to support divisional projects and other short term needs (e.g. illness and/or vacation replacements).

IOC feels the Graduate Development Program targets youth encouraging them to develop a solid work ethic. Initially, engineering students were targeted; however, because of the constant changes in markets today and the increased customer focus, IOC has broadened its interests to include students from business, information technology, and the human resources fields.

Employers of Youth

NEWFOUNDLAND



CONTACT

Joe Wiseman
President
Innova Multimedia Ltd.
P.O. Box 20020
Stephenville, NF A2N 3R8
Tel: 709-643-3026
Fax: 709-643-3126
E-mail: [innova@
education-software.com](mailto:innova@education-software.com)

INNOVA MULTIMEDIA LTD.

INNOVA Multimedia Ltd. is a developer of high-quality, interactive curriculum-specific, educational software. INNOVA Multimedia has maintained a focus on providing career opportunities for youth since the company was formed. The company currently employs 15 people, with six employees under the age of 25 and 12 under the age of 30. Youth have been hired as full-time employees in positions that allows for career advancement and personal growth.

INNOVA Multimedia Ltd. believes in hiring new and recent graduates and developing their existing skill sets into those necessary for long-term vertical career growth within the company. One way in which it accomplishes this vision is through participation in government- and industry-sponsored hiring programs targeted at youth employment.

Programs such as Energy Pathway's HRD sponsored On-site Program, The Newfoundland Alliance of Manufacturers and Exporters Canada and the Newfoundland Alliance of Technical Industries Association's Professional Youth Experience Program have allowed INNOVA, during a stage of financially constrained high growth, to hire recent graduates.

INNOVA is committed to the further development of every employee hired such that the company has offered permanent employment to every individual who has completed the project.

Employers of Youth

NEW BRUNSWICK



CONTACT

Colleen Baxter
Human Resources Manager
J.D. Irving Limited
300 Union Street
Saint John, NB E2L 4M3
Tel: 506-632-5120
Fax: 506-632-4598
E-mail: baxter.colleen@
jd Irving.com

J.D. IRVING LIMITED

J.D. Irving, Limited (JDI), part of New Brunswick's forestry industry for over 100 years, has operations throughout the Atlantic area. It has four mills producing pulp, paper, tissue and corrugated medium. It has 13 fully integrated sawmills producing over 900 million fbm of lumber annually.

JDI's Human Resources mission has three Rs guiding it: "Recruit, Retain, Reward." To find the best young people that fit into the businesses the company has a pro-active program that introduces them to the workplace before they are ready for employment. They can gain access to the operations allowing them to decide if they want to work there.

Exposure to the Workplace

- Co-op Work terms
- Summer employment - May to September
- Youth apprenticeship
- Class tours of work sites

Sharing the cost

- Community College scholarships
- Tuition reimbursement

Educational Partnerships: training youth for JDI operations

- Partnerships with community colleges and universities
- Irving Forest Discovery Institute
- Career days
- Educational tools

Youth Career Development Programs

- Early Mentoring
- Irving Way
- Leadership Development
- Performance Planning and Review
- Workplace Training

Employers of Youth

NEW BRUNSWICK



CONTACT

Matthew Killam
Accountant
Safety Insurance Service
(Atlantic) Ltd.
538 Main Street
Hartland, NB E7P 2N5
Tel: 506-375-1020
Fax: 506-375-1064
E-mail: mkillan@nbnet.ca

SAFETY INSURANCE SERVICE (ATLANTIC) LTD.

Safety Insurance Services (Atlantic) Ltd. is a recognized insurance brokerage that has been in business for over twenty years. Safety's dependency on a staff with well developed automation skills has led the company to hire younger employees. Younger employees—fresh out of college—have the computer skills that are necessary to work in this business.

There are plenty of career opportunities in the organization for young employees who would like to take the initiative required to excel in their careers. There are numerous insurance courses they can study, (which are actively encouraged and fully financed) which, when completed, will leave them with a professional designation such as the Associate Insurance Institute of Canada designation, Chartered Insurance Professional designation or the Canadian Accredited Insurance Brokerage designation.

The company also often hires community college or other students to work here during their school practicums (2 to 4 weeks). From the youth employment perspective, this would be considered their opportunity to "get their foot in the door." Students who demonstrate a certain level of computer skills, an ability to learn and who work well in a team environment, are hired as full-time employees. Once they are hired, they have full access to all education and advancement opportunities that are available to the rest of the staff.

Employers of Youth

NEW BRUNSWICK



CONTACT

A.J. Gorham
Plant Manager
Maple Leaf Homes Inc.
P.O. Box 27, Industrial Park
Fredericton, NB E3B 4Y2
Tel: 506-459-1335
Fax: 506-450-3016

MAPLE LEAF HOMES INC.

Maple Leaf Homes Inc. is the largest manufacturer of homes in Atlantic Canada and the Eastern United States. From the single factory in Fredericton, New Brunswick, providing jobs to over 200 people and building homes for more than 600 families each year.

The inability to attract skilled people and the focus of society away from traditional trades has led the company to hire inexperienced people—mainly youth—and help them achieve success in developing skills they can use to better themselves. This is done in a number of ways, including:

- educate and train supervisors as on-the-job trainers;
- promote apprenticeship training at the New Brunswick Community College and sponsor employees who wish to take training;
- work with the New Brunswick Youth Apprenticeship Program that focuses on skill development and on-the-job experiences for youth;
- work with Jobs Unlimited, a company that helps find job placements; and
- hire recent graduates from the Community College with up-to-date computer knowledge and a willingness to learn, but lack the experience that most employees require.

As the company's participation in these strategies increases, so does the ability to attract new employees. As this happens, the business grows.

Employers of Youth

NEW BRUNSWICK



CONTACT

Lynne Murphy
Recruiting and Development
Team Member
Repap New Brunswick Inc.
P.O. Box 5040
Miramichi, NB E1V 3N3
Tel: 506-627-3797
Fax: 506-627-5034
E-mail: rnb_hr@repap.com

REPAP NEW BRUNSWICK INC.

Situated on the Miramichi River in New Brunswick, Repap New Brunswick Inc. operates a world-class coated-paper complex, including two modern-paper machines, a kraft pulp mill, an integrated groundwood pulp mill, and lumber operations.

Repap has always prided itself in helping youth. This is accomplished through financial support given to minor sports, efforts to educate and familiarize students about the processes, and employment opportunities within a paper making facility. By working, they can acquire sufficient funds to secure a post secondary education, but also learn the skills and habits necessary to be successful in any of their future employment endeavours.

Over the years, Repap has established a number of initiatives to help youth. Some of the specific programs that are used to foster employment, training and development of youth include:

- Tours of the Complex
- "Bring Your Kids To Work"
- Job Experience Opportunities
- Co-op Program
- Summer Student Program
- Specialty Students
- Apprenticeship Programs
- Education Aid

Repap's recruiting team continuously processes and searches for potential candidates. To remain competitive in the global marketplace as well as to satisfy the needs of existing employees, emphasis is placed on higher skill levels, career opportunities and educational enhancement.

Employers of Youth

NEW BRUNSWICK



CONTACT

Barbara McClenaghan
Director, Human Resources
Northumberland
Resources Limited
P.O. Box 130
Miramichi, NB E1V 3M3
Tel: 506-627-7692
Fax: 506-627-0400
E-mail:
nclsrmgr@nb.aibn.com

NORTHUMBERLAND CO-OPERATIVE LIMITED

Northumberland is one of the largest and fastest growing dairies in Atlantic Canada with over 350 members. The company actively participates in the Co-operative Educational Program sponsored by the local high school. At least one student each year works under this program at Northumberland Co-operative. Every student who has completed the program has remained with the company as either a summer student or a part-time employees (which is another way the Co-operative fosters employment, training, and career development for youth—by hiring summer students).

Northumberland has also participated in the Dalhousie University Bachelor of Commerce Co-op Program since 1993. This program allows a student the opportunity to work in their chosen profession for half the year while studying during the other half.

In the summer of 1996, the company participated with the Canadian Co-operative Association in the Columbia-Canada Youth Interactive Exchange. Young men from Columbia spent two weeks with the company. The purpose of this program was to allow them the opportunity to learn about co-operatives in Canada.

Employers of Youth

NOVA SCOTIA



CONTACT

John-Paul Cody
External Relations Coordinator
Youth Live: Youth
Development Centre
P.O. Box 1749
Halifax, NS B3J 3A5
Tel: 902-490-4425/7270
Fax: 902-490-7117
E-mail: codyjp@
region.halifax.ns.ca

YOUTH LIVE: CENTRE FOR YOUTH DEVELOPMENT

Youth LIVE is a not-for-profit organization committed to enhancing the personal development of youth so they can become integral and productive members of their communities. This process includes the sharing of resources of youth, government, business and community so that economic opportunities and support for youth-at-risk can be maximized.

Youth LIVE is a youth-driven organization—including staff and participants—which has grown and developed from a number of term programs. It has developed into a social entrepreneurship through a culmination and refinement of various business ventures.

Entry-level full-time positions offered by Youth LIVE include:

- Junior Education Coordinators
- Senior High Coordinators
- Career-development Officers
- Vehicle Operators/Team Leaders
- Participant Relations Job Coaches
- Operational Team Leaders
- Support Service Representatives
- Methods and Procedures Analyst
- External Relations Coordinator

Employers of Youth

NOVA SCOTIA



CONTACT

Darlene Grant Fiancler
Manager, TIANS
Resource Council
1800 Argyle Street, Suite 402
Halifax, NS B3J 3N8
Tel: 902-423-4480
Fax: 902-422-0184
E-mail: tians@tourism.ca

TOURISM INDUSTRY ASSOCIATION OF NOVA SCOTIA

The Tourism Industry Association of Nova Scotia (TIANS) Human Resource Council (HRC) is involved in initiatives and partnerships to maximize the human resource potential of the tourism industry. Two initiatives in particular are aimed at assisting youth prepare for the workplace and develop skills essential to any workplace.

In 1989, the Career Awareness program, A Career in Tourism... It's a Natural, was implemented to create awareness among high-school students as well as youth in transition and career changers/seekers, about the viable career options in the tourism industry. This program is delivered in the junior and senior high school levels by industry volunteers who discuss the size and scope of tourism and the career opportunities that exist.

In 1994, HRC piloted the national Tourism Careers for Youth (TCY) program in Nova Scotia in partnership with the Canadian Tourism Human Resource Council. This program is dedicated to assisting youth in finding career opportunities in tourism and in fostering a stronger training culture within the tourism industry.

The Association works with young adults from all walks of life and cultures to provide four weeks of in-class industry-based, entry-level skills training.

Employers of Youth

NOVA SCOTIA



CONTACT

Hector J. Jacques
Jacques Whitford and
Associates Limited
3 Spectacle Lake Drive
Dartmouth, NS B3B 1W8
Tel: 902-468-7777
Fax: 902-468-9009
E-mail:
info@jacqueswhitford.com

JACQUES WHITFORD AND ASSOCIATES LIMITED

Jacques Whitford (JW) is an employee-owned, multidisciplinary firm of consulting engineers and environmental scientists.

Jacques Whitford's success is largely due to the fact that the company has always followed the philosophy of "hire the best." However, before you hire the best, you have to find the best—which is why JW has traditionally hired students while they were still in school. This is done through co-operative education work terms, summer internships and research fellowships for graduate students.

The practice of hiring students has given JW access to various schools across the country and to the top young minds within the province and the country.

By hiring students while they are completing their academic training, JW has built a relationship that makes the finding and hiring the best graduates much easier and more effective.

The benefits to students are obvious: they gain work experience relevant to their career goals and allows them to evaluate their career and educational direction while they are still in school; they obtain the financial resources to continue post secondary education and reduce their student debt; and, by having access to private industry, they are exposed to the concepts of entrepreneurship and the reality of doing business in Canada today.

Employers of Youth

NOVA SCOTIA



CONTACT

J. Apenovich
Manager, Inorganics
Philip Analytical Services
5595 Fenwick Street,
Suite 200
Halifax, NS B3H 4M2
Tel: 902-420-0203
Fax: 902-420-8612
E-mail: japenovich@
philipinc.com

PHILIP ANALYTICAL SERVICES

Philip Analytical Services is Canada's largest environmental laboratory network with laboratories located in British Columbia, Alberta, Ontario (3), Quebec, Nova Scotia, Newfoundland and Pennsylvania. The Philip network employs over 400 people and possesses a vast array of the latest analytical equipment.

The selection of young candidates for job opportunities at the Philip facility is a very simple process. Most of the entry-level positions available deal with the initial preparatory processes of complex analytical procedures or with the operation of minor instrumentation. Until very recently, the local educational institutions did not provide training directly applicable to environmental laboratory techniques. As a result, the company looks for attributes in young candidates that are universal: a strong general science background, enthusiasm and a desire to succeed. With this foundation, the company can train and develop young employees into valuable, long-term professionals.

The training and experience gained by students performing work term at Philip's seems to be a recognizable asset. Former work-term students choosing to pursue careers within their field, have been immediately hired by the provincial government, the federal government and other reputable organizations. Students and graduates choosing to pursue a career in analytical chemistry have the skills and experience required to make an immediate impact upon the organization. As a result, the company has a highly trained, energetic young component to the company's workforce of professionals.

Employers of Youth

NOVA SCOTIA



CONTACT

Philip Guest
Freewheeling Adventures
RR#1 Hubbard, NS B0J 1T0
Tel: 902-857-3600
E-mail:
bicycle@freewheeling.ca

FREEWHEELING ADVENTURES

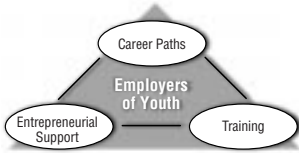
FreeWheeling Adventures is in the eco-tourism business, primarily providing a service for travelers who appreciate the unique beauty of Atlantic Canada's quiet coastal routes. The successes in Atlantic Canada have led to a demand for trips further abroad which have provided wonderful opportunities for young employees who take an interest in different cultures and challenging travel experiences.

The primary recruiting grounds are the universities and community colleges of Nova Scotia. Hundreds of applications are received from which the company chooses candidates with diverse backgrounds and a variety of skills and talents.

The company naturally fosters career development in young employees because there is so much opportunity for added responsibility and creative new ideas. The ideal transition for an employee is to learn the nuts and bolts by leading the trips as an Apprentice Leader. An Apprentice Leader will manage a trip with one of the experienced guides. Once the Guides have been on several tours, they can make the transition more easily to a Trip Planner or Reservations Manager.

Employers of Youth

PRINCE EDWARD ISLAND



CONTACT

Daniel P. Murphy
D.P. Murphy Inc.
375 Grafton Street
Charlottetown, PEI C1A 1M1
Tel: 902-368-3727
Fax: 902-368-3758

D.P. MURPHY INC.

D.P. Murphy Inc. employs over 1,000 people, mostly youth, in many businesses: Wendy's, Tim Horton's and Holiday Inn Express Hotel and Suites. The business has expanded to include four Wendy's Restaurants in Halifax, Nova Scotia, and one Tim Horton's restaurant in Portland, Maine with another to open soon in Lewiston, Maine.

Because such a high percentage of the staff are young people, it is important to make sure the company provides an environment that generates loyalty and the potential for advancement.

Further to that, the employee programs include:

- Merit Ballot Program – a program designed to reward employees for good work
- T.C.S. Program – an in-house employee customer service program to help all employees deliver total customer satisfaction
- Service 2000 – this was put in place to help employees stay focused and improve, leading the way in customer service in the industry

Employers of Youth

PRINCE EDWARD ISLAND



CONTACT

Robin Chace
BandF Inc.
RR#1

Crapaud, PEI COA 1J0

Tel: 902-675-2871

Fax: 902-658-2402

E-mail: rrchace@isn.net

B & F INC. – ENCOUNTER CREEK

Encounter Creek is Prince Edward Island's newest amusement park. The nature of seasonal work fits in perfectly with youth employment.

Due to the nature of the business, young people seemed an obvious choice as a potential source of candidates for employment. With youth, however, comes a certain lack of experience and a need for training.

The Tourism Industry Association of PEI (TIAPEI) offers a program called "Superhost" where staff are trained to be the best in the tourism business, a business that is vital to PEI's economy. All new staff members were required to take the class. Some of the other staff such as lifeguards, animal keepers and kitchen staff, were required to have certain other training. If they did not have the skills, training was provided so the employees could learn to be the best amusement park staff on the island.

Employers of Youth

QUEBEC



CONTACT

Hélène Schwelb
Recruitment Administrator
Ericsson Research Canada
8400 Decarie Blvd.
Montreal, QB H4P 2N2
Tel: 514-345-7957
Fax: 514-345-6102
E-mail: helene.schwelb@
lmc.ericsson.se

ERICSSON RESEARCH CANADA

Ericsson is the leading provider in the new telecom world, with communications solutions that combine telecom and datacom technologies with the freedom of mobility for the user. With more than 100,000 employees in 140 countries, Ericsson simplifies communications for its customers—network operators, service providers, enterprises and consumers—the world over.

Ericsson actively recruits young, skilled professionals in a number of ways:

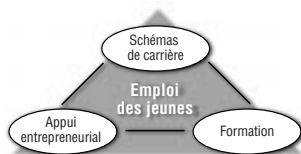
- Ericsson managers visit high schools and colleges, in order to present the numerous possibilities a career in engineering, and more specifically software engineering, can offer
- The Montreal R & D Centre participates actively in Shad International Science Technology and Entrepreneurship Program which offers training to high school and college students across Canada
- Ericsson promotes careers in engineering for women
- Ericsson sets up a booth at the Chamber of Commerce of Montreal, Fairs for Youth Employment
- University job fairs

Another of Ericsson's proactive approaches is shown by the fact that the company hires young professionals as soon as they complete their schooling and provides its own 13-week basic training program.

Once hired, Ericsson employees embark on a career path that could take them around the world. Each employee meets with their supervisor regularly through the year, specifically to discuss career development within the company. Ericsson also reimburses tuition fees to employees who wish to further their studies by completing a Masters' Degree in engineering or an MBA.

Emploi des jeunes

**QUÉBEC
MENTION HONORABLE**



PERSONNES-RESSOURCES

Louise Lagacé
Directrice des programmes
C.C.A.P.–TV
860, avenue Notre-Dame
Charlesbourg (Québec)
G2N 1P7
Tél : 418-849-4009
Fax : 418-849-9465
Courriel :
llagace@ccapcable.com

C.C.A.P.–TV

C.C.A.P.–TV est une station de télévision locale qui appartient à la Coopérative de câblodistribution de l'arrière-pays située à Charlesbourg, près de Québec. C.C.A.P.–TV diffuse des émissions produites par ses employés et aussi des émissions choisies parmi d'autres stations locales ou communautaires. La station s'efforce d'employer des jeunes finissants passionnés de leur métier. Présentement, huit personnes sont employées à plein temps. De ces huit personnes, quatre ont moins de 25 ans. Deux de ces employés travaillent à l'animation, le troisième occupe un poste de réalisateur de production commerciale et le quatrième s'occupe de la représentation.

