

## Background-Draft

### RICCP Employment Development Strategy

The Regina Inner City Community Partnership (RICCP) was created as a progressive community based approach to address long-standing issues and challenges facing Regina's inner city community. Inner city agencies serving inner city residents such as the North Central Community Association working with the three orders of government launched Vision 2020 in September 2003. Public consultation in 2002 resulted in the release of the Community Vision (Vision 2020) and an Action Plan.

Three priorities in the Action Plan resulted in three RICCP sub-committees being established to address the following: Housing condition improvement, Crime and Safety and Poverty reduction through employment. The sub-committee to address poverty through employment was convened in February, 2004 and chaired by Lynn Allan, Regional Director of the Southwest Region for the Department of Community resources and Employment (DCRE). The sub-committee has become known as the Employment Development Strategy Sub-Committee (EDS).

The subcommittee membership includes:

- North Central Community Association
- Regina DCRE
- City of Regina-Community Services Department
- Regina Regional Economic Development Authority
- Regina Police Services
- Regina Catholic Schools
- Human Resources and Skills Development Canada
- Regina Public Schools
- Regina Qu'Appelle Health Regions
- Regina Treaty Status Indian Services
- Saskatchewan Housing-DCRE
- Government Relations and Aboriginal Affairs
- Regina Chamber of Commerce
- Cowesses First Nations
- Regina Exhibition Association
- Regina Friendship Center

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- Ranch Ehrlo
- Regina Food Bank

The mandate of the Employment Development Subcommittee (EDS) is to support the creation of a Regina Inner City Employment Development Strategy and to structure a sustainable collaborative partnership for the benefits of Inner City residents with its initial focus on youth and the North Central Community.

Muriel Garven from Garven & Associates was hired in August, 2004 to facilitate the EDS sub-committee's development of a "Strategy Blue Print". A Strategy Blue Print was adopted in by the EDS sub-committee at the March, 2005 meeting.

The Blue Print's foundation is a set of Community Development Principles: shared leadership, shared vision, respect, involve community members, involve all levels of government, and initiatives within the community.

The Blue Print presents three strategic areas: Strengthening Partnerships, Building Infrastructure and Supporting Human Capacity-Individual and Community.

Within the strategic area of Strengthening Partnership a number of recommended actions have been undertaken:

- to support the retention of the EDS Sub-Committee, the terms of references are being reviewed with the inclusion of this background so that new members or new representatives from existing member organizations are able to understand the workings of the EDS Sub-Committee and its relationship to RICCP.
- a number of working groups comprised of EDS members have been organized to implement strategy components. These are: an Employer Engagement Working Group, Single Parents Transitional Case Planning Services, Developing a Community Employment Center, Youth Leadership Development and Youth Skills Development.

Within the strategic area of Human Capacity, a wage based youth employment project commenced in June, 2005 in North Central with the North Central Community Association employing 21 youths.

The project goals are:

- Goals for this pilot project:
  - (1) To build community participation in North Central
  - (2) To provide opportunity for building capacity in North Central
  - (3) To build community partnerships in and outside North Central
  - (4) To reduce crime

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- (5) To lessen the negative stigma currently associated with North Central
- (6) To achieve higher levels of sustainable employment of youth
- (7) To provide a safe and caring community.

The highlights are:

- the project addresses the three pillars identified by the RICCP - Employment, Housing and Crime and Safety.
- the project provides opportunities for the North Central youth participants to gain sustainable employment and work toward improving their neighborhood.
- the project's work activities include community clean up, enhancing the community gardens and minor home repairs in North Central.
- the project runs for 23 weeks, with two month work placement to follow.
- the project has a Life Skills program (Employment Enhancement - job readiness skills) that runs concurrently with the work project. The instructor will utilize a classroom at Scott Collegiate, allowing her to provide instruction on computers, as well as classroom activities.
- The 21 participants will be divided into 3 groups; two groups will go out into the community to complete community clean up, community gardens and home repair assignments. The third group will be in the classroom receiving life skills instruction. Each week the groups rotate. Work groups will supervised by two on-site staff supervisors, Ray Van Dusen and the part-time paid coordinator (if needed).
- Work assignments are booked through the North Central Community Association office. Coordinator for the project has an assigned office space for this purpose. Work through the project will be in North Central, however, requests have already been received to assist the Regina & District Food Bank to clean up the new site before the August, 2005 move. The Exhibition Association has already arranged for all participants to work during Buffalo Days. Contributions from this organization will be placed in an account to contribute to equipment and clothing costs.
- Every Friday afternoon the participants will go out to various agencies in the community to receive information on local business which will help participants decide appropriate work placements and to help them understand "the world around them". Tours already in place are to IPSCO, the City Fire Halls, City Police station, University of Regina, Calium plant, Kramer Tractor and many more.
- The second month of the project, work placements will be arranged by the project Coordinator, with the assistance from Community Development staff. Follow up on same will occur in November, 2005. A half time staff will be hired for the months of January and February, 2006, to ensure the work placements go well, as well as provide guidance in attaining sustainable employment.

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- This project is unique as it employs North Central youth who work toward improving their own neighbourhood. Job Readiness skills and life skills are built in concurrently with the program and a two month work placement is available at the end of the project. A half time staff will provide guidance during the work placement and a follow up is planned for those who do not have a job at the end of the project. Skill development in the area of carpentry, electrical work and plumbing is also planned.
- Future plans include having journeymen trades people provide skills to participants in the area of home repair. Silver Sage Housing Corporation has already expressed an interest in hiring this group of young people to work on their homes in North Central.

### Funding Highlights:

- Funding provided to support program costs have come from DCRE and HRSDC
- In-kind contributions were contributed by Department of Community Resources and Employment (Community Development staff and lease of two vans), Community Action Cooperative Regina Ltd. (full time Coordinator), Regina City Police (wages for Corporal Van Dusen), City of Regina (space for project, meeting rooms and repair equipment for home repairs) Public School Board (classroom for Life Skills program), community business donations (safety gloves, hats) North Central Community Assn. (administrative services).