Quatre autres jeunes de moins de 25 ans ont travaillé chez C.C.A.P.–TV depuis trois ans. Ils sont tous maintenant employés par de plus grands réseaux. Depuis plus de six ans, la station donne comme mandat de promouvoir les métiers de la télévision auprès des jeunes finissants en communication, en audiovisuel ou en cinéma.

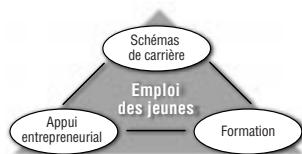
Cent quarante-cinq jeunes ont gravité autour de C.C.A.P.–TV en effectuant des stages de formation et en bénéficiant aussi d'une embauche à la pige pour parfaire leur stage. Ces jeunes proviennent de toutes les régions de la Province. Contrairement aux télévisions communautaires, ces jeunes n'y font pas de bénévolat mais la station vise avec eux un encadrement sérieux avec des objectifs adaptés à chacun des jeunes selon le plan de carrière qu'ils ont choisi. C.C.A.P.–TV a réussi à placer dans les grands réseaux quarante-trois de ces jeunes qui ont suivi un stage.

La popularité de C.C.A.P.–TV, auprès des jeunes, est attribuable au fait que la station provient du réseau d'information auprès des employeurs potentiels, les directeurs d'information des grandes chaînes font part de leurs besoins en personnel. Comme cette complicité existe depuis six ans, c'est sans hésiter que les employeurs embauchent les jeunes qui ont travaillé chez C.C.A.P.–TV. Grâce à la station, ces jeunes ont l'occasion d'acquérir l'expérience recherchée par les grands réseaux.

C.C.A.P.–TV accueille généreusement ces jeunes qui ont de l'intérêt pour les communications. Ainsi, tous auront bénéficié du support acquis au cours de leur stage chez C.C.A.P.–TV.

Emploi des jeunes

QUÉBEC MENTION HONORABLE



PERSONNES-RESSOURCES

Diane Trudel
Chef de secteur, formation
Provigo
1611, boul. Crémazie est
Montréal (Québec) H2M 2R9
Tél : 514-383-3097
Fax : 514-383-3199

PROVIGO

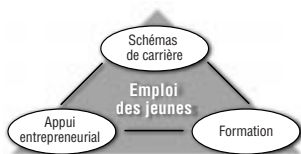
Provigo est un chef de file canadien de la distribution en gros et au détail de produits alimentaires et de marchandises générales. Sur le plan des ressources humaines (24 710 employés), Provigo mise beaucoup sur l'embauche de jeunes, autant dans son réseau de 350 magasins, que dans ses centres de distribution et à son siège social. Ainsi, le service des ressources humaines a mis en place plusieurs initiatives visant à offrir des débouchés de carrière à long terme et à fournir à Provigo une main-d'œuvre qualifiée.

Pour atteindre ses buts, Provigo a mis sur pied plusieurs programmes.

- Programme d'intégration à la gestion—vise à développer une relève à moyen terme pour des postes de gestionnaires en magasin, soit des gérants de département qui ont le potentiel de devenir des directeurs de magasins. Le programme s'échelonne sur une période de 12 mois et couvre tous les aspects de la gestion d'un département dans un magasin d'alimentation
- Programme de formation pour gérants de département—répond aux besoins urgents de relève aux postes stratégiques de gestion en magasin. Ce programme de formation a été mis sur pied pour préparer de nouveaux candidats à occuper des postes de gérants de département. Ce programme est d'une durée de huit semaines pour les candidats provenant de l'extérieur et qui détiennent déjà une expérience de gestion. Pour les candidats internes, habituellement des commis identifiés comme ayant le potentiel de promotion, le programme s'échelonne sur une période de douze semaines
- Programme de stages universitaires—Provigo accueille des étudiants dans le cadre de stages collégiaux et universitaires
- Programme de bourses d'études—depuis 1991, des bourses d'études sont remises à des jeunes étudiants qui travaillent à temps partiel dans le réseau de Provigo
- Implication au programme de séjours internationaux de travail en entreprises (SITE)—Provigo offre la possibilité de participer à un échange France-Québec à l'intérieur du programme qui a pour but d'offrir à des jeunes employés (18 ans à 25 ans) une immersion professionnelle à l'étranger afin qu'ils puissent faire l'expérience d'autres pratiques de travail

Emploi des jeunes

QUÉBEC



PERSONNES-RESSOURCES

Michelle Perrault-Ieraci
Chef de service – Équité
en matière d'emploi
et affaires linguistiques
Centre Air Canada
242 C.P. 14000
Succursale Aéroport
Dorval (Québec) H4Y 1H4
Tél : 514-422-5927
Fax : 514-422-5940
Courriel :
mperraultieraci@aircanada.ca

AIR CANADA

Air Canada est une société aérienne internationale assurant le transport de passagers et de fret par ses services réguliers et nolisés. Elle est le plus grand transporteur canadien et, avec ses transporteurs régionaux, dessert 118 villes du monde entier avec un parc aérien de 232 appareils et 24,370 employés dans l'organisation, dont 8,2 % sont des employés âgés de 25 ans ou moins.

Air Canada possède un programme d'embauche de jeunes diplômés universitaires pour assurer la relève. En 1998, elle a recruté une douzaine de jeunes, plusieurs de 25 ans et moins, sur les campus universitaires du pays, dans les disciplines identifiées par ses dirigeants. Ainsi, l'an passé, elle a embauché de jeunes titulaires de diplômes universitaires en administration des affaires, en économie, en génie, en marketing, et en finance. Ces jeunes sont reçus personnellement par le président-directeur général, immédiatement inscrits au plan de succession et soumis à des rotations de poste et à un suivi particulier durant les premières années.

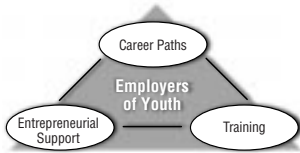
La société assure la plus grande partie de sa formation à l'interne. Consciente de sa responsabilité en la matière, elle a donnée à son Service de formation toute l'envergure nécessaire à une grande qualité d'enseignement. Ce service est aussi responsable d'identifier les cours dispensés à l'extérieur d'Air Canada et qui conviennent au perfectionnement, aux plans de carrière ou aux besoins d'employés prometteurs.

Air Canada est très présente dans le milieu de l'éducation. Ses services du Personnel du siège social et des régions tentent de répondre positivement à toutes les demandes de participation aux Journées de carrière dans les écoles primaires et secondaires, dans les collèges et CÉGEPs et sur les campus universitaires du pays. Elle offre aussi des stages d'observation pour les jeunes des écoles primaires et secondaires. La société travaille en étroite collaboration avec plusieurs agences de placement vouées à l'embauche des jeunes, comme le Centre d'emploi Jeunesse de Montréal.

Il faut mentionner que les employés d'Air Canada, y compris les jeunes, sont appelés à voyager énormément pour le compte de la société. Les voyages forment la jeunesse et Air Canada contribue à l'enrichissement de son jeune personnel.

Employers of Youth

QUEBEC



CONTACT

Judy Zacchia
Graduation Program
Coordinator
Bell Canada
601 de la Gauchetière West
Montreal, QB H3B 2M8
Tel: 514-870-8684
Fax: 514-391-3099
E-mail: judy.zacchia@bell.ca

BELL CANADA

Bell Canada is Canada's largest supplier of telecommunications services.

The company's approach to ensuring Canada's youth can take on the challenges of the communications industry includes three main thrusts: campus connections, programs for youth and investing in the workforce.

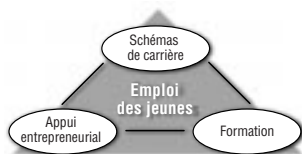
Campus Connections – Every year, Bell updates its workforce by hiring young people trained in the latest technologies and management techniques. The company works with Canadian universities and technical schools to prepare students for their future careers and to recruit new employees with leading-edge skills.

Programs for Youth – Bell Canada's philosophy of building an educated Canada encompasses a wide variety of programs that help young people pursue their studies and leave them equipped with up-to-date, marketable skills and experience.

Investing in the workforce – Competitive pressures require that the expertise of Bell employees always be on the cutting edge. Bell provides opportunities for its employees to continuously sharpen and expand skills critical to their career development and to the company's success.

Emploi des jeunes

QUÉBEC



PERSONNES-RESSOURCES

Martine Lajeunesse
Directrice des communications, Ressources humaines
Banque nationale du Canada
600, rue de la Gauchetière ouest
Montréal (Québec) H3B 4L2
Tél : 514-394-42118
Fax : 514-394-6658
Courriel :
lajeune@sympatico.ca

BANQUE NATIONALE DU CANADA

Active sur la scène économique et sociale du pays depuis près de 140 ans, la Banque Nationale est aujourd'hui la sixième banque à charte en importance au pays au chapitre de l'actif. Ses quelque 14 000 employés, répartis dans ses succursales et dans ses filiales, offrent une gamme étendue de produits et services financiers à une clientèle diverse.

La nature des activités de la banque en fait un employeur de choix pour les jeunes qui souhaitent travailler dans des secteurs nouveaux et promis à une croissance soutenue. La Banque appuie les jeunes par le biais de son programme de dons et commandites, et elle est reconnue comme étant l'une des entreprises les plus généreuses au pays.

Un appui encore plus concret se retrouve à l'université même. D'abord, par le biais de son site Internet, la Banque présente aux étudiants différents moyens, produits et services pour mieux gérer leur argent. Chaque année, les étudiants sont invités à passer une entrevue avec les responsables de la Banque. Ils peuvent aussi répondre à un bref questionnaire informatisé pour cerner leurs intérêts et leur personnalité et obtenir un aperçu des types d'emplois susceptibles de leur convenir. La participation à ce questionnaire les rend admissibles au tirage d'une bourse d'études de 1 000 \$.

Pendant leurs études, la Banque appuie les jeunes en leur offrant des emplois d'été. Les unités administratives de Montréal offrent des emplois d'été à 250 jeunes. Une fois embauchés, les jeunes peuvent continuer de parfaire leur formation à la Banque. Outre un programme exhaustif de formation interne, l'entreprise créait récemment le Centre Accès-Carrière, où 80 stagiaires ont reçu une formation pour des postes de cadres de premier échelon.

Un programme unique parmi les grandes banques canadiennes est le Programme universitaire Banque Nationale (PUB), offert en collaboration avec l'Université du Québec à Montréal et l'Institut des banquiers canadiens. Les diplômés du PUB sont reconnus à la fois à la Banque et sur le marché. Environ 10 % des employés inscrits au PUB ont moins de 25 ans.

Voilà les clés qui font de la Banque Nationale une institution qui se préoccupe de ses jeunes et qui pousse plus loin le souci de les aider à bâtir leur avenir et à se tailler une place dans le monde du travail actuel.

Employers of Youth

QUEBEC



CONTACT

Reginald F. Steers
Vice President, Finance
Pratt and Whitney Canada
1000 Marie-Victoria
Longueuil, QB J4G 1A1
Tel: 450-677-9411
Fax: 450-647-3786
E-mail:
johanne.fulminis@pwc.ca

PRATT AND WHITNEY CANADA

In the aerospace industry, Pratt & Whitney Canada (P&WC) is a world leader in the research, development and manufacturing of gas turbine engines for regional airlines, corporate aircraft and helicopters.

In addition to offering job opportunities for summer students and co-op work experiences, P&WC also seeks new graduates for permanent positions. A stimulating work environment is provided for engineering and business graduates who can contribute to the creation, design and manufacture of modern propulsion systems. Career advancement initiatives such as on-the-job rotational training and company-sponsored education programs are used in almost every major organization within P&WC.

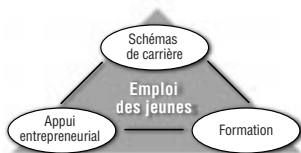
In 1994, the Finance organization at P&WC launched the Finance Graduate Development Program for new graduates to expand their Finance knowledge base, develop their business skills, and establish an internal network of resources for problem solving. This Training Program is aimed exclusively at entry-level employees from Accounting or Finance backgrounds.

Participants in the Finance Graduate Development Program rotate into various positions in areas such as Financial Planning, Treasury, Accounts Payable, Operations, Customer Support and Engineering. While enrolled in the Program, employees are eligible for merit increases and promotion. Individuals work with supervisors to develop career plans as well as personal and professional goals.

The Finance Graduate Development Program is one example of how P&WC recruits and develops new graduates. The organization believes that such development programs are a critical factor in the successful creation of future managers and decision-makers.

Emploi des jeunes

QUÉBEC



PERSONNES-RESSOURCES

Lisa Arsenault
Coopérative
fédérée de Québec
9001 boul. l'Acadie,
bureau 200
Montréal (Québec) H4N 3H7
Tél : 514-858-2013
Fax: 514-385-1041
Courriel :
arsenaultl@coopfed.qc.ca

COOPÉRATIVE FÉDÉRÉE DE QUÉBEC

La Coopérative fédérée de Québec (CFQ) est une des plus importantes entreprises du secteur agro-alimentaire au Québec. Elle est la fédération et la propriété de 95 coopératives agricoles québécoises et compte 31 515 membres.

La division de l'approvisionnement de la ferme de la CFQ doit doter le mouvement coopératif agricole d'une main-d'œuvre spécialisée qui est en mesure de fournir des conseils techniques à ses clients, les agriculteurs, afin de les appuyer dans l'exploitation de leur entreprise agricole. Elle doit également former de futurs gestionnaires aptes à assurer l'avenir et la saine gestion des coopératives.

Par conséquent, la division de l'approvisionnement embauche à chaque année plusieurs étudiants et diplômés de niveau universitaire et collégial dans les sciences de l'agriculture et en administration.

Afin de s'assurer que ces jeunes acquièrent les qualifications requises, la CFQ a mis sur pied un régime d'apprentissage prévoyant des stages de formation qui forment de futurs représentants technico-commerciaux, conseillers techniques et gestionnaires.

Au cours des 3 dernières années, 113 étudiants ont participé à plusieurs programmes de stages et environ 80 % d'entre eux ont obtenu un emploi dans le mouvement coopératif agricole à la fin de leurs études. L'objectif d'embauche pour 1999 est de 60 étudiants/stagiaires dans le cadre de ces programmes.

Quant aux diplômés de ces disciplines, au cours des 3 dernières années, 23 diplômés ont participé à ces programmes de stages et tous (100 %) sont demeurés à l'emploi. L'objectif pour 1999 est de 20 stagiaires par année.

Les possibilités d'emploi offertes aux jeunes au sein du mouvement coopératif agricole sont nombreuses. Afin d'aider ses employés à développer davantage leurs compétences, la CFQ a développé une politique de remboursement de frais de cours de niveau postsecondaire reliés aux responsabilités de l'employé. Des activités de formation continue offrent aux employés la possibilité de développer davantage leurs compétences sur les plans technique et administratif.

Employers of Youth

QUEBEC



CONTACT

Gemma Raeburn-Baynes
Manager, Internship
Programs, Workplace Equality
Bank of Montreal
105 St. Jacques, 8th Floor
Montreal, QB H2Y 1L6
Tel: 514-877-8857
Fax: 514-877-8008
E-mail:
gemma.raeburn@bmo.com

BANK OF MONTREAL

Canada's oldest chartered bank, Bank of Montreal, employs more than 35,000 worldwide within its family of companies. Partnering with universities, school boards and community organizations across Canada, Bank of Montreal is committed to providing young people with an equal opportunity to learn, develop and succeed.

Five Bank of Montreal programs exist to help Canadian youth succeed:

POSSIBILITIES—Youth Internship Scholarship Program
A work, school and community partnership program. Targeted toward visible minority, Aboriginal and students with disabilities, participants rotate through various positions within the Bank while being mentored. As a participant completes the Program, a scholarship is offered along with an opportunity for future employment.

Excel! Minority Youth Program—A non-profit organization sponsored by the Bank to instill leadership and management skills in young people. Programs for participants focus on continuing education, creating employment opportunities, finding meaningful jobs, and working harmoniously in a multicultural and multiracial society.

Leadership for Tomorrow Today—Aimed at improving self-confidence and helping youth develop a network of mentor relationships, this education and work experience program encourages and develops the leadership skills and career aspirations of visible minority youth.

Career Possibilities Partnership Program—An internship program for university students interested in a career in the financial services industry. Accelerated hands-on training and a mentor help prepare the intern for full-time work.

Community Banker Program—A rigorous recruitment process to identify and attract new hires with above-average potential for rapid progression to increasingly responsible leadership positions within the Bank's Personal and Commercial Financial Services area.

Employers of Youth

ONTARIO



CONTACT

Jane Burgess
Director, Workforce Strategy
and Communications
Nortel Networks
8200 Dixie Rd, Suite 100
Brampton, ON L6T 5P6
Tel: 905-863-3621
Fax: 905-863-8516
E-mail:
janeburg@nortelnetwork.com

NORTEL NETWORKS

Nortel Networks delivers the combined expertise and proven leadership in telephony and IP-based data, wireline and wireless networking to bring all of a company's communications together over a single network.

To some, the sole fact that Nortel Networks hired 717 of Canada's Electrical Engineering and Computer Science graduates in 1998 might be enough to earn them consideration as Canada's top employer of youth. Others might point to the 2,058 university students in Canada getting real-world responsibility in co-operative placements, or the almost 500 Canadian high-school students Nortel helps prepare for employability annually.

While the numbers alone certainly demonstrate the commitment to Canada's youth, it's the long-term quality—not just the quantity—of opportunities offered which makes Nortel Networks a leader.

Nortel Networks opens doors by helping prepare youth for future careers in the following ways.

- High school programs: Each year, Nortel Networks provides work experience for almost 500 Canadian high school students.
- University and College programs: Nortel Networks hired 2,058 university students in Canada in 1998 as co-ops, interns, or summer students. They received challenging assignments with on-the-job responsibilities, preparing them for careers after graduation.
- Special programs: Nortel Networks uses its global experience to enhance diversity and provide unique opportunities to young people.
- Support for education: Nortel Networks has a demonstrated commitment to science and technology education in Canada, working directly with students and teachers by sponsoring or participating in enrichment programs.

Employers of Youth

ONTARIO



CONTACT

Trevor Bracher
Area Staffing Manager
Starwood Hotels and Resorts
123 Queen Street West
Toronto, ON M5H 2M9
Tel: 416-947-4983
Fax: 416-361-6223

STARWOOD HOTELS AND RESORTS

Starwood's global portfolio consists of more than 690 properties in over 70 countries with upwards of 125,000 employees. These numbers make Starwood Hotels and Resorts the largest hotel company in the world.

In Canada, Starwood proudly offers three of its celebrated brands: Westin, Sheraton and Four Points Hotels by Sheraton.

Currently, the company's resource pool involves high schools, colleges, universities, the Ontario Tourism Education Council, Bridges Programs and federally and provincially funded training programs all designed to promote opportunity and growth for the employable youth.

At the Westin Harbour Castle alone, more than 25 co-op students are training at any given time in all areas of the hotel. Once these students complete their co-op program, they are transferred to a permanent position in one of three hotels within the Toronto area. Most students range in ages from 16 to 25 while a small percentage are mature students involved in a career-changing program.

Starwood has also designed training programs that focus on the kinds of services the guests want and show the students how the company can meet and exceed customer expectations. Starwood also has a technical-training support system in place designed to shorten the learning curve and ensure consistent service across the chain. The evaluation process is ongoing and Starwood is dedicated to providing on-going feedback to all associates enhancing individual performance.

Employers of Youth

ONTARIO



CONTACT

Jo-Anne O'Quinn
Manager, Communications
AlliedSignal
Aerospace Canada
3333 Unity Drive
Mississauga, ON L5L 2S6
Tel: 905-608-6035
Fax: 905-608-6061

ALLIEDSIGNAL AEROSPACE CANADA

AlliedSignal Aerospace Canada (ASACa), located in Mississauga, Ontario, is an industry leader in the design, development and manufacture of environmental control systems, power management and generation systems, and safety and rescue systems for the worldwide aerospace marketplace.

Partnerships with Canadian universities – The company's roots with Canadian universities run deep. For more than 20 years, ASACa has enjoyed a long-standing partnership with the University of Waterloo's Engineering Co-op Program and more recently, developed a similar relationship with the University of Toronto's Engineering community.

Community Colleges – AlliedSignal also hires youth from community colleges. In particular, technicians have been hired from Humber, Seneca and Sheridan Colleges.

In-house training – AlliedSignal is committed to learning. Each employee is expected to participate in 40 hours of training per year. Employees are constantly encouraged to upgrade their skill sets with many on-site programs offered to help employees acquire the necessary skills to propel their careers.

Summer students – AlliedSignal is committed to hiring between 10-20 high school students for the summer duration.

Job-shadowing programs with middle schools – Since 1994, AlliedSignal has worked with James S. Bell Middle School in Etobicoke to build a job-shadowing program that provides youngsters with an opportunity to learn about the aerospace business first hand.

Employers of Youth

ONTARIO



CONTACT

Randy Ulene
Human Resources Manager
Procter and Gamble Inc.
P.O. Box 355, Station A
Toronto, ON M5W 1C5
Tel: 416-730-4823
Fax: 416-730-4684
E-mail: ulene.r@pg.com

PROCTER AND GAMBLE INC.

Procter and Gamble is a global leader in the consumer packaged-goods industry. Consumers around the world know the company by its products with such household names as Tide, Pantene, Ivory, Cover Girl, Vicks, Folgers, Pampers, Pringles and Mr. Clean.

Procter and Gamble typically hires between 50 and 75 full-time people into entry-level positions every year. These new hires are recruited from university campuses across Canada. Roles are available in a variety of departments including Marketing, Finance, Sales, Manufacturing, and Information Technology. Related experience is not a pre-requisite to being hired.

Procter and Gamble is also a strong believer in internships and co-op programs, typically hiring between 45 and 70 interns/co-op students every year. About one-third of students who come to Procter and Gamble as intern/co-op students also return as full-time hires.

The INROADS Program – The mission of INROADS is to develop and place talented visible minority and aboriginal youths in business and industry and prepare them for corporate and community leadership. Procter and Gamble has donated free office space to this program.

Earl Haig Secondary School Partnership – Since 1988, Procter and Gamble and Earl Haig Secondary School have been partners in education. The partnership has included such things as co-op placements, mentoring, charitable events, donations of equipment and special events.

Employers of Youth

ONTARIO



CONTACT

Janice Rhodes
Manager, Corporate
Recruitment
Bell Mobility Cellular
2920 Matheson Blvd East
Mississauga, ON L4W 5J4
Tel: 905-282-3349
Fax: 905-282-3349
E-mail: jarodes@mobility.com

BELL MOBILITY CELLULAR

BCE Mobile Communications Inc. is Canada's most experienced full-service wireless telecommunications company. Under the Bell Mobility brand, BCE offers cellular, PCS, paging, data, airline passenger and satellite communication services, as well as customer hardware and private radio systems.

As an ongoing commitment to hiring youth, Bell Mobility has attended several career fairs over the last 18 months seeking recent graduates, individuals new to the job market and students still in school.

Several students have also been hired through Career Edge, a national youth internship program.

Bell Mobility is a member of the Canadian Association of Career Educators and Employers (CACEE). In addition, Bell Mobility actively supports the Bring Your Kids to Work day sponsored by the Learning Partnership—last year, the company was visited by 65 students.

Bell Mobility has long been an active member of the community. When requested, employees speak at high schools allows students the chance to get an idea of business reality. There is also an association with Gordon Graydon Secondary School providing awards and funding to top students. The company has hired several high school co-op students to assist the Human Resources department with such projects as PeopleSoft implementation, learning Visio presentations and assisting with the Co-op hiring process. The extensive Bell Mobility training facility helps foster confidence in their new positions while providing growth opportunities in other areas of the company.

Employers of Youth

ONTARIO



CONTACT

Don McCreesh
Executive Vice-President,
Human Resources
CIBC
Commerce Court
Postal Station
Toronto, ON M5L 1A2
Tel: 416-980-5745
Fax: 416-980-4728
E-mail:
don.mccreesh@cibc.com

CANADIAN IMPERIAL BANK OF COMMERCE

The Canadian Imperial Bank of Commerce (CIBC) is a full-service financial institution which offers retail and investment banking services to customers in 14 countries.

CIBC is clearly committed to bringing young people into the workplace. In 1998, more than half of the 5,331 new hires were under the age of 29. Yet, the company believes its efforts must extend beyond CIBC because the workplace is changing and will continue to change significantly. Increasingly, workers are becoming more mobile, often having several employers over the span of their working life. That's why CIBC's youth employment activities emphasize the gaining of skills and experience which can be used throughout the marketplace.

- A \$500,000 Youthvision initiative, the Frontier College Youth Program, promotes literacy through mentoring and tutoring assistance to young Canadians.
- Another program in the Youthvision portfolio is a 10-year, \$6.5 million scholarship program which provides selected Grade 10 students involved in Big Brothers and Sisters of Canada with financial and mentoring support to complete their post-secondary education.
- Working with the Toronto District School Board and the Maintenance and Construction Skilled Trades Council, CIBC is helping to provide opportunities for Grade 7 to 10 students to explore apprenticeships in the skilled trades.
- Since 1991, CIBC has participated in Change Your Future, a program in which businesses provide help and support to students at risk of dropping out of school.

Helping young entrepreneurs turn their ideas into business opportunities is another area where CIBC helps.

Employers of Youth

ONTARIO



CONTACT

Caroline Moro-Dalicandro
Manager, Staffing Services
EDS Canada
33 Yonge Street
Toronto, ON M5E 1G4
Tel: 416-814-4853
Fax: 416-814-4856
E-mail:
caroline.moro-dalicandro@
eds.com

EDS CANADA

EDS was established in Canada in 1985 and has rapidly evolved into one of this country's largest information technology companies. EDS serves clients in the financial services, manufacturing, government, health care, communications, and energy sectors of business.

Every year, EDS visits college and university campuses across Canada to speak with students about internships, co-op and new graduate opportunities. New graduates are often hired into the Information Analyst Development (IAD) program. The program's objective is to develop individuals into EDS Information Analysts capable of producing information-processing solutions for EDS customers.

EDS also recruits recent graduates into a variety of other entry-level positions within the company. From help desk, finance, human resources, or geometric services, all employees are given the opportunity to grow their careers within the company. EDS often recognizes potential over work experience, encouraging employees to choose a career path, and giving them the training necessary to help them develop their careers.

EDS is highly involved in education and continuous learning. Education has long been the number one EDS Canada community priority, and many of the company's employees have worked tirelessly to improve the quality of education in their communities.

Employers of Youth

ONTARIO



CONTACT

Ausma Ainsworth and Karen Mazzon
Training and HR coordinator and HR Supervisor
PPG Canada Inc.,
Coatings Group
Mississauga, ON L5J 1K5
Tel: 905-855-5652
Fax: 905-855-5808

PPG CANADA INC., COATINGS GROUP

The Coatings operation of PPG Canada Inc. began its operation in Mississauga in 1967, after relocating from Windsor, Ontario. It remains the only PPG Coatings facility in Canada, manufacturing automotive and industrial product lines.

PPG actively seeks out youth in the community in order to attain and develop new skills and talent. Positions are regularly posted at local universities and colleges to provide co-op students with the opportunity to work in their area of study and gain credit from their educational institution.

PPG is an active participant in high school career fairs. PPG also has an ongoing partnership with a local high school (Gordon Graydon) where it assists in the International Business and Technology Program which brings students in regular contact with business sponsors. The goal of the program is to help the students realize that their studies in the classroom have a real application outside the school.

PPG provides various students from local high schools with a chance to develop new skills by working in their areas of interest within the company, on a co-op term.

For many years, PPG has offered a summer student program for any students who have completed a minimum of one year of college or university and whose program at school is leading to a profession related to those at PPG. Over the past three years, over 100 students have been hired through the summer program.

Employers of Youth

ONTARIO



CONTACT

Rashmi Singh
Manager, Human Resources
Compucentre Toronto Inc.
635 Queen Street East
Toronto, ON M4M 1G4
Tel: 416-778-1300 Ext. 381
Fax: 416-778-8917
E-mail: rsingh@cti.ca

COMPUCENTRE TORONTO INC.

Compucentre Toronto has developed innovative programs and policies to support youth employment within the organization. Whether through on-campus recruitment drives, school board co-op partnerships or youth-hiring practices, the company promotes a workplace where young people are able to gain work experience and specific skill sets for the computer industry.

In order to ensure the company maintains its commitment to hiring youth and help develop lasting careers, the human resources department has initiated the following steps:

- Participate in quarterly job fairs with computer schools (CDI and Institute for Computer Studies) and attend campus job fairs on a regular basis (Ryerson Polytechnic University and York University).
- Compucentre Toronto participates in the placement of students interested in a cooperative learning environment. The company works with the educational customers to give students interested in technology an opportunity at Compucentre or one of the large corporate clients.
- Entry-level positions designed for youth employment in such areas as Professional Services project work, Bench and Configuration Technicians, Helpdesk, Distribution, Administration, Customer service and Call Centre opportunities.
- Take AIM Program (Attitude, Initiative, Momentum) encourages people in entry-level jobs to shoulder responsibility in a risk-free environment.
- Internal career paths and training to develop entry-level employees for intermediate roles in the company. Utilizing the professional services lab and new training centre, youth are given the proper setting to refine their skills and learn new technologies.
- Alternative co-op program with the Dufferin Peel School Board. This initiative focuses on at-risk youth between 16-19 years of age. Students with a desire to develop careers in the computer industry are matched with jobs offering relevant skill building experiences.

Employers of Youth

ONTARIO



CONTACT

Don Burt
Vice-President, Human
Resources
Rogers Communications Inc.
1 Mount Pleasant Road,
11th floor
Toronto, ON M4Y 2Y5
Tel: 416-935-5125
Fax: 416-935-7951

ROGERS COMMUNICATIONS INC.

Rogers Cantel Inc. employs over 2,800 employees and is Canada's largest national wireless communications service, providing almost two million customers with a seamless cellular network covering over 96 per cent of the Canadian population.

Rogers Cable is Canada's largest cable television company providing service to more than two million customers in B.C. and Ontario supported by over 3000 employees.

Rogers Media Inc. is Canada's largest integrated-media company.

Rogers Shared Services, a division of Rogers Communications Inc., employs more than 550 employees who provide support to the Rogers Group of Companies in the areas accounting, administrative services and information technology.

Through the active support and participation with community agencies and participation in career fairs at various Colleges and Universities, Rogers seeks to recruit a diverse group of career-focused youth. Rogers offers a wide spectrum of entry-level positions which include customer service representatives, receptionists, junior computer operators, junior graphic artists, accounts receivable/payable clerks, sales/marketing opportunities and assistant video store managers. In addition to these entry-level positions, youth are hired directly into senior positions such as financial analyst, fraud analyst and marketing manager.

These positions, together with the attendant training opportunities, offer employees considerable opportunity to develop their customer-related, interpersonal and other business skills and to achieve their career objectives. Furthermore, the part-time opportunities offered to employees provide, for many, the means to fund their education while working.

Employers of Youth

ONTARIO



CONTACT

Heather Lawson
Vice President,
Human Resources
Signature Vacations Inc.
160 Bloor Street East,
Suite 400
Toronto, ON M4W 1B9
Tel: 416-960-2544
Fax: 416-969-2698
E-mail: hlawson@signature.ca

SIGNATURE VACATIONS INC.

Signature Vacations is Canada's most popular vacation company. Since 1972, Signature Vacations has offered affordable holidays to Canada's favourite destinations.

Many jobs at Signature Vacations are travel-industry specific. Sometimes they require unique and rare skills sets which are not readily available in the marketplace. This makes the recruitment process a challenge, since the number of potential candidates is often very limited. The obvious solution to this problem is encouraging talent within the company. For years now, the best recruitment strategy has been offering employment to young graduates of travel and tourism programs at community colleges and business schools. Young people join the organization at entry level and are provided with thorough on-the-job training which allows them to acquire skills and experience necessary to progress in their chosen careers.

Signature Vacations actively supports placement and co-op programs at colleges and universities, as well. In 1998, 15 students completed their placement programs in different areas of the company. Signature Vacations always ensures that students get valuable work experience and the best possible training. In the last six months, full-time permanent and contract positions have been offered to four graduates who first joined Signature Vacations as co-op students.

Employers of Youth

ONTARIO



CONTACT

Jennifer Parr
Vice-President,
Human Resources
Enbridge Consumers Gas
P.O. Box 650
Scarborough, ON M1K 5E3
Tel: 416-495-5899

ENBRIDGE CONSUMERS GAS

Enbridge Consumers Gas is one of the fastest growing natural gas companies in North America, serving 1.5 million residential, commercial and industrial customers.

Enbridge Consumers Gas has been a very active employer of youth (under the age of 25) through its company-wide summer student hiring program, a year round university/college co-op program and a number of professional development programs where the target audience is graduating university and college students.

Enbridge offers structured professional development programs to new graduates in engineering, commerce/business administration, economics and accounting. The engineering management program offers new engineering graduates positions throughout various business units in the company in preparation for their being able to assume key senior management positions in the future.

Another example of a successful professional development program is the financial/economic studies on-campus recruitment program. This program offers graduates of graduate (MBA/MA) programs in business and economics the chance to work directly with various business units in analytical and research roles. It ultimately gives them the opportunity to join these new business units in a management capacity.

Employers of Youth

ONTARIO



CONTACT

Patricia Csapo
Director of Human Resources
Darden Restaurants
(Red Lobster)
5045 Orbitor Dr., Building 7,
Suite 400
Mississauga, ON L4W 4Y4
Tel: 905-282-1480
Fax: 905-2821490
E-mail: pcsapo@darden.com

DARDEN RESTAURANTS (RED LOBSTER)

Red Lobster Canada is a recognized leader in the restaurant industry and is part of one of the largest companies in the casual dining industry in North America.

Red Lobster Canada employs 3,065 people across Canada, with 355 (11 per cent) being full-time employees under 25 years of age. All executives started with the company as managers-in-training or entry-level employees. That kind of longevity doesn't happen by accident. Red Lobster Canada is committed to helping young Canadians excel and advance their careers with continuous technical skills training and a structured career path that is called "Compass."

Compass makes four promises to each crew:

Clear direction – the crew will receive detailed, clear direction regarding their place on the team, any changes to the business and instruction on the company's goals.

Knowledge and skills –the crew will receive the knowledge and skills needed to be confident, to be successful and to grow.

Unwavering support – the company promises to support a development plan that will help the crew improve.

You count – the company will ensure on-going communication that is timely, forthright, truthful and complete and that it recognizes, rewards and celebrates personal growth and professional achievements.

Red Lobster is proud to promote an environment of personal development, job satisfaction and career growth for the youth of Canada.

Employers of Youth

ONTARIO



CONTACT

Jeff Anderson
Manager, Marketing and
Information Systems
JUBIL Material
Management Service Inc.
100 Alfred Kuehne Blvd
Brampton, ON L5L 3Y1
Tel: 905-793-5354 Ext. 28
Fax: 905-793-6040
E-mail: jubil@direct.com

JUBIL MATERIAL MANAGEMENT SERVICE INC.

Over the past eight years, JUBIL has focused its services on packaging. JUBIL's main services can be grouped into four categories: packaging services, quality control sorting, product destruction and warehousing.

Since the company's inception in 1990, Bill Wilcox (President) has placed a lot of faith in young people throughout the organization. Mr. Wilcox has repeatedly hired people under the age of 25 for all positions in the organization from entry-level workers to department managers reporting directly to the President.

JUBIL has also tried to support local college and university students as much as possible. JUBIL has opened its books to marketing students doing a project requiring the development of a real-life business plan. JUBIL has also hired a photography student from a local photography course to take the pictures use in the company's marketing efforts.

JUBIL has maintained a strong promote-from-within policy. This has resulted in a large number of youth being promoted throughout the organization. A delicate balance has been created whereby the company's youth work directly with senior, more experienced people, to maximize the development of all employees.

Employers of Youth

ONTARIO



CONTACT

Boris Jackman
Executive Vice-President
Petro-Canada
3275 Rebecca Street
Oakville, ON L6L 6N5
Tel: 905-469-3700
Fax: 905-469-3620
E-mail:
jackman@petrocanada.ca

PETRO-CANADA

Petro-Canada is the largest Canadian-owned, integrated oil and gas company.

Investing in Canada's youth means more than providing jobs. Petro-Canada has taken a broad approach to youth employment and employability by recognizing that life decisions are shaped by a collection of experiences and opportunities that happen in school, in the workplace and the community. Youth is an important element of Petro-Canada's community partnerships and a key stakeholder group in the vision which focuses on the development of Canadian talent, expertise and innovation through education.

Through the National Community Investment Program, Petro-Canada is working to enhance the quality of educational opportunities available to Canadians on a national basis, particularly in the areas of science and technology. In 1998, approximately \$1.5 million was dedicated to the company's education funding category to support a variety of initiatives designed to improve youth employability skills, including:

- Petro-Canada Young Innovator Awards Program
- Petro-Canada Olympic Torch Scholarship Fund
- Petro-Canada Graduate Research Awards
- WISE Chairs at Memorial University and the University of Calgary
- Petro-Canada National Aboriginal Education Awards Program
- Lakehead University Native Access Program for Engineering
- Calgary Achievement Centre for Youth
- Toronto YMCA
- EPOC Montreal
- Youth Science Foundation
- Society for Educational Visits and Exchange in Canada (SEVEC)
- Petro-Canada's Junior Achievement ESIS Day
- Shad Valley Summer Program

Employers of Youth

ONTARIO



CONTACT

Ron Davidson
Vice-President, Human
Resources
Apotex Inc,
150 Signet Drive
Weston, ON M9L 1T9
Tel: 416-401-7362
Fax: 416-401-3828
E-mail: rdaivdso@apotex.ca

APOTEX INC.

Apotex has become Canada's leader in the research, development, manufacturing and distribution of high quality, affordable, generic prescription drugs.

Our Human Resources Mission is "to optimize and leverage Human Resource Capital as a strategic and competitive business advantage."

Apotex hires students directly from many of the science and technology-related programs, including chemistry, laboratory, technology, pharmaceutical technology as well as engineering and business administration.

A commitment to co-op and intern programs is a major component of the recruitment strategy. Hiring sources include internal job postings, newspapers, journals, personnel agencies, college and university placement centres and career fairs. Over the past three years, Apotex has hired over 250 co-op education students and over 150 summer students. Apotex has developed a strong presence on university and college campuses to ensure it has access to the talent and abilities of new graduates looking to enter the job market.

Apotex is committed to continuous learning. Employees are provided opportunities to upgrade their skills and knowledge on-the-job or after hours. Apotex is very proud of its training programs and commitment to support continuing education. Many training and development programs are offered at the \$3 million, extensively equipped employee-training facility in Toronto, using instructor-led as well as computer-based methods. During 1998, Apotex offered over 40,000 hours of formalized classroom training.

Employers of Youth

ONTARIO



CONTACT

Michael J. Kavanagh
Manager Recruitment
Strategies
Royal Bank of Canada
11 Floor, North Tower,
200 Bay Street
Toronto, ON M5J 2J5
Tel: 416-955-5820
Fax: 416-955-2012
E-mail: mike.kavanagh@royalbank.com

ROYAL BANK OF CANADA

The Royal Bank Financial Group is the group of companies that comprise Canada's leading financial institution and include Royal Bank, Royal Trust, Royal Bank Insurance, RBC Dominion Securities, and Action Direct.

The Royal Bank Financial Group supports and encourages youth employment in a number of ways:

- Royal Bank Aboriginal Stay in School Program provides Aboriginal students with a chance to earn and learn during the summer holidays.
- Royal Bank of Canada honours Canadian people of native ancestry with the Native Student Awards Program to help Aboriginal people attend university or college in Canada.
- Royal Bank is the founding sponsor of the Aboriginal Business Education Program, headquartered at the University of Manitoba, which employs at least three interns each year in business banking (five in 1998).
- Royal Bank is currently a program sponsor with Goodwill to fund a training centre for at risk youth in Toronto, to help these young people establish long-term employment.

Royal Bank has committed over \$6 million and supported hundreds of individuals through programs directed to youth entrepreneurship including \$3.5 million to Career Edge and \$2.5 million donated to the Canadian Youth Business Foundation.

Employers of Youth

ONTARIO



CONTACT

Sandra Cianparani and
Teresa Derosa
Senior HR Analyst
and Specialist
Pasteur Mérieux
Connaught Canada
1755 Steeles Avenue West
Toronto, ON M2R 3T4
Tel: 416-667-2929
Fax: 416-667-9391

PASTEUR MÉRIEUX CONNAUGHT CANADA

Pasteur Mérieux Connaught is the world's largest vaccine company with the broadest range of products for preventing infectious diseases. The company produces more than one billion doses every year of vaccine.

Pasteur Mérieux Connaught offers its employees comprehensive education, training and development programs to improve their professional, technical and management skills. Pasteur Mérieux Connaught believes employee development is the corner stone to a successful and challenging future for employees and the company.

Some examples include the Connaught Student Biotechnology Exhibition (CSBE), now into its sixth year.

Visions of Science Symposium – Pasteur Mérieux Connaught is the founding sponsor of Visions of Science Symposium. Initiated by employees who volunteer their time, this annual event encourages black youth in the greater Toronto area to pursue careers in science and technology.

Take Our Kids to Work – Last year the company hosted 27 high school students. The students were impressed by the practical training provided to them and the need to define appropriate education and training tracks to support their career objectives.

Pasteur Mérieux Connaught also attends job fairs at local universities and support college and university co-op placements. The company hires as many as 50 summer students every year from local colleges and universities to fill positions available during the summer months.

Employers of Youth

ONTARIO



CONTACT

Bonnie Holbrook
Corporate Director
Human Resources
Canadian Pacific
Hotels Corporation
One University Avenue,
Suite 1400
Toronto, ON M5J 2P1
Tel: 416-367-7150
Fax: 416-367-8226
E-mail:
bholbroo@cor.cphotels.ca

CANADIAN PACIFIC HOTELS CORPORATION

Canadian Pacific Hotels is a proud employer of Canadian youth. On September 30, 1998 the company employed 3,256 young people twenty-five years of age and younger. This was 26 per cent of the workforce.

The company has a long tradition of customizing Human Resources Programs to attract, train and develop youth as the leaders of tomorrow.

For the past 26 years, the cornerstone of the company's recruitment program has been the Summer Work Experience Program for Hospitality Students at colleges and universities across Canada—and occasionally beyond. To date, the company has helped launch the hospitality careers of over ten thousand young Canadians.

Canadian Pacific Hotels works in partnership with community colleges and universities to provide summer work internships for hospitality students at the resort hotels. The students participate in the orientation and training programs with other new employees, and receive valuable hands-on experience in the operation of complex resort hotels. In addition, each student receives a comprehensive performance review at the end of their work experience which may be shared with their instructors.

Many alumni from the program graduate with the requisite work experience to move into a supervisory or administrative position with Canadian Pacific Hotels.

Employers of Youth

ONTARIO



CONTACT

Tricia Stephens
Communications
Information Manager
Corel Corporation
1600 Carling Avenue
Ottawa, ON K1Z 8R7
Tel: 613-728-8200
Fax: 613-761-7792
E-mail: tricias@corel.ca

COREL CORPORATION

Corel Corporation's success in the software industry is built on its ability to deliver cutting-edge technology to the desktops of computer users around the world—ahead of its competitors.

An essential component to ensuring Corel's place at the helm of emerging technology is the employment of young, emerging talent. By seeking young employees, Corel is certain to have a staff which is fresh, energetic and eager to apply their newly-acquired skills, training and education. A young staff also results in a fast-paced, dynamic atmosphere—an important aspect to the relentlessly shifting world of high technology.

An examination of Corel's employee make-up in Ottawa, Ontario, indicates that as of September 1998, 22 per cent of the company's 862 employees are 25 years of age or younger. These numbers provide evidence of Corel's continued commitment to using young talent.

Corel recognizes that the key to maintaining a young staff is to provide opportunities for growth and upward mobility. For that reason, the company offers several career-development opportunities aimed at providing young employees the chance to enhance their existing skills and gain new ones. One such career-development opportunity is on-the-job training. Corel encourages young employees who are new to the company to participate in various training sessions in order to broaden their skills and deepen their understanding of Corel's place within the high-technology industry.

Employers of Youth

ONTARIO



CONTACT

Phil J. Bezaire
Manager, Labour Relations
and Safety
Chrysler Canada Ltd.
P.O. Box 1621
Windsor, ON N9A 4H6
Tel: 519-973-2018
Fax: 519-973-2215
E-mail: pb8@chrysler.com

CHRYSLER CANADA LTD.

Chrysler Canada Ltd. is headquartered in Windsor, Ontario and operates five major manufacturing facilities in Ontario, six parts-distribution centres along with regional sales offices across the country.

A total of 1,670 current full-time plant employees are under age 25. Chrysler supports many initiatives that help the company accomplish this including:

Pilot Industrial Electrician/Electronics Engineering Technology Co-op Apprentice Program – Gaining national acclaim, this program has been benchmarked by government, industry and educational institutions as the future model of the dual work-learn concept, designed to train apprentices to become the expert skilled trades persons of the 21st Century.

Summer Student program – Chrysler Canada Ltd. hires students enrolled in full-time programs at universities and colleges to work as vacation replacements in its plants.

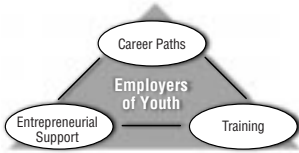
Temporary Part-time Employee Program – The Temporary Part-time Employee Program (or TPT Program) allows full-time students at universities and colleges the opportunity to work in the plants on Mondays, Fridays and Saturdays.

Automotive Research and Development Centre (ARDC) – Chrysler Canada Ltd. and the University of Windsor have formed a collaborative partnership to become leaders in the area of automotive research and development.

Salaried Employment – Chrysler Canada Ltd. currently has 81 salaried employees who are age 26 or younger. These full-time employees typically work in the offices and plants and constitute a pool of candidates suitable for promotional opportunities throughout the country.

Employers of Youth

MANITOBA



CONTACT

John McFerran
Vice-President,
Human Resources
The North West Company Inc.
77 Main Street
Winnipeg, MB R3C 2R1
Tel: 204-934-1375
Fax: 204-934-1696

THE NORTH WEST COMPANY INC.

The North West Company is North America's leading retailer of food and general merchandise in small, northern communities.

The North West Company's relationship to youth, and in particular aboriginal youth, is unique in the Canadian retail industry. This is because the staff members and customers are drawn from small, isolated, primarily aboriginal, northern communities. As a result, the North West Company is Canada's largest private-sector employer of aboriginal people. In these northern communities, the overall growth rate is almost twice the Canadian norm and half of all customers are under the age of 23, 12 years younger than the Canadian average. As a result, the company's success is firmly linked to employing, training and developing youth.

Commitment to youth begins with community involvement. Each store tailors its role to meet the special needs of its community. Stores are often meeting places for family and friends, and the company consistently supports fund-raising efforts in aid of local recreational, health and cultural events.

It is natural extension from the community and school involvement to actively recruit local youth and young adults for employment in the stores, warehouse and head office. Depending on an employee's abilities and interests, a variety of entry-level jobs are available from Receiving/Marking Room Clerk in the store to Data Entry Operators at the head office.

Employers of Youth

MANITOBA



CONTACT

Carolee Buckler
Program Officer -
Knowledge Communications
International Institute for
Sustainable Development
161 Portage Avenue East,
6th floor
Winnipeg, MB R3B 2L6
Tel: 204-958-7748
Fax: 204-958-7710
E-mail: cbuckler@iisd.ca

INTERNATIONAL INSTITUTE FOR SUSTAINABLE DEVELOPMENT

Since 1990, the International Institute for Sustainable Development's (IISD) work has focused on the promotion of sustainable development in decision-making within government, business and the daily lives of individuals.

IISD has been responding to youth employment in two ways.

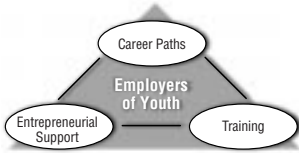
1. By providing full-time employment and contract work for young people in research and communications at IISD
2. Through an internship program that provides opportunities for young people to work abroad as consultants with sustainable development organizations.

As part of the commitment to youth engagement in sustainable development, IISD has employed a full-time Youth Program Officer from 1992-994, and again from 1997 to date. Currently, the company provides 18 young people 25 years of age and younger with either full-time employment or consulting work through the internship program.

IISD believes that it is necessary to build capacity in the next generation to address global issues related to the environment, economy and the well being of people. These young Canadians will become the decision-makers of the future, creating and implementing policies that will affect generations to come.

Employers of Youth

MANITOBA



CONTACT

Don MacDonell
Biologist
North/South Consultants Inc.
2 - 1475 Chevrier Blvd
Winnipeg, MB R3T 1Y7
Tel: 204-284-3366
Fax: 204-477-4173
E-mail:
nscons@nscons.mb.ca

NORTH/SOUTH CONSULTANTS INC.

North/South Consultants Inc. is a Manitoba-based environmental consulting company specializing in aquatic ecology.

North/South Consultants Inc. staff is composed of a mixture of experience and youth. Fifty percent of North/South employees were hired when they were younger than 30 years of age and approximately one-third of current employees are still in that age category.

Government cutbacks in the 1990s have resulted in fewer government positions for post secondary graduates in the field of biology. An increasing reliance on consultants in this discipline has meant that many post-secondary graduates are looking at this avenue for full-time employment. Since its inception, North South Consultants Inc., has hired new graduates as technicians and biologists on a regular basis.

There has been very little turnover of employees at North/South Consultants Inc. suggesting that both the company and employees are satisfied with their working relationship. The company has recently encouraged and enabled a number of employees to return to university on a part-time basis to upgrade their qualifications. The company has also encouraged some employees to return to university on a full-time basis, reserving a position for them when they have completed their degree.

Employers of Youth

MANITOBA



CONTACT

Leslie Speirs
Human Resource
Development Manager
Angus Reid Group, Inc.
5th floor,
363 Broadway Avenue
Winnipeg, MB R3C 3N9
Tel: 204-949-3195
Fax: 204-942-5669
E-mail:
Leslie.Speirs@angusreid.ca

ANGUS REID GROUP, INC.

Founded in 1979 in Winnipeg, the Angus Reid Group is one of North America's largest research companies.

The Angus Reid Group employs more than 200 full-time staff. Of these, over 180 are employed in the Canadian offices. Over one-half of the employees began their career with the company at the age of 30 or younger. It is of note that this group includes two Executive Vice Presidents, five Senior Vice Presidents and eight Vice Presidents.

The focus of the innovative internship program is on skills-based training relevant to the industry's needs. It also includes employability skills through individual professional development and the enhancement of information technology skills.

The "on-the-job" training involves the following: orientation, mentoring, job shadowing and one-on-one training, learning institutes and performance appraisal program.

The Angus Reid Group has committed valuable human resources and financial support to the Research Associate Internship Program. The program ensures that all research interns are exposed to every stage and facet of the research process, that each is evaluated using a common yardstick and that ultimately, they are all regarded as highly marketable.

Employers of Youth

SASKATCHEWAN



CONTACT

Glenn Bohay
Human Resources and
Public Relations Coordinator
Co-operators Life
Insurance Company
1920 College Ave
Regina, SK S4P 1C4
Tel: 306-347-6527
Fax: 306-347-6806
E-mail:
cooplife_hr@cooperators.ca

CO-OPERATORS LIFE INSURANCE COMPANY

The Cooperators is this country's largest wholly Canadian-owned multi-line insurance company.

A four step process has been adopted by Co-operators Life to assist today's youth for the future.

Communication – Co-operators Life believes that it must keep an ongoing dialogue with youth in order for the company to better understand their needs and to provide them with a clear understanding of the skills required for present and future job opportunities.

Over the past few years Co-operators Life has kept this dialogue with youth by attending career fairs at the high school and university levels. It has also sponsored two programs aimed at helping girls with self-esteem as well as the Canadian Co-operative Association's Co-op Youth Program.

Work Experience – Without this experience it makes it difficult to obtain work and even harder to obtain a position in an area of interest. In 1998, Co-operators Life provided this much-needed experience to a number of individuals.

Employment – The real test as to whether an organization is supportive of youth, is measured by the actual hiring of these individuals. In 1998, 50 new full-time employees were hired and of these individuals, 21 (42 percent) were 25 years old or younger.

Continuing Development – At least once each year, all employees and their managers jointly prepare a personal training and development plan. This process benefits all employees especially the young employees looking at their career paths.

Employers of Youth

ALBERTA



CONTACT

Dale Sheridan
Owner/President
Lee's Sheet Metal (1980) Ltd.
10910 - 97 Avenue
Grande Prairie, AB T8Y 3J8
Tel: 780-532-4418
Fax: 780-539-0680
E-mail:
leessm@telusplanet.net

LEE'S SHEET METAL (1980) LTD.

Lee's Sheet Metal (1980) Ltd. (LSM) is celebrating its 35th anniversary this year. LSM is located in the small remote city of Grande Prairie, Alberta, which has a population of approximately 35,000 people. Larger centres can usually provide companies with skilled labour required to meet and satisfy the company's needs. LSM, however, is unable to hire tradespeople who have sufficient training or experience to perform the work. As a result, the company must train them.

The majority of the staff are Journeyman or Apprentice Sheet-Metal Workers. Eighteen of the 36 sheet-metal workers are journeymen. Of these 18 journeymen, 13 originally started with the company as first-year apprentices. All but one were less than 25 years of age when they started their employment with the company. Four of these 12 are now foremen and each supervise and train at least six men. The remaining 18 apprentices were all hired before they were 25 years of age.

One young man started with the company as a sheet-metal apprentice at the tender age of 21. Thirty years later, he owns 50 per cent of the company. This is another reason why the company so strongly believes in hiring people at a young age and training them to become the best possible tradesperson they can be.

Employers of Youth

ALBERTA



CONTACT

Dawn Rappel
Human Resource Leader
Calaway Park
RR #2, Site 25, Camp 20
Calgary, AB T2P 2G5
Tel: 403-240-3822
Fax: 403-242-3885
E-mail:
calaway@calawaypark.com

CALAWAY PARK

Calaway Park, Western Canada's largest outdoor amusement park, is a privately owned company now in its 18th season of providing fun and entertainment to families.

As one of the leaders in youth employment in the Calgary area, the company is pleased to have the opportunity to guide young people in the development of their skills and provide a positive first experience in the workforce.

Opportunities for advancement are numerous: department leader, park floater, finance, park security, guest services and reception, campground, group sales and community events liaison.

At Calaway Park, there is a preference to promote from within as many young individuals look to advance and welcome the challenge.

Calaway Park also works in conjunction with post-secondary institutions to provide practical experience for students in their educational programs. At the university and college level, Calaway Park frequently hires students for group sales, finance and community communications positions through co-op programs. Students work at the park for a period of four months to get the practical experience that is required for the completion of their programs.

With technical institutions such as the Southern Alberta Institute of Technology (SAIT), Calaway frequently supports apprentices in practical training for their diploma.

Employers of Youth

ALBERTA



CONTACT

Kelly Blackett
Human Resources Generalist
GE Capital Card Services
Canada Inc.
17203-103 Avenue
Edmonton, AB T5S 1J4
Tel: 780-990-2354
Fax: 780-990-2316
E-mail:
Kelly.Blackett@gecapital.com

GE CAPITAL CARD SERVICES CANADA INC.

GE Capital Card Services is a division of GE Capital, the financial services subsidiary of General Electric. GE Capital is the largest non-bank financing company in the world.

The primary position for which youths are hired is as a Credit Customer Service Specialist. This is a demanding position, which requires individuals to have a complete understanding of credit management as well as the terms and conditions of over 30 different credit card programs.

Many of the youth employed in the Credit/Customer Service Representative role are hired initially as part-time employees, allowing them to begin career development while still pursuing post-secondary studies.

The company provides a comprehensive benefit plan to these employees, including 50 per cent tuition reimbursement for all career-related course work completed by the employee after six months of service. This benefit plan is augmented with flexible scheduling options, which assist youth employees in meeting both scholastic and career goals. Once finished their studies, a large majority of these part-time employees pursue full-time career employment with GE Capital Card Services.

To ensure the company is accessing potential youth employees, all external open positions with GE Capital Card Services are posted at the University of Alberta, Edmonton post-secondary institutions and local colleges. The company has also developed partnerships with these organizations to ensure development of employment competencies while youths are still in school.

Employers of Youth

ALBERTA



CONTACT

Rodge Rodrigue
Manager, Health and Safety
Studon Electric and
Controls Inc.
7483-49 Avenue
Red Deer, AB T4P 1N1
Tel: 403-342-1666
Fax: 403-342-6505
E-mail:
mrodrigue@studon.com

STUDON ELECTRIC AND CONTROLS INC.

Formed in 1995, Studon Electric and Controls Inc. is an electrical and instrumentation contractor providing commercial and industrial construction and maintenance services throughout western Canada.

The company fosters employment, training and career development for youth through apprenticeships and ongoing training. Studon has been able to provide promising careers and excellent training for many young people through rapid growth and outstanding relations with its customers.

The apprenticeship program, for example, allows youth the opportunity to learn a trade while earning progressively more income as their career develops.

Each young person hired has the opportunity to achieve his or her journeyman electrician or instrumentation ticket. In the current job market, journeyman tradesmen are in very high demand and can easily find work that pays well.

Apprentices are generally recent high school graduates aged 19 to 21. These apprentices are energetic, eager workers and provide the staffing needed to complete large projects.

The usual career progression for new hires is apprentice to journeyman. Some of the more promising employees are able to take on foreman and supervisory positions. A low turnover rate reflects the positive work environment that is offered. If a new hire shows initiative and talent, his or her opportunity for advancement is excellent as the company tries to promote from within and is usually able to do so.

Employers of Youth

ALBERTA



CONTACT

Nicole Saylor
Marketing Manager
Matrikon Consulting Inc.
Suite 510, 10216-124 Street
Edmonton, AB T5N 4A3
Tel: 780-448-1010 Ext. 253
Fax: 780-448-9191
E-mail:
nicole.saylor@matrikon.com

MATRIKON CONSULTING INC.

Matrikon is a leading solutions provider for the process control industry. The areas of expertise include advanced data analysis, process optimization, knowledge integration, process information management systems, control and automation, SCADA engineering and real-time application development.

Employees, both experienced and inexperienced, are given the opportunity for further instruction through on-the-job training as well as courses taken outside of Matrikon. In addition, speakers and industry professional are brought in for Lunch 'n Learn sessions so that employees can be exposed to new products and timely information.

A thorough and effective review procedure ensures that young employees are maintaining the skills and experience necessary to pursue their career paths.

In keeping with Matrikon's belief in youth employment, the company has participated in Human Resources Development Canada's Youth Employment Strategies programs.

At Matrikon, positions open to youth are found in every department. Entry-level positions for youth include control engineers, computer engineering technologists, programmers, process control engineers, administrative and marketing staff.

Matrikon is involved in promoting the skills of youth before they graduate. The company sponsors three scholarships for the Computer Engineering Technology program at NAIT. In addition, Matrikon is sponsoring a Chair of Process Control at the University of Alberta, Chemical and Materials Engineering department.

Employers of Youth

ALBERTA



CONTACT

LeeAnn Johnson
Human Resource Manager
Sunshine Village Corporation
Box 1510
Banff, AB T0L 0C0
Tel: 403-762-6546
Fax: 403-762-6513
E-mail:
sunshinehr@skibanff.com

SUNSHINE VILLAGE CORPORATION

Sunshine Village is a seasonal ski resort, operating from mid-November to late May. During the peak season, more than 600 people are employed, 500 of whom are 18 to 25 years old. As a result, the employment opportunities at Sunshine Village for youth are immense. Every year, the recruitment begins in August with the formidable task filling approximately 300 positions.

The experience youth gain at Sunshine Village is invaluable. Employees are exposed to people from many different cultures and from all over the world. Such exposure combined with ongoing training provides young employees with an excellent opportunity to develop their employability skills.

Seasonal employment contracts are for seven months allowing young people to fulfill their obligation, create new work experiences and take away a great work reference for their resume. The majority of the jobs available during the regular season are entry-level, front-line, customer- service oriented positions.

As the majority of people working at Sunshine Village are under 25 years of age, special attention is paid to providing youth with opportunities and challenges beyond the workplace. The Human Resources Department is responsible for the many programs and benefits for the staff. The following are examples of some programs in place:

- Employee of the Week program
- Multi-area skis pass for all full time employees
- Recreational activities
- Subsidized housing and free transportation to the mountain
- Bonus incentive

Employers of Youth

ALBERTA



CONTACT

Patricia Chatelain
Campus Recruitment
Coordinator
Syncrude Canada Ltd.
P.O. Box 4023, MD 3200
Fort McMurray, AB T9H 3H5
Tel: 780-790-6189
Fax: 780-790-6215
E-mail:
chatelain.pat@syncrude.com

SYNCRUDE CANADA LTD.

Syncrude operates a large oil sand mine, utilities plant, bitumen extraction plant and upgrading facility that processes bitumen and produces light, sweet crude oil for domestic consumption and export. Syncrude employs approximately 3,500 people directly and an average of 1,000 maintenance contractors, making it one of Alberta's largest private-sector employers. Syncrude has committed to hiring all high-school graduates from the local Fort McKay First Nation.

Syncrude is a leader in education and training. Actively supporting more than 170 programs and initiatives that prepare youth for future employment, the company creates training and entry-level opportunities within and through its contractors, and aids continued development and training for all employees.

The foundation of Syncrude's youth employment strategy is the encouragement of education at all levels and for all ages. Syncrude has 51 formal and informal education partnerships, supporting the needs of elementary, secondary, vocational, college and university students. In 1998, more than 600 high school students, co-op trades apprentices, and summer and co-op students from colleges and universities worked at Syncrude.

Keyano College and Athabasca University – Students and workers alike benefit from Syncrude's long partnership with these northern Alberta Institutions. Seven co-op programs provide work experience for environmental workers, heavy equipment operators, inspection contractors, construction, and mechanical trades (through a co-op apprenticeship program or a preparation program), and business and professional workers.

Employers of Youth

ALBERTA



CONTACT

Wes Omilusik
Manager, Human Resources
Husky Oil Operations Limited
P.O. Box 6525, Stn. D,
707 - 8th Ave S.W.
Calgary, AB T2P 3G7
Tel: 403-298-6677
Fax: 403-298-6799
E-mail: Wesley.R.Omilusik@
husky-oil.com

HUSKY OIL OPERATIONS LIMITED

Husky Oil Limited is a Canadian-based, integrated oil and gas company headquartered in Calgary, Alberta. Husky has recognized the value of being at the leading edge of oil industry technology and that developing this new technology can only occur by having a diverse work force and influx of young, competent talent that can be developed through effective training.

Husky has demonstrated its commitment and belief in the need to find young engineering talent through highly successful and aggressive technical student employment and engineering/technologist grad recruitment. The Technical Student Employment Program forms the basis of Husky's grad recruitment program.

Since 1996, Husky has also provided summer and co-op employment opportunities for 591 high-school and university students at Husky facilities and Calgary Business Units. Of these, 175 were engineering/technologist students who were provided with on-the-job training (OJT) co-op or summer work terms.

Since 1996 Husky has added 40 new grads to its engineering staff.

Husky has an effective training and career development program for young grads. Two main approaches are utilized depending on grad experience and Husky needs. They are the Operator Training Program and the Engineer-in-Training (EIT) Program, an effective OJT approach that gives the young engineer responsibilities for performing engineering assignments for Husky under the mentorship of a Husky senior engineer.

Employers of Youth

ALBERTA



CONTACT

Lise Dugas
Human Resources Officer
Calgary Public Library
616 MacLeod Trail S.E.
Calgary, AB T2G 2M2
Tel: 403-260-2670
Fax: 403-234-8763

CALGARY PUBLIC LIBRARY

The Calgary Public Library is the busiest public library in Canada. In 1998, Calgarians visited the Library 4,915,170 million times and paid another 700,00 virtual visits by computer.

A number of positions are filled by:

- young people between the ages of 12 and 17 who are in the Page Employment Program;
- young people who “graduated” from the Page Employment Program;
- students who want to earn money while pursuing formal education at various levels;
- young people who need work experience to make the often difficult transition from school to work;
- young people who completed their work practicum at the Library.

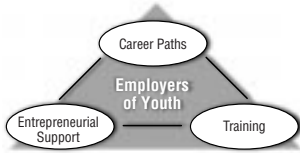
As of September 30, 1998, almost one-third of those employed by the Calgary Public Library were 25 years of age or younger.

The training and learning opportunities provided by the Library are an important component of staff career development. All staff members have access to training opportunities detailed in an annual Learning Opportunities calendar.

The fact that 30 per cent of persons employed by Calgary Public Library are 25 years of age or younger is a testament to the fact that the general practices and procedures to hire youth are very successful.

Employers of Youth

ALBERTA



CONTACT

Bill Tompkins
Marketing and
Business Development
Komex International Ltd.
100, 4500 - 16 Ave N.W.
Calgary, AB T3B 0M6
Tel: 403-247-0200
Fax: 403-247-4811
E-mail: btompkins@
calgary.komex.com

KOMEX INTERNATIONAL LTD.

Komex International Ltd., an environmental, engineering and water resources consultant, has its head office in Calgary, Alberta, as well as branch offices on five continents. The corporate mission of Komex is to provide innovative, timely and cost-effective solutions to environmental challenges worldwide.

As the company has grown, so has its ability to offer opportunities to youth. Just one example is that every year over the last few years, Komex has offered employment and training to summer students.

Summer students are given practical training in field work, analysis, computer applications, or report completion. Youth hired into career positions may come on staff as junior hydrogeologists, geophysicists, environmental scientists, biologists, soil scientists, or EITs (engineer-in-training working on a P.Eng).

Similarly, the overall employment ratio of youth 25 years of age and younger has increased dramatically over the last few years. In 1992, 2 out of 11 new hires in the Alberta offices were youth. In 1996, 5 out of 23; in 1997, 19 out of 39, and in 1998, 47 out of 89 new hires were under the age of 25.

Equipped with the wisdom, knowledge and experience of outstanding senior staff and the entrepreneurial and innovative spirit of highly motivated youth, Komex is ready to launch into the next millennium.

Employers of Youth

ALBERTA



CONTACT

Roy Craigen
Manager
Economy Carriers Limited -
Special Commodities Division
1810 - 66th Avenue
Edmonton, AB T6P 1M4
Tel: 780-461-8103
Fax: 780-463-1133
E-mail:
rcraigen@eclgroup.com

ECONOMY CARRIERS LIMITED - SPECIAL COMMODITIES DIVISION

ECL Special Commodities is a unique trucking operation based in Edmonton. The principal lines of business include dedicated delivery services for major corporations and the transportation of hazardous wastes.

Established in 1992, ECL SCD became the specialized freight carrier of Economy Carriers Limited. Starting with one customer, one phone and six employees, the company ventured into the highly competitive world of freight hauling. The services now support 46 employees and spans 3,000 miles across Canada and into the United States.

Knowing the industry was suffering from a chronic shortage of professional drivers and quality operations staff, the company knew its ability to attract, develop and retain young people would be key to its success.

In 1993, ECL SCD adopted a culture of continuous learning with a goal of becoming a teaching division within the corporation and the industry—a radical departure from the usual trucking-business model. Potential new employees are thoroughly oriented to this philosophy in advance of ever receiving a job application.

The company provided several entry-level positions for which any young person with a positive attitude may apply. These jobs include administrative clerks, yard person, painter/cleaners, wash bay staff and city drivers.

Cross-training is another effective way the company developed its young people. This opens doors for individuals to move on to new positions as the business expands.

Employers of Youth

ALBERTA



CONTACT

Laurie Glasser
Human Resources
Coordinator
Gimbel Eye Centre
450, 4935 - 40 Avenue N.W.
Calgary, AB T3A 2N1
Tel: 403-202-3324
Fax: 403-286-2943
E-mail: lglasser@gimbel.com

GIMBEL EYE CENTRE

Gimbel Eye Centre is a progressive, sophisticated, ophthalmic medical centre. As one of the largest and busiest ophthalmic facilities in the world, it is acclaimed for its innovative surgical techniques and exceptional patient care.

The Gimbel Eye Centre recognizes youth employment challenges and strives to counteract these challenges by participating and supporting various strategies including:

- high school speaking engagements
- tours of the ophthalmic facility (students/classes)
- opportunities to observe "live ophthalmic surgery"
- job shadowing with Ophthalmic Technicians, Optometrists and Ophthalmologists
- providing practicum and high school work experience opportunities for students
- hiring summer students in all areas of the organization
- providing part-time work for students, accommodating their school schedule
- providing Fellowship opportunities (term positions for Ophthalmologists to obtain highly specialized training)
- posting job opportunities at hire-a-student and educational institutions for new post-secondary graduates
- hiring entry-level employees when appropriate and providing them with career-oriented opportunities

Gimbel Eye Centre provides employment opportunities with structured career paths through the following training programs,:

- Clinical Careers
- Surgical Assisting Careers
- Counsellor Careers
- Prevention in Ophthalmology Training Program
- "Centered On Care" Training Program

Employers of Youth

ALBERTA



CONTACT

Marsha Keen
Human Resources Advisor
Computing Device Canada
1020 - 68 Avenue N.E.
Calgary, AB T2E 8P2
Tel: 403-295-6702
Fax: 403-295-5299
E-mail:
marsha.keen@cdgy.com

COMPUTING DEVICES CANADA

Computing Devices Canada Ltd. is Canada's premier defence company and since 1948, has enjoyed a global reputation for providing leading-edge, technology-based solutions to military and civilian customers in over 20 countries.

One co-operative education program is the University of Calgary Internship program, based on 12 to 16 month work terms. This program provides a very effective way for engineering students to gain career-related, professional engineering experience.

At any given time throughout the year, Computing Devices has 70 students employed in work assignments (usually eight month terms) at either the Calgary or Ottawa offices. They typically hire 20 to 25 new university or college graduates each year (many of them as a result of co-op work term experience and exposure to the organization).

The students regularly comment on the company's ability to provide "real work" assignments. Students are not treated as students but as an integral part of an engineering team and they are assigned work in accordance with their skill level—in terms no different than those given to a regular, full-time employee. One of the company's goals is to groom the students for future full-time employment and the company has, in many cases, sent the student back in their final school year with a solid job offer.

Computing Devices offers four scholarships each year to college level and high school level students in an engineering or computing-science related field.

Employers of Youth

ALBERTA



CONTACT

Brian Clewes
Senior Vice-President,
Human Resources
TransAlta Corporation
110-12TH Avenue S.W.
P.O. Box 1900, Station "M"
Calgary, AB T2P 2M1
Tel: 403-267-4930
Fax: 403-267-4740
E-mail:
Community_Involvement@
TransAlta.com

TRANSALTA CORPORATION

TransAlta is an energy company that combines an 88-year history of providing safe and reliable electricity to utility customers in Alberta with an aggressive growth strategy.

TransAlta recognizes that youth are the key to the future and an essential way of bringing fresh ideas and initiatives into an organization. The company supports youth employment and development in a variety of ways including:

- Aboriginal scholarships for post secondary education;
- a summer employment program that employs both high school and post secondary students; and
- school partnership participation including job shadowing and work experience.

The company's largest single commitment to youth employment is the Leadership Development Program (LDP) for new graduates in engineering and business.

TransAlta's Leadership Development Program provides a unique opportunity for new graduates to gain valuable knowledge about the company and its business.

Graduates can explore the boundless opportunities of electric energy services, build their skills, knowledge and network, find out what they like and don't like, try out new skills and, while doing all that, get paid.

The Leadership Development Program runs for 14 to 16 months. Through three- to four-month rotations within different departments, LDP candidates gain a broad understanding of TransAlta's business and operations.

Employers of Youth

ALBERTA



CONTACT

Claudia Monteith
Employee Services Supervisor
(Prairie Division)
United Parcel Service
Canada Ltd.
3650 - 12 Street N.E.
Calgary, AB T2E 6N1
Tel: 403-250-7758 or
250-7701
Fax: 403-291-1396

UNITED PARCEL SERVICE CANADA LTD.

United Parcel Service was founded in 1907 by an enterprising 19-year-old named Jim Casey. Presently, UPS is the world's largest express carrier and package delivery company, serving more than 200 countries and territories around the world.

How did the company make it from a handful of teenagers to a global company? By hiring, training and promoting individuals who believe in the company and what it stands for. Most employees at UPS started with the company right out of high school or worked part-time while attending university or college.

The UPS policy book states: "We look for people who have potential for development. We know that most of the future management people will come from within the organization. We help and encourage people to develop themselves. One of the most important responsibilities of managers and supervisors is to train people and help them develop. They must provide opportunities and the assistance employees need in order to develop themselves to the extent of their capabilities on their present job, and for future assignments with increased responsibilities."

Advancement is based on a combination of experience, performance, potential and academics. All who are capable of performing their tasks and who have the capacity to assume greater responsibilities are eligible.

Employers of Youth

ALBERTA



CONTACT

Linda Karlson
Human Resources
Administrator
DMI - Peace River
Pulp Division
Postal Bag 4400
Peace River, AB T8S 1V7
Tel: 780-624-7088
Fax: 780-624-7040
E-mail:
lkarlson@prpddmi.com

DAISHOWA MARUBENI INTERNATIONAL LTD. - PEACE RIVER PULP DIVISION

Daishowa Marubeni International Ltd., Peace River Pulp Division, is a modern pulp mill located 500 kilometres northwest of Edmonton near the town of Peace River.

Initially, people experienced in the Pulp industry were brought in to train local area people on the job. At the end of 1990, 38 per cent of the people hired were under 30 years of age and 16 per cent were under 25 years of age.

This local hiring practice has served the company well. It believes local people are more likely to stay in the area and stay with the company.

Over the past nine years, Peace River Pulp has been involved with a number of other programs to develop young people in the area.

In 1991, Peace River Pulp initiated a Cooperative Education and Scholarship Program to encourage local area students to pursue careers that pertain to the company's operation.

Peace River Pulp has been involved with the RAP program since 1996. To date, 10 students have completed, or are currently in the program. The trades that are targeted include Millwright, Machinist, Welder, Electrical and Instrumentation.

The summer Student Program has been in existence since 1991. Every year Peace River Pulp employs students in all areas of the mill. To date 110 students have gone through the Summer Student Program. Over the years, 28 engineering co-op students have been employed by Peace River Pulp.

Employers of Youth

ALBERTA



CONTACT

Kelly Gardner
 Employment Marketing
 Coordinator
 The City of Calgary
 P.O. Box 2100,
 Postal Station M
 Calgary, AB T2P 2M5
 Tel: 403-268-8026
 Fax: 403-268-2384
 E-mail:
 hrrekg@gov.calgary.ab.ca

THE CITY OF CALGARY

The City of Calgary provides services to Calgarians in many areas including police, emergency medical services, fire-fighting, community and social development, transportation, waterworks, streets, solid waste, sewers, planning and building, economic development, and parks and recreation.

The City of Calgary is perhaps the biggest employer of youth in Calgary:

- over 75 youth are hired each summer under two job creation programs
- over 50 Co-op and Business Internship students are hired each year
- over the past two years, the City of Calgary has placed several youth in six month career-related work placements through the Experience Canada program
- Each year, the Engineering and Environmental Services Department hires several youth into its Engineers in Training Program
- Calgary Parks and Recreation sponsors a program called Artist Mentor Program in partnership with the Alberta College of Art, Independent Artists and local Calgary High Schools
- Emergency Medical Services provides education and employment training to students from the Northern Alberta Institute of Technology
- Calgary Park and Recreation sponsors a Heritage Park Youth Volunteer Program
- The Law department has hired several articling students over the past several years
- Job Shadowing

The City of Calgary continues to establish new programs and work toward developing more entry-level positions specifically targeted at youth.

Employers of Youth

ALBERTA



CONTACT

Andrew Hart
Manager of Engineering
Bantrel Inc.
Bantrel Tower,
700-6th Avenue S.W.
Calgary, AB T2P 0T8
Tel: 403-290-5231
Fax: 403-290-5024
E-mail: hart@bantrel.com

BANTREL INC.

Bantrel Inc. provides engineering, procurement, project management and construction management services to the energy industries in Canada.

The company encourages and supports career development because it recognizes the value of motivated people. Bantrel offers relevant job experience opportunities to encourage the career development of high-performance students in the engineering, technical, computer science and business administration disciplines.

- Company engineers visit universities and technical colleges to give talks and guidance on technical and engineering careers.
- Bantrel is a keen supporter of educational facilities through grants and scholarships.
- Bantrel offers positions for summer and co-op students to give them practical experience in the EPCM industry.
- The company provides and sponsors training, development and education programs designed to broaden the employees' knowledge and increase their skill sets.
- Bantrel encourages employees to pursue self-development programs by offering the opportunity to attend training, development and education courses on its premises, as well as approved courses at recognized schools and universities, external training and development programs, symposia, conferences and seminars.
- Employees are encouraged to develop and maintain professional status through membership of professional organizations, such as the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA).

We have several employees recruited directly from university who joined in junior positions and are now in middle-management positions in the company.

Employers of Youth

ALBERTA



CONTACT

Avi Amir
President
Homes by Avi Inc.
245 Forge Road S.E.
Calgary, AB T2H 0S9
Tel: 403-259-2122
Fax: 403-253-3855
E-mail:
info@homesbyavi.com

HOMES BY AVI INC.

Homes by Avi is a home-building company that designs, builds and sells new homes in Calgary, Alberta.

It has embarked on different programs in order to create awareness of its needs and to alert young people as to the opportunities that are offered:

- The company was part of the initiative of the Calgary Home Builders' Association, the Alberta New Home Warranty and the Southern Alberta Institute of Technology (SAIT) to open training courses for young people who want to enter the housing trades.
- The company provided the houses to be built by SAIT students as part of their training.
- The company's finishing carpentry contractor has provided the training to the SAIT student.
- The company created a partnership with two Junior High Schools.
- The company participated in a work experience program with Jack James High School by taking two students at a time for job shadowing with one of the Area Construction Managers.

Most of the subcontract and employee positions are open to young people. In fact, some of the trades are in their 50s and welcome the reinforcement of young enthusiastic people.

It is most important to hire and advance young enthusiastic people to not only rejuvenate the industry, but also to introduce new ideas in design and efficiency for the benefit of the customers, the Canadian family.

Employers of Youth

NORTHWEST TERRITORIES



CONTACT

Brendan Bell and Adrian Bell
Owners

Javaroma Gourmet
Coffee and Tea Ltd.
Box 2923

Yellowknife, NT X1A 2R2

Tel: 867-873-4134

Fax: 867-873-8474

E-mail:

brenbell@hotmail.com

JAVAROMA GOURMET COFFEE AND TEA LTD.

In June of 1996, a small non-franchise coffee shop in Yellowknife, Northwest Territories, was opened. Within six months of opening, there was expansion which resulted in a much larger gourmet coffee and bagel shop.

In 1996 it was a \$300,000 a year operation. Today, sales are in excess of \$1 million.

In 1996 the company had four employees. Currently (Feb 99) there are 20, most of whom are under the age of 25. As of September 30th of the past year, 87 per cent of the employees were under 25 years of age.

One of the 27-year-old managers has been with the company since he was 24 when he started work serving specialty coffees. Today, he manages the Legislative Assembly operation and oversees the catering arm of the business. Currently, he's one of only two employees over the age of 25 in the company.

For the past two summers the company has worked with the Government of Northwest Territories Department of Education to create fourteen full-time positions for youth.

In the fall semester of 1997, a youth business was started at one of the city's high schools. Run in conjunction with a group of students in a Leadership program, a student-run cafeteria operation for school credit was started.

The business will continue to grow, and as it expands new partnerships with young people will be created and those who have grown with the business will continue to be promoted.

Employers of Youth

NORTHWEST TERRITORIES



CONTACT

Alan Kaylo
Owner/Operator
Marcom Resources Ltd.
(McDonald's Restaurant)
202 Old Airport Road
Yellowknife, NT X1A 3T3
Tel: 867-873-9555
Fax: 867-669-9103
E-mail:
alan.kaylo@nt.sympatico.ca

MARCOM RESOURCES LTD. (MCDONALD'S RESTAURANT)

The Yellowknife McDonald's opened in September of 1992. Locally owned and operated by long-time northern residents Alan and Kelly Kaylo, the restaurant is widely recognized as being the premier employer of youth in the City of Yellowknife as well as in the Northwest Territories.

Being the premier employer of youth, McDonald's is actively involved with various primary and secondary schools throughout the NWT. As well as supporting many youth programs in education and sport, the company participates in career days and class presentations.

McDonald's training programs start in the restaurant. New crew members learn while they work. Their teachers include the restaurant manager or owner-operator, crew trainers, the crew chief, the swing manager and others in supervisory roles.

The training program offers a structured career path that allows employees to develop at their own pace while advancing in the company. Those employees that show the abilities, desire, and initiative to accept greater responsibility are promoted into junior and senior management positions.

McDonald's Yellowknife targets youth by offering flexible jobs, structured training, discounted employee meals, paid breaks, regular crew events, pay for performance, benefit program, the McGold Card Program and a positive work environment where they can work with their peers.

Employers of Youth

YUKON



CONTACT

Mike McLarnon
Owner
Mike's North
705 Alexander Street
Whitehorse, YT Y1A 2M4
Tel: 867-667-7039
Fax: 867-667-7039
E-mail:
mikesnorth@polarcom.com

MIKE'S NORTH

Mike's North is a tourism services company that is based on museum operations, retail sales and convention planning. It has grown from \$110,000 in gross annual sales to over \$625,000 in its four years of operation. At the same time, it has grown from a four-month seasonal operation to one that operates all year. A major contributing factor to the growth is the company policy of hiring and training youth.

The company differentiates its policy of youth employment by highlighting the special considerations in four different areas: wage level, training standards, career development and empowerment.

Wage Level – Mike's North pays the highest private sector wage in the Yukon tourism industry.

Training Standards – The company pays for familiarization tours, first aid training, voice lessons (very important in this field) and all relevant resource material (a library of over 150 books is maintained). In addition, each employee is encouraged to take, and is paid for, self-training to improve job-related skills.

Career Development – Mike's North is committed to intensive training and development within the natural and historical interpretive field. Company management has taken part in preparing national standards through the Yukon Tourism Education Council (Y.T.E.C.).

Empowerment – Mike's North is becoming a significant resume-builder for its employees. They enjoy high recognition within the industry and the community as a whole.

Employers of Youth

YUKON



CONTACT

Ruth Massik
Ta'an Kuach'an
Council Administrator
Mundessa Development
Corporation
Box 32081
Whitehorse, YT Y1A 5P9
Tel: 867-668-3613
Fax: 867-667-4295

MUNDESSA DEVELOPMENT CORPORATION

Ta'an Kwach'an Council is a First Nation located at Lake Lebarge, Yukon, approximately 25 miles north of Whitehorse. Ta'an Kwach'an began the process of reestablishing the First Nation in 1988 and was officially recognized by the Department of Indian and Northern Affairs on July 3, 1998.

The majority of the membership is young, with 51 per cent being between the ages of 18 and 45 years of age. A total of 28 per cent of the Ta'an Kwach'an population is comprised of youth under the age of 17, most of whom attend school.

One of the main focuses of the Mundessa Development Corporation is to encourage and demonstrate to youth the importance of continued education on their future careers. Most of the community projects have helped them to enhance their skill base and encourage them to focus on future career choices. Examples of training were a waste management project, an archaeology project and a fisheries project. Office assistants and geographical information systems mappers were also trained.

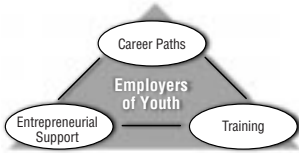
The projects to date have encouraged youth to pursue careers in a number of areas:

Two certified geographical information systems mappers with instructor certificates

- One fisheries officer graduate
- One student in environmental studies
- Several students continuing in post secondary studies

Employers of Youth

BRITISH COLUMBIA



CONTACT

J.A. (Bud) Rae
President
Cominco Engineering
Services Ltd.
400 - 1200 West 73rd Avenue
Vancouver, BC V6P 6G5
Tel: 604-267-3053
Fax: 604-267-3051
E-mail: jabrae@direct.ca

COMINCO ENGINEERING SERVICES LTD.

In 1992, a technological revolution began at Cominco Engineering Services Ltd. (CESL). Hydrometallurgical techniques are now used to extract metals from sulphide concentrates without producing the environmentally harmful by-products associated with conventional melting. CESL's technology is patented, commercialization is now under way and process development continues.

To have achieved such results in the relatively short span of less than seven years is remarkable. To have done so with a work force whose average age is less than 30 is truly unique.

CESL's program has grown to employ a regular full-time staff of 100—virtually all of whom are recent university or technical graduates—as well as 68 co-op students. These numbers will grow to about 250 by mid-1999. The company will be commissioning a 60,000 square foot metallurgical test plant capable of continuously producing 1.5 tones of high purity copper per day. The plant will also process gold and silver.

CESL is proud to be contributing to the career development and education of young Canadians and has demonstrated that effective leadership combined with the freedom to think, act and take responsibility, can result in exceptional results with world-wide impact.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Franco J. Anglesio
President
Coast Hotels and Resorts
900 - 1090 W. Georgia Street
Vancouver, BC V5J 2P9
Tel: 604-682-7982
Fax: 604-682-8942
E-mail:
f.anglesio@coasthotels.com

COAST HOTELS AND RESORTS

Coast Hotels and Resorts is one of Canada's leading hotel operators and is the fastest growing chain of hotels in Western Canada.

The President of Coast Hotels and Resorts, recognizing the need for ongoing training for youth, and the need for young, vibrant executives within the organization, has become an advisor to the University of Guelph for its Hotel and Food Administration programs. Coast, in advancing this particular initiative, has undertaken co-operative job placements in Western Canada for students of the program.

Coast Hotels, when hiring employees, are encouraged to hire young people as well as experienced staff as a means of keeping the work force energized and diverse.

Coast Hotels and Resorts has made application to the British Columbia government to deliver Apprenticeship Programs for food and beverage servers. This has been done in an attempt to create valid, ongoing educational opportunities for employees of all ages (although they are primarily for youth) so they may achieve apprenticeship certifications.

To supplement these programs, employees who show promise are encouraged to participate in the American Hotel and Educational Motel Institute Department Head training programs and certifications. The hotel pays for these courses upon successful completion.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Sharon Sawchuk
Chief Executive Officer
YMCA-YWCA of
Kelowna/Westbank
375 Hartman Road
Kelowna, BC V1X 2H9
Tel: 250-765-4191
Fax: 250-765-7962
E-mail:
sharon_sawchuk@ymca.ca

YMCA-YWCA OF KELOWNA/WESTBANK

The YMCA-YWCA possesses a rich history of supporting young people in their pursuit of excellence in spirit, mind and body.

The mandate of its employment program for youth is to increase and enhance the employability of all youth, both in the community and at the YMCA-YWCA. The programming offered at the centre focuses on helping youth gain employment, develop training or education plans, and map out long-term career plans.

The YMCA-YWCA follows a principled approach to seeking out shining stars in younger employees. Rather than focusing solely on the individual's years of experience and skill set, equal weight is also given to potential for growth and ability to learn.

Many entry-level opportunities abound at the YMCA-YWCA. Young people may be hired to work in areas such as youth employment counselling, administration, child care, member services, and pool and fitness instruction.

Given that 31 per cent of YMCA-YWCA employees possess less than 10 years of work experience, the YMCA-YWCA recognizes that providing support and initiatives to assist its younger employee is critical to the employees—and to the YMCA-YWCA's—success. This is done in four meaningful ways:

- Creating opportunities;
- Training and education;
- Provide support through the Human Resource management structure and practices; and
- Mentoring young employees.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Denise Buchanan
Director, Human Resources
White Spot Hospitality
1126 S.E. Marine Drive
Vancouver, BC V5X 2V7
Tel: 604-321-6631
Fax: 604-325-1499
E-mail: deniseb@whitespot.ca

WHITE SPOT HOSPITALITY

White Spot Hospitality is a British Columbia-based restaurant and food-service company, headquartered in Vancouver, British Columbia.

With over 3,000 employees, White Spot, together with its franchisees, is one of the largest employers in British Columbia, and one of the province's key employers of youth. In fact, the two individuals most responsible for White Spot's creation and growth were both making names for themselves in the business community while in their teens.

To this day, the company prides itself in attracting and retaining youth, and providing opportunities for career advancement and professional growth. Over 30 per cent of its managers were under age 25 when they entered management and, in fact, many were in their teens.

In addition to the direct employment opportunities provided to youth, White Spot has developed a strong relationship with Junior Achievement, a mentoring program in which business people volunteer to teach children and young adults entrepreneurial skills and the basics of business.

White Spot is the largest corporate sponsor for Junior Achievement's "Business Basics" in British Columbia, with its managers teaching 23 programs in the past year.

White Spot is an active supporter of student work-experience programs, both at the restaurant and home office level, and is particularly active in providing opportunities for its own employees, so that they may augment their high school or university studies with practical experience.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Karun Koernig
Communications Manager
Environmental Youth Alliance
P.O. Box 34097, Station D
Vancouver, BC V6J 4M1
Tel: 604-689-4463
Fax: 604-689-4242
E-mail:
kursinkarun@hotmail.com

ENVIRONMENTAL YOUTH ALLIANCE

The Environmental Youth Alliance (EYA) is a youth-driven organization dedicated to improving the social and ecological environment in the City of Vancouver.

EYA provides young people with career opportunities within the organizational structure as well as in other organizations. Every year, some of the very enthusiastic participants are chosen to become junior coordinators. If a youth makes a two-year commitment to the organization, he or she can also become a senior coordinator-in-training. As a coordinator, the young person is shown how to carry out project administrative tasks as well as large organizational administration tasks such as writing grant proposals.

By providing support for young people to move directly into positions of power within the organization, the company accomplishes its goal of being "youth driven" and do not have to resort to tokenized youth input through such vehicles as advisory committees, questionnaires and focus groups.

EYA also provides opportunities for young people to find work outside of the organization. By the very nature of the process, youth find themselves coming into contact with community groups and other related organizations. Because EYA not only focuses on the ecological but also the social environment, many youth who are not interested in working on environmental issues can branch out to find work in socially oriented community-service agencies.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Christina Gambrell
Marketing Manager
English Language Centre -
University of Victoria
P.O. Box 1700
Victoria, BC V8W 2Y2
Tel: 250-721-8468
Fax: 250-721-6276
E-mail:
cgambrell@uvcs.uvic.ca

ENGLISH LANGUAGE CENTRE - UNIVERSITY OF VICTORIA

Since 1970, the English Language Centre has developed and offered a wide variety of short- and long-term ESL and EFL programs for international and Canadian students, now enrolling approximately 1,500 students annually.

Cultural Assistants

In the course of a normal year, the company would employ approximately 25 young university students or graduates as cultural assistants in the programs. Since it offers programs during the entire year, it provides full-time and part-time employment for a significant number of months for young students interested in working internationally or teaching abroad.

The need to hire cultural assistants peaks during the busy spring and summer months allowing the company to provide significant employment for students seeking summer jobs. It also runs programs during the fall and winter which are typically staffed by part-time cultural assistants who are still in class as well as graduates from the University of Victoria.

Instructors

Historically, the Centre has made a commitment to hire a limited number of graduates of its Applied Linguistics program to teach in the summer programs, thus providing them with valuable experience and qualifications when applying for employment. These young teachers are paired with more experienced teachers who supply guidance and practical advice.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Isabelle Whyte
HR Recruiter
B.C. Hydro
333 Dunsmuir Street
Vancouver, BC V6B 5R3
Tel: 604-623-3763
Fax: 604-623-3811
E-mail:
isabelle.whyte@bchydro.com

BC HYDRO

B.C. Hydro is a provincial Crown Corporation and is the third largest electric utility in Canada.

During the past three years, B.C. Hydro has provided employment opportunities to over 1,300 youths under the age of 25. These opportunities include a wide range of positions and responsibilities from administrative assistants, to engineering assistants. Opportunities also exist within the company for these youths to progress to more advanced positions relating to their educational backgrounds and areas of interest.

In addition to providing opportunities for youths within its regular operations, B.C. Hydro has developed and implemented the Youth Energy Services Program and Community Projects, and has supported the Co-operative Education Program.

All youth hires receive on-the-job training under an assigned mentor (supervisor). Youths also have the opportunity to attend classroom courses that are relevant to their position.

The following are examples of youth training:

Customer Service Field Representative (Meter Reader): One week of classroom training, followed by one week of reading meters with a work leader.

Technical Support Workers: Youths are paired with a mentor for one to two weeks. The tasks assigned during the mentor partnership are very specific, including daily duties, trouble shooting problems, installing hardware and software, and assisting the PC/LAN support technicians.

Pole Tag/Data Clerks: Youth hires undergo three days of in-class training. This training includes one day of general information, one day of safety training and one day of computer training.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Darry Taylor
President
International Credit
Assistance Ltd.
104 - 33827 S.F. Way
Abbotsford, BC V2S 2C4
Tel: 604-854-3328
Fax: 604-854-3538
E-mail:
darry_taylor@bc.sympatico.ca

INTERNATIONAL CREDIT ASSISTANCE LTD.

The International Credit Assistance Ltd. was started in January, 1989, and offers honest credit advice to debtors while negotiating recoveries for creditors. Darry B. Taylor, President, started the business after a successful career with a major international bank. He found a niche in treating debtors with respect while at the same time collecting the account.

When a student starts with the firm, they have minimal office experience and usually have not been exposed to credit granting, collection practices and the responsibilities of creditors. The company is motivated to provide a learning experience with both hands-on experience and mentoring.

What ICA offers to develop the employability skills of young employees:

- The company strives to provide four common elements to all students working: employment, experience, learning, mentoring and networking.
- The company gives students general office duties and procedures including telephone answering, faxing, banking, investigation of credit ratings including credit bureau reports, loan securities, bankruptcy and credit counselling companies, and all corporate searches including land titles and motor vehicle searches.
- The company offers a challenging work environment where it can expose them to the collection and credit field.
- During the work terms, the company exposes the students to contacts for future employment.

These young people bring enthusiasm to the firm and the company takes pride in exposing them to the credit collection field.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Brenda Scott
Manager, Human Resources
Surrey Metro Savings
Credit Union
15117 - 101 Avenue
Surrey, BC V3R 8P7
Tel: 604-517-7612
Fax: 604-517-7405
E-mail: [brenda_scott@
metrosavings.com](mailto:brenda_scott@metrosavings.com)

SURREY METRO SAVINGS CREDIT UNION

With a 51-year history of providing the best in customer service, Surrey Metro Savings is Canada's second largest Credit Union.

The company has a summer employment program whereby every April, as many as 17 university students are hired for the summer. Typically, 7 to 15 of these individuals are retained to carry on part-time throughout the year. Furthermore, it is also common to find that these individuals carry on their career with Surrey Metro Savings after graduation. Every customer-service representative hired into this program receives an overall two-week period of intensive classroom training and on-the-job support.

The company has a partnership with Douglas College which has resulted in 25 employees successfully completing Investments in Canada and eight employees taking Introduction to Personal Finances. This continued in 1998 with all courses being paid by Surrey Metro Savings.

Surrey Metro Savings also provides work-experience program opportunities for interested students at local high schools.

The company is committed to continuous learning—it is a learning institution for all employees and all managers are coaches.

Employers of Youth

BRITISH COLUMBIA



CONTACT

Dan Boudreau
President
Macrolink Administration Ltd.
Box 101, Station A
Prince George, BC V2L 4R9
Tel: 250-614-4414,
1-888-377-9675
Fax: 250-614-4415
E-mail:
danb@macrolink.bc.ca

MACROLINK ADMINISTRATION LTD.

Macrolink is a Prince George-based company providing professional training services. The company provides training design, delivery and coordination service for the development of skills in business operation, management and forestry.

Macrolink Administration Ltd. provides excellent on-the-job training for employees who have the desire and willingness to improve their skills and contribute to the ongoing success of the business.

A range of positions are available to youths. Presently, there are positions from reception to professional client analysts. Macrolink Administration Ltd. will typically help the employee create their own job description, depending on their abilities and interests. As they gain more knowledge, they will continually receive more challenges to build their skills and abilities.

Employee review is a very important technique for developing employability skills of young people. With almost constant informal as well as regular formal reviews, young staff members gain confidence in their abilities. Reinforcement of their skills and abilities provides them with a greater self-awareness and assists them in visualizing their individual skills. This, in turn, provides them with goals.

Macrolink Administration Ltd. believes that by continually establishing attainable goals and reviewing accomplishments, employees enjoy a higher level of satisfaction in their development of business strategies.



Tool Kit

Benefits of Employee Involvement in Business–Education Partnerships

The Employability Skills Enhancement Matrix—Matching Partnership Activities and Employee Skills Development

Business–education partnerships provide significant benefits to employers by improving the employability skills of employees. Employers who seek a better return on their investments in partnerships can use the Employability Skills Enhancement Matrix to better understand what partnership activities have the greatest impact on specific employability skill sets.

Employability Skills

Partnership activity	Communicate	Think	Learn	Positive attitudes	Responsibility	Adaptability	Work with others
Prepare work	◆◆◆	◆◆◆	◆	◆		◆	◆
Liaise with school	◆						
Introduce business	◆◆◆	◆◆◆		◆◆◆			
Introduce work process	◆◆◆	◆		◆			◆
Answer questions	◆◆◆	◆◆◆		◆◆◆		◆	◆
Provide feedback	◆◆◆	◆		◆◆◆		◆	◆
Address student concerns	◆◆◆	◆◆◆				◆	◆◆◆
Complete forms	◆	◆			◆		

◆◆◆—skills strongly affected by a partnership activity.

◆—skills indirectly or secondarily affected by a partnership activity.

The Business–Education Partnerships forum encourages business partners to use this matrix as a means of building a highly skilled and effective workforce through their involvement in business–education partnerships.

Employability Skills Profile:

The Critical Skills Required of the Canadian Workforce

Academic Skills

Those skills which provide the basic foundation to get, keep and progress on a job and to achieve the best results

Canadian employers need a person who can:

Communicate

- Understand and speak the languages in which business is conducted
- Listen to understand and learn
- Read, comprehend and use written materials, including graphs, charts and displays
- Write effectively in the languages in which business is conducted

Think

- Think critically and act logically to evaluate situations, solve problems and make decisions
- Understand and solve problems involving mathematics and use the results
- Use technology, instruments, tools and information systems effectively
- Access and apply specialized knowledge from various fields (e.g., skilled trades, technology, physical sciences, arts and social sciences)

Learn

- Continue to learn for life

Personal Management Skills

The combination of skills, attitudes and behaviours required to get, keep and progress on a job and to achieve the best results

Canadian employers need a person who can demonstrate:

Positive Attitudes and Behaviours

- Self-esteem and confidence
- Honesty, integrity and personal ethics
- A positive attitude toward learning, growth and personal health
- Initiative, energy and persistence to get the job done

Responsibility

- The ability to set goals and priorities in work and personal life
- The ability to plan and manage time, money and other resources to achieve goals
- Accountability for actions taken

Adaptability

- A positive attitude toward change
- Recognition of and respect for people's diversity and individual differences
- The ability to identify and suggest new ideas to get the job done—creativity

Teamwork Skills

Those skills needed to work with others on a job and to achieve the best results

Canadian employers need a person who can:

Work with Others

- Understand and contribute to the organization's goals
- Understand and work within the culture of the group
- Plan and make decisions with others and support the outcomes
- Respect the thoughts and opinions of others in the group
- Exercise "give and take" to achieve group results
- Seek a team approach as appropriate
- Lead when appropriate, mobilizing the group for high performance

This document was developed by the Corporate Council on Education, a program of the National Business and Education Centre, The Conference Board of Canada, 255 Smyth Rd., Ottawa, Ontario K1H 8M7, Canada. Telephone: (613) 526-3280, Fax: (613) 526-4857.

This profile outlines foundation skills for employability. For individuals and for schools, preparing for work or employability is one of several goals, all of which are important for society.

Profil de l'employabilité :

Les compétences cruciales que la main-d'œuvre canadienne doit posséder

Compétences académiques

Il s'agit des compétences qui constituent les bases nécessaires en vue de trouver et de garder un emploi, de faire des progrès au travail et d'obtenir les meilleurs résultats

Les employeurs canadiens ont besoin d'une personne qui peut :

Communiquer

- Comprendre et parler les langues utilisées pour la conduite des affaires
- Écouter pour comprendre et apprendre
- Lire, comprendre et utiliser les documents écrits, dont les graphiques, tableaux et affichages
- Écrire clairement dans les langues utilisées pour la conduite des affaires

Penser

- Penser et agir de façon logique afin d'évaluer les situations, résoudre les problèmes et prendre des décisions
- Comprendre et résoudre les problèmes nécessitant des connaissances mathématiques, et se servir des résultats obtenus
- Recourir de façon efficace à la technologie, aux instruments, aux outils et aux systèmes d'information actuels
- Faire appel aux connaissances spécialisées provenant de différents domaines et les mettre en pratique (p. ex. les métiers spécialisés, la technologie, les sciences physiques, les arts et les sciences sociales)

Apprendre

- Ne jamais cesser d'apprendre

Qualités personnelles

L'ensemble des compétences, attitudes et comportements nécessaires pour trouver et garder un emploi, pour faire des progrès au travail et pour obtenir les meilleurs résultats

Les employeurs canadiens ont besoin d'une personne qui peut faire preuve :

D'attitudes et de comportements positifs

- Respect de soi et confiance
- Honnêteté, intégrité et valeurs morales
- Attitude positive face à l'apprentissage, l'épanouissement et la santé personnelle
- Initiative, énergie et persévérance pour accomplir le travail

De responsabilité

- Capacité de fixer des buts et d'établir des priorités au travail et dans la vie personnelle
- Capacité de planifier et de gérer le temps, l'argent et les autres ressources en vue de réaliser des buts
- Responsabilité des mesures prises

D'adaptabilité

- Attitude positive face aux changements
- Reconnaissance et respect de la diversité des gens et des différences sur le plan individuel
- Capacité de proposer de nouvelles idées pour accomplir le travail — créativité

Esprit d'équipe

Il s'agit des compétences que les employés doivent posséder pour pouvoir travailler avec les autres et obtenir les meilleurs résultats

Les employeurs canadiens ont besoin d'une personne qui peut :

Travailler avec les autres

- Comprendre les buts de l'organisation et y apporter sa contribution
- Comprendre la culture du groupe et travailler en conséquence
- Planifier et prendre des décisions avec les autres et appuyer les résultats de ses décisions
- Respecter la pensée et l'opinion des autres membres du groupe
- Faire des concessions mutuelles pour obtenir des résultats de groupe
- Adopter une approche d'équipe si besoin est
- Jouer le rôle de leader au besoin, en mobilisant le groupe en vue d'atteindre un rendement élevé

Ce document a été réalisé par le Conseil d'entreprises sur l'enseignement, un programme du Centre national sur les affaires et l'enseignement, Le Conference Board du Canada, 255, chemin Smyth, Ottawa (Ontario) K1H 8M7 Canada. Téléphone : (613) 526-3280. Télécopieur : (613) 526-4857. Les compétences de base relatives à l'employabilité sont énoncées dans le profil. La préparation au marché du travail ou à l'employabilité constitue l'un des nombreux buts de l'école et de l'individu, buts qui sont tous importants pour la société.

Science Literacy for the World of Work

Scientific, Technological and Mathematical Competencies for an Innovative, Productive and Competitive Workforce

A Sound Footing

The foundation to use science, technology and mathematics as a way of knowing, communicating and making decisions

Attitudes and Behaviours

- Value science, technology and mathematics as ways of thinking, gaining and sharing knowledge, and problem solving

Critical-Thinking Skills

- Be logical and critical when searching for the best possible solution
- Differentiate among cause, effect and correlation
- Evaluate arguments based on facts and how these facts relate to one another

Communication Skills

- Make scientific, technological or mathematical information understandable
- Share information and learn from others

A Basic Understanding

The competencies needed to understand how science, technology and mathematics are used in the world of work

Science, Technology and Work

- Understand key scientific concepts such as matter, energy, information, system, scale, change, and model and how they apply to the world of work
- Understand how technology changes the workplace and business environment over time

Numeracy

- Decide what needs to be measured, and select the proper procedures and tools for the task
- Estimate, predict, check, and validate calculations

Health, Safety and Environment

- Recognize substances, circumstances and actions that may be hazardous to people and the environment, and act appropriately

An Ability to Apply

The competencies needed to make science, technology and mathematics work for you

Problem Solving

- Understand the underlying scientific, mathematical and technological features of a problem
- Diagnose problems and apply creative problem-solving methods
- Select and use appropriate technology for a task

Participating in Projects and Tasks Independently or as Part of a Team

- Plan and design a project or task from start to finish with others
- Develop a plan, seek feedback, test and review it, make revisions and implement
- Work to agreed quality standards and specifications

Information Technology

- Seek, create, manage and organize information effectively, using appropriate technology

This document was developed by the Business and Education Forum on Science, Technology and Mathematics, a program of the National Business and Education Centre, The Conference Board of Canada.

This document can be used as a companion to the Employability Skills Profile, a document that examines the critical academic, personal management and teamwork skills required of the Canadian workforce.

8/96

La culture scientifique au travail

Compétences en sciences, en technologie et en mathématiques voulues pour une population active innovatrice, productive et concurrentielle

Fondement solide

Fondement de l'utilisation des sciences, de la technologie et des mathématiques comme moyen de connaître, de communiquer et de prendre des décisions.

Attitudes et comportements

- Valoriser les sciences, la technologie et les mathématiques comme moyens de stimuler la réflexion, l'acquisition et le partage de connaissances et la résolution de problèmes.

Esprit critique

- Rechercher la meilleure solution possible en gardant un esprit logique et critique.
- Faire la différence entre cause, effet et corrélation.
- Évaluer l'argumentation à partir de données concrètes et en tenant compte du lien qui unit ces dernières.

Capacité de communiquer

- Vulgariser l'information scientifique, technologique et mathématique.
- Partager l'information et apprendre des autres.

Compréhension de base

Compétences requises pour comprendre l'utilité des sciences, de la technologie et des mathématiques en milieu de travail.

Les sciences, la technologie et le travail

- Comprendre les concepts clés de la science — matière, énergie, information, système, échelle, changement, modèle, etc. — et leur pertinence en milieu de travail.
- Comprendre comment la technologie modifie le lieu de travail et l'environnement de l'entreprise.

L'habileté numérique

- Déterminer les éléments à mesurer et choisir les méthodes et les outils convenables pour accomplir cette tâche.
- Estimer, prévoir, vérifier et confirmer les calculs.

La santé, la sécurité et l'environnement

- Déterminer les substances, les situations et les actions pouvant représenter un danger pour les personnes et l'environnement, et prendre des mesures appropriées.

Mise en pratique

Compétences requises pour tirer parti des sciences, de la technologie et des mathématiques.

Résolution de problèmes

- Comprendre les fondements scientifiques, mathématiques et technologiques d'un problème.
- Diagnostiquer les problèmes et les résoudre grâce à des méthodes novatrices.
- Choisir et utiliser la technologie appropriée pour accomplir une tâche donnée.

Participation aux projets et aux tâches à titre individuel ou comme membre d'une équipe

- Planifier et élaborer en équipe toutes les étapes d'un projet ou d'une tâche.
- Préparer un plan, le soumettre à la critique, l'éprouver et le réviser, faire les changements qui s'imposent et exécuter le plan.
- Respecter les normes de qualité et les exigences de travail convenues.

Technologie de l'information

- À l'aide de la technologie appropriée, chercher, créer, gérer et organiser des données de façon efficace.

Le présent document a été préparé par le Forum entreprise-éducation pour les sciences, la technologie et les mathématiques, un programme du Centre national sur les affaires et l'enseignement du Conférence Board du Canada. Il peut aller de pair avec le Profil des compétences relatives à l'employabilité, qui porte sur les aptitudes intellectuelles et les compétences relatives à l'organisation personnelle et au travail d'équipe que recherchent les employeurs canadiens.

Ethical Guidelines for Business–Education Partnerships

Business–education partnerships are mutually beneficial relationships between employers and educators that are designed to enhance learning for students and other learners. They may involve other education stakeholders as partners, including students, employees, parents, communities, labour, and government organizations. Most business–education partnerships are co-operative relationships in which partners share values, objectives, human, material or financial resources, roles and responsibilities in order to achieve desired learning outcomes.

Canadian employers and educators support business–education partnerships that:

- Enhance the quality and relevance of education for learners
- Mutually benefit all partners
- Treat fairly and equitably all those served by the partnership
- Provide opportunities for all partners to meet their shared social responsibilities toward education
- Acknowledge and celebrate each partner's contributions through appropriate forms of recognition
- Are consistent with the ethics and core values of all partners
- Are based on the clearly defined expectations of all partners
- Are based on shared or aligned objectives that support the goals of the partner organizations
- Allocate resources to complement and not replace public funding for education
- Measure and evaluate partnership performance to make informed decisions that ensure continuous improvement
- Are developed and structured in consultation with all partners
- Recognize and respect each partner's expertise
- Identify clearly defined roles and responsibilities for all partners
- Involve individual participants on a voluntary basis

This document was developed by the Business–Education Partnerships Forum, a program of the National Business and Education Centre, The Conference Board of Canada.

Guide d'éthique pour le partenariat affaires-enseignement

Les partenariats affaires-enseignement se concrétisent par des relations conçues pour améliorer l'apprentissage chez les étudiants et autres apprenants, tout en apportant des avantages mutuels aux employeurs et aux enseignants. Ces relations sont ouvertes aux autres partenaires : étudiants, employés, parents, collectivités, syndicats, et organismes gouvernementaux. La plupart des partenariats affaires-enseignement constituent des initiatives de coopération dans lesquelles les partenaires mettent en commun valeurs, objectifs, ressources humaines, matérielles ou financières, et se partagent rôles et responsabilités en vue de réaliser les objectifs d'apprentissage souhaités.

Les employeurs canadiens et les enseignants appuient les partenariats affaires-enseignement qui :

- améliorent la qualité et la pertinence de l'apprentissage
- se révèlent mutuellement avantageux pour tous les partenaires
- traitent les personnes servies par le partenariat de façon juste et équitable
- fournissent à tous les partenaires l'occasion d'exercer leur responsabilité sociale partagée envers l'éducation
- reconnaissent publiquement la contribution de chaque partenaire sous des formes appropriées
- intègrent de façon cohérente les principes éthiques et les valeurs fondamentales de chacun des partenaires
- se fondent sur une définition claire des attentes de chacun des partenaires
- se fondent sur des objectifs communs ou harmonisés qui appuient les buts de chacun des partenaires
- affectent des ressources qui s'ajoutent au financement public de l'éducation, sans s'y substituer
- mesurent et évaluent leur performance pour guider la prise de décisions éclairées qui permettent de constamment améliorer le partenariat
- se développent et se structurent en consultation avec chacun des partenaires
- reconnaissent et respectent les compétences de chacun des partenaires
- définissent clairement les rôles et responsabilités de chacun des partenaires
- suscitent la participation individuelle sur une base volontaire

Ce document a été conçu par le Forum affaires-enseignement sur le partenariat, un programme du Centre national sur les affaires et l'enseignement, Le Conference Board du Canada.

Operating Principles for Business–Education Partnerships

Business–education partnerships are mutually beneficial relationships between employers and educators that enhance learning for students and other learners.

They may involve other education stakeholders as partners, including students, employees, parents, communities, labour, and government organizations.

Most business–education partnerships are co-operative relationships in which partners share values and objectives, human, material or financial resources, and roles and responsibilities in order to achieve desired learning outcomes.

Successful Business–Education Partnerships:

Inception and Development

- Identify learners' needs first, then take action to enhance learning outcomes
- Develop through consultation with all partners to meet learners' needs
- Set clear objectives that support the partner organizations' goals
- Test actions against the ethics and core values of all the partners

Ownership

- Share ownership to build commitment and encourage participation
- Gain commitment of leaders in the partner organizations and build grassroots support

Operation

- Create a partnership team with a clear mandate and continuity of membership
- Recruit champions and advocates in the partner organizations
- Identify resource needs to ensure that resources are adequate to complete activities successfully
- Define clear roles and responsibilities for all the partners
- Express expected behaviours and outcomes to all participants
- Train participants to carry out their partnership roles and responsibilities
- Identify, learn from and apply successful practices as the basis for improvement

Evaluation

- Measure and evaluate performance to make informed decisions that ensure continuous improvement
- Share evaluation results regularly with all partners and stakeholders

Communication

- Define communications needs and have a communications component at each stage of partnership activity
- Build in personal recognition and feedback to participants
- Recognize and celebrate the partnership's successes

This document was developed by the Business–Education Partnerships Forum, a program of the National Business and Education Centre, The Conference Board of Canada.

4/97

Principes directeurs des partenariats affaires-enseignement

Les partenariats affaires-enseignement apportent des avantages mutuels aux employeurs et aux enseignants en améliorant l'acquisition du savoir chez les élèves et les autres apprenants. D'autres partenaires peuvent y participer : élèves et étudiants, employés, parents, collectivités, monde du travail et organismes gouvernementaux. La plupart des partenariats affaires-enseignement constituent des initiatives de coopération dans le cadre desquelles les partenaires mettent en commun valeurs, objectifs, ressources humaines, matérielles ou financières, et se partagent rôles et responsabilités en vue de réaliser les objectifs souhaités en matière d'acquisition du savoir.

Partenariats affaires-enseignement prometteurs

Début et mise en œuvre

- Définir les besoins des apprenants, puis prendre des mesures pour améliorer les résultats en matière d'acquisition du savoir
- Consulter tous les partenaires pour répondre aux besoins des apprenants
- Fixer des objectifs clairs qui permettent de réaliser les buts des organisations partenaires
- Évaluer les mesures prises selon le code d'éthique et les valeurs de base de tous les partenaires

Sentiment d'appartenance

- Encourager le sentiment d'appartenance en partageant la responsabilité et les avantages du partenariat de manière à susciter un engagement réel et une participation active
- Obtenir l'engagement des dirigeants des organisations partenaires et l'appui de la base

Fonctionnement

- Créer une équipe à qui l'on confie la responsabilité du partenariat et un mandat clair, dont on assure la continuité
- Recruter des partisans et des défenseurs au sein des organisations partenaires
- Déterminer les besoins en ressources afin de faire en sorte que celles-ci soient suffisantes pour permettre de mener les activités à terme
- Définir clairement les responsabilités et les rôles de chacun des partenaires
- Faire connaître à tous les participants les comportements et les résultats escomptés
- Montrer aux participants à s'acquitter de leurs rôles et responsabilités à titre de partenaires
- Trouver les pratiques efficaces, en tirer des leçons et les appliquer pour apporter des améliorations

Évaluation

- Mesurer et évaluer le rendement pour prendre des décisions éclairées permettant de continuer d'apporter des améliorations
- Communiquer régulièrement les résultats des évaluations à tous les partenaires et intervenants

Communication

- Définir les besoins en communication et prévoir un volet communication à tous les stades des activités du partenariat
- Établir un mécanisme de reconnaissance personnelle et de rétroaction à l'intention des participants
- Reconnaître publiquement les succès du partenariat

Le présent document a été conçu par le Forum affaires-enseignement sur le partenariat, un programme du Conseil national sur les affaires et l'enseignement, du Conference Board du Canada.

Value Assessment Process

The Value Assessment Process is a decision-making tool that helps organizations and their partners ensure that their collaborations are truly effective in improving young people's educational experiences. It can be used by businesses, educational organizations, and others who are involved or who want to become involved in effective collaborative education activities that foster learning excellence. The process has been tested and validated in Canada under the guidance of the Corporate Council on Education.

Value Assessment is used

- To set organizations-wide, local or program-specific objectives
- To assess the current and potential value of partnerships and programs
- To identify key questions and data needed to make decisions about implementing, improving, or cancelling programs
- To establish a baseline for performance for purposes of analysis and comparison
- To reconsider objectives and reassess the value of partnerships and programs

Benefits

- Improves objective setting
- Identifies effective programs
- Enhances decision making
- Encourages program replication
- Improves performance measurement
- Increases internal support for education programs

Implementing Value Assessment

Each organization can concentrate on the whole or part of Value Assessment most appropriate to its circumstances and implement the process to suit its own internal requirements. Value Assessment is best facilitated by a knowledgeable, neutral third-party facilitator who can manage the process and help the group make its own decisions.

Assessing Programs

Program assessment starts with an open dialogue that helps participants identify the key questions they need to ask and answer in order to make valid assessments, including:

- What do we want to accomplish?
- What will we accept as a measure of accomplishment?
- What activities are we prepared to undertake?
- Do we have sufficient resources to act effectively?

Initial assessment will establish a base-line against which subsequent performance can be tracked and outcomes measured.

Processus d'estimation de la valeur

Le Processus d'estimation de la valeur constitue un outil décisionnel qui aide les organisations et leurs partenaires à s'assurer que leur partenariat contribue réellement à améliorer le vécu pédagogique des jeunes. Ce processus s'adresse aux entreprises, aux établissements d'enseignement et aux autres groupes qui contribuent ou souhaitent contribuer à la mise en œuvre concertée d'activités pédagogiques efficaces, favorisant l'excellence en matière d'apprentissage. Le processus a été mis à l'essai et validé, au Canada, sous la gouverne du Conseil d'entreprises sur l'enseignement.

Le Processus d'estimation de la valeur sert à :

- Établir des objectifs organisationnels, locaux ou particuliers à des programmes
- Évaluer la valeur actuelle et potentielle des partenariats et des programmes
- Identifier les questions et les données d'importance requises pour prendre des décisions sur la mise en œuvre, l'amélioration ou l'annulation de programmes
- Établir des paramètres de rendement à des fins d'analyse et de comparaison
- Réévaluer les objectifs et mesurer de nouveau la valeur des partenariats et des programmes

Avantages

- Améliore le processus d'établissement des objectifs
- Permet d'identifier les programmes efficaces
- Améliore le processus décisionnel
- Favorise la reproduction de programmes existants
- Améliore l'évaluation du rendement
- Accroît le soutien interne à l'égard des programmes pédagogiques

Mise en œuvre du Processus d'estimation de la valeur

Chaque organisation peut concentrer ses efforts sur l'ensemble du processus ou sur ses éléments les plus appropriés aux circonstances, qu'elle applique alors de manière à répondre à ses besoins internes. Aux fins de l'estimation de la valeur, on a tout intérêt à faire appel à un animateur neutre et compétent en la matière, qui peut assurer la gestion du processus et aider le groupe à prendre ses propres décisions.

Évaluation des programmes

L'évaluation des programmes commence par un dialogue ouvert qui aide les participants à déterminer les questions clés qu'ils doivent se poser et auxquelles ils doivent répondre pour assurer la validité des évaluations, notamment :

- Quel but souhaitons-nous atteindre?
- Quels éléments considérerons-nous comme des indicateurs valables de la réussite?
- Quelles activités sommes-nous prêts à entreprendre?
- Disposons-nous des ressources nécessaires pour prendre des mesures efficaces?

L'évaluation initiale fournira un point de référence auquel on se reportera pour assurer le suivi du rendement et mesurer les résultats.

Investing In Education

5 Things *YOU* Can Do

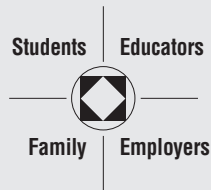
This document was developed by the National Council on Education and the Canadian Education Leadership Network, two programs of The Conference Board of Canada.

Students . . .

- Start school every day ready to learn. Get enough sleep. Exercise. Eat food that is good for your body. Talk to someone you trust if you are having problems.
- Find out what kinds of skills employers are looking for and make sure you find ways—in school and outside—to develop those skills. Volunteer in your community. Build a portfolio to demonstrate your accomplishments.
- Give learning the time it needs. Balance school, play and part-time work. Study. Do your homework. Invest now so you will have more earning power and more choices later.
- Develop good work and learning habits. Talk to other students about how they approach projects and assignments. Help others. Have fun.
- Stay in school until you graduate. Plan your next steps. Your future depends on it.

Family . . .

- Help your children start school each day ready to learn. Ensure they get a good breakfast. Give them a safe, healthy and loving home.
- Read to your children from the time they are babies. Have them read to you and make sure they see you reading. Tell stories.
- Expect hard work at school. Talk to your children about why school is important. Encourage them to talk about what they are doing in school. Know what work teachers expect, and make sure your children complete it.
- Recognize the importance of employability skills to your children's future and help them make good choices.
- Get involved in your children's learning. Be aware of the role that technology is playing. Find out about after-school and summer programs. Talk to teachers. Encourage schools to develop partnerships in the community.



Educators . . .

- Be a champion for learning and an advocate for students. Talk specifics about the benefits of education and the investment it requires.
- Find innovative ways to engage parents. Use existing community resources. Make your school a centre for family and community learning.
- Help students see how they can use their strengths to build their futures. Discuss the need for employability skills. Examine what your school is doing to equip students for work. Search out good ideas elsewhere.
- Look for creative ways to invest in professional development. Partner with employers and community organizations to broaden your experience and learn new skills. Reciprocate. Invite them into your schools to learn from you.
- Expect hard work. Reward creativity and quality. Celebrate student achievement.

Employers . . .

- Be a champion for education. Celebrate, showcase and reward your employees for getting involved.
- Partner with schools, colleges and universities in your community. Share resources and provide opportunities for students and teachers to learn first-hand about the world of work. Participate in co-op, apprenticeship, intern, mentoring and other programs.
- Communicate the importance of skills for employability. Talk to educators, students and parents. Ask for student portfolios. Demonstrate that working hard and doing well in school counts. When you employ students, help them balance school and work.
- Help ensure that students have access to the tools and technology they need, either in the classroom or elsewhere.
- Make your workplace family friendly. Support your employees to be good parents.

Comment investir dans l'éducation

5 mesures que **VOUS** pouvez adoptez

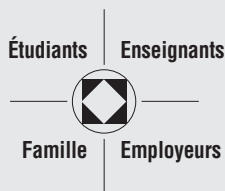
Ce document a été élaboré par le Conseil national sur l'enseignement et par le Réseau canadien sur l'orientation de l'éducation, deux programmes du Conference Board du Canada.

Étudiants . . .

- Entrez chaque journée d'école dans un esprit réceptif à l'apprentissage. Dormez suffisamment. Faites de l'exercice. Adoptez une saine alimentation. Si vous avez des problèmes, parlez-en à une personne en qui vous avez confiance.
- Renseignez-vous pour découvrir les compétences recherchées par les employeurs et ne manquez pas de développer ces compétences, à l'école ou ailleurs. Participez au travail communautaire. Constituez un portefeuille qui mette en valeur vos réalisations.
- Consacrez le temps qu'il faut aux études. Maintenez l'équilibre entre les études, les loisirs et le travail à temps partiel. Ne négligez pas vos travaux scolaires. Investissez maintenant dans un avenir qui vous permettra de gagner votre vie, sans être limité dans vos choix.
- Développez de bonnes habitudes de travail et d'apprentissage. Discutez avec d'autres étudiants pour savoir comment ils s'y prennent pour réaliser leurs projets et leurs travaux. Aidez les autres. Ayez du plaisir.
- N'abandonnez pas l'école avant d'avoir terminé vos études. Planifiez les étapes. Votre avenir en dépend.

Famille . . .

- Aidez vos enfants à entreprendre chaque journée d'école dans un esprit d'apprentissage. Veillez à ce qu'ils mangent un bon déjeuner. Créez pour eux un foyer qui leur procure la santé, la sécurité et l'amour.
- Faites la lecture à vos enfants dès leur plus jeune âge. Encouragez-les à faire de même pour vous et assurez-vous qu'ils vous voient en train de lire. Racontez-leur des histoires.
- Soyez exigeants pour les travaux scolaires. Expliquez à vos enfants l'importance de l'école. Encouragez-les à partager avec vous leurs expériences scolaires. Renseignez-vous quant aux attentes des professeurs et veillez à ce que vos enfants s'acquittent de leurs devoirs.
- Faites comprendre à vos enfants à quel point il est important pour leur avenir d'acquérir les compétences que les employeurs recherchent, et aidez-les à bien choisir.
- Impliquez-vous dans l'éducation de vos enfants. Soyez conscient du rôle de la technologie. Renseignez-vous au sujet des activités parascolaires et estivales. Parlez aux professeurs. Encouragez les écoles à développer des partenariats dans la communauté.



Enseignants . . .

- Faites-vous le champion de l'éducation et défendez les intérêts des étudiants. Abordez le sujet de l'éducation : ses avantages et l'investissement qu'elle exige.
- Trouvez des façons innovatrices pour encourager la participation des parents. Utilisez les ressources communautaires existantes. Faites de votre école un centre d'apprentissage pour la famille et pour la communauté.
- Apprenez aux étudiants à se servir de leurs talents pour bâtir leur avenir. Discutez de la nécessité d'acquérir des compétences relatives à l'employabilité. Examinez les efforts investis par votre école pour préparer les étudiants à s'intégrer dans le monde du travail. Inspirez-vous de ce qui se passe ailleurs pour trouver des idées intéressantes.
- Recherchez des moyens innovateurs pour investir dans le développement professionnel. Associez-vous à des employeurs et à des organisations communautaires pour enrichir votre expérience et acquérir de nouvelles compétences. Participez à des échanges de services avec ces personnes. Invitez-les à vous visiter à l'école pour tirer profit de votre expérience.
- Soyez exigeants. Récompensez la créativité et la qualité. Faites valoir les réussites des étudiants.

Employeurs . . .

- Faites-vous un champion de l'éducation. Rendez hommage à vos employés qui s'impliquent, et récompensez-les.
- Associez-vous à des écoles, collèges et universités dans votre communauté. Partagez vos ressources et fournissez aux étudiants et aux professeurs des occasions de se familiariser avec le monde du travail par l'observation directe. Engagez-vous dans l'alternance travail-études, dans l'apprentissage et les stages, dans les programmes d'encadrement et autres.
- Soulignez l'importance des compétences relatives à l'employabilité. Parlez aux enseignants, aux étudiants et aux parents. Demandez qu'on vous fournisse des portefeuilles d'étudiants. Faites valoir l'importance du travail acharné et du succès dans les études. Lorsque vous embauchez des étudiants, aidez-les à équilibrer les études et le travail.
- Veillez à ce que les étudiants aient accès aux outils et à la technologie dont ils ont besoin, que ce soit en classe ou ailleurs.
- Faites en sorte que votre milieu de travail soit orienté vers la famille. Encouragez vos employés à être de bons parents.

Resources

Best Practice Research Reports:

Enhancing Employability Skills: Innovative Partnerships, Projects and Programs. Michael R. Bloom. Report 118-94

Rehausser les compétences relatives à l'employabilité: partenariats, projets et programmes novateurs. Michael R. Bloom. Rapport 118-94 F.

Linking Teachers, Science, Technology and Research. Jean-Pascal Souque. Report 144-95.

Bâtir des ponts entre les enseignants, les sciences, la technologie et la recherche Jean-Pascal Souque. Rapport 144-95 F.

Operating Principles for Business-Education Partnerships. Michael R. Bloom. 194-907 Report .

Principes Directeurs des Partenariats Affaires-Enseignement.

The Economic Benefits of Improving Literacy Skills in the Workplace. Michael R. Bloom, Marie Burrows, Brenda Lafleur and Robert Squires. 206-97 Report.

Avantages économiques du renforcement de l'alphabétisme en milieu de travail. Michael R. Bloom, Marie Burrows, Brenda Lafleur et Robert Squires. 206-97 rapport.

Benefits of Employee Involvement in Business – Education Partnerships

Case Studies on Best Practices in Developing and Assessing Employability Skills – Ongoing Series

To be published in 1999:

The Connection Between Employability Skills and Job-Specific Skills

Employability ToolKit for the Self-Managed Learner

Science, Technology and Mathematics Literate Teachers: A Lifelong Learning Issue

The Right Mix of Skills for the Job – Case Studies

Enhancing Youth Employment in Canada

Notes

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