



Youth Futures Council Records of Discussion

December 19th, 2016, 6:00 – 8:00 p.m AST

In Attendance:

Facilitated by Carol Gabana
Special guest: Kathryn Dickson and Brad Colwill
Sarah Bulman
Taya Nabuurs
Alexandra Dalton
Emma Huestis
Nicole Mountain
Moiria Shaw
John Ployer
Kenzie Lund
Robert Larson

Introductions

The purpose of the December call was twofold: to go over a few more items relating to how the Council would work that may not have been covered in the orientation session, and to begin the conversations necessary for work on the topic stemming from YDAY “**Employment and job opportunities that are stable and flexible**”.

Because there were individuals present who were unable to attend the orientation session, facilitator Carol Gabana encouraged Council members to share with the group what is going well in their work right now and a strength members would bring to the team.

FOIPP and Records Management

One of these items relating to how the Council would work includes the topic of the Freedom of Information and Protection of Privacy Act (FOIPP). Kathryn Dickson, manager at the Access and Privacy Services Office within the provincial government, was at the meeting to discuss what FOIPP is and how it impacts the Youth Futures Council. Some important items stemming Kathryn’s presentation includes:

- FOIPP Act is a piece of legislation that provides taxpayers with the opportunity to officially request access to records that are held by the provincial government. It also provides taxpayers with security that the government will protect the information they collect about you.
- Whenever government collects personal information from clients, government is obligated to explain to people what they are collecting, why they are collecting the information they are collecting, and provide people with the opportunity to question about that collection.
- Principles of the FOIPP Act include right to access of records, the right for individual privacy to be protected, the right to access your own personal information, the right for your personal

information to be corrected, and the right for an independent review, otherwise known as an information and privacy commissioner, to step in and determine whether or not the decisions of government are correct and appropriate.

- These principles should ensure that public bodies are open and accountable to the public by providing a right of access to records but protecting the personal privacy of individuals at the same time.
- There is great expectation that government has many records, when in fact some of the biggest challenges we have is that government should be writing more records (duty to document).

How Does FOIPP Impact the Youth Futures Council?

As a new (and exciting group), there is an increased chance that someone will be interested about what the Council is talking about. Minutes should be made readily available. But, at the same time, Council members have the right to express their opinions in a closed-door atmosphere. Eventually, there will be a unified voice or message that will be passed along and Council members will stand behind the recommendation.

Past experiences indicate that those on boards or committees should fully expect to have their personal opinion protected. However, ultimately whatever recommendations you provide as a group will likely be disclosed (because they were asked for). The Council should think of a way to disclose the information in such a way that individuals do not have to wait until a FOIPP request. The Council has been recommended to keep records in an open and proactive way.

If anyone has any questions, or would like to submit a FOIPP request, they can reach out to Kathryn Dickson at kedickson@gov.pe.ca, or 902 569-0568.

Decision: A conversation about how much information is put in to the minutes, and the communication to the public about what's going on with the Council's work may be an important conversation to have in the upcoming January meeting.

Ground Rules/Agreements

During the orientation session, Council members were asked to come up with ground rules or agreements that they would like to see followed throughout the work of the Council. After a quick review, it was agreed that the following ground rules were particularly important to the work of the Council:

- Being open-minded, willing to debate
- Establishing a decision-making model
- Practicing active listening
- Accepting diversity, safe to disagree, non-judging
- Use methods to maximize participation
- Stay on task
- Be goal-oriented

When the question was asked if there was anything that may be missing from the list, it was suggested that, as a response to Kathryn's presentation, that "respect confidentiality" be added to the list.

Respect confidentiality means:

1) it's important that the individual opinions in this group do remain confidential. Council members should feel comfortable raising a contradictory opinion without worrying about their thoughts or name being published.

2) The Council will be hearing programs, services or policy from government that may yet to be implemented. Council members need to keep in mind that some of the information may be confidential.

3) Engagement with peers will be important. Be mindful that when engaging with peers, certain programs, services or policy or opinions of Council members are confidential. When you share on behalf of the Council, you are sharing the opinion of the Council and the valuable information you gained as a team.

Some additional thoughts on the topic of confidentiality from Council members were that Council members would like to be reminded what items relating to government are confidential; key messages would be appreciated if members are expected to communicate publically thoughts of the Council; and that while the Council was created by government, it's still a safe environment where Council members are welcomed to be critical and not punished because of that.

Decision: There will be minutes of the meetings. It was suggested that the minutes of the meetings should not record individual names. People's personal opinions will not be recorded in the minutes. A general summary of the conversation would be beneficial for members unable to attend meetings.

A quick discussion then developed on the topic of social media engagement. It was agreed that it would be useful to know what can and cannot be shared on social media. It would be a good idea to lay out some rules or guidelines for social media, and how engagement will work going forward. It was agreed that the topic is twofold: what is our engagement strategy; and 2) what are the principles or guidelines around the engagement, particularly as it relates to social media.

Decision: This will be an agenda piece for an upcoming meeting.

What are the barriers and enablers to youth employment?

One of the first days the Council was together was during the orientation session on November 12th there was a prioritizing activity where members were asked to dissect the themes from YDAY. The top two themes included **“Employment and job opportunities that are stable and flexible”** and **“value and support all paths to learning: Traditional and non-traditional education”**.

Some of these conversations were probably had individually or privately with others, and you may have had conversations similar to this on YDAY. In order to start the work on the theme of youth employment, a brainstorming session was had surrounding what the barriers and enablers to youth employment are.

Barriers	Enablers
<ul style="list-style-type: none"> • Employers see experience as an asset – hard to get a job without experience • Hard to find the resources to create a resume and other basic job search skills • Lack of diversity of jobs on PEI – lots of lower skilled jobs; not a lot for people with PSE • If applicants skills don't match available jobs • Degree is considered to have higher value; College diploma is seen as less • All about who you know • Students have a hard time with school/work balance – when focus is on school, then not much job experience when they go hunting • Student loans - #hours impacts loan amount • There is sometimes a push towards certain specialization without any sense of jobs available or a specific job plan, e.g. what do I do with a BA? • Sometimes youth seeking the first job come with assumptions that they don't need to work that hard • # of careers people have • A lack of Apprenticeship and internship opportunities in some specialized areas, with a degree in specific area • People with no PSE – what other options are there? – not much available information • The belief that there is a lack of opportunity on PEI • Some of the “usual” ways of finding jobs are not available to newcomers, e.g who you know • Seasonal work slump – have seasonal work and have difficulty translating that into long term career • Not a lot of opportunities in rural PEI • Trades courses, French immersion, etc are available but students might not have room in their credits to take them • No way to get any basic trades skills during high school which keeps students 	<ul style="list-style-type: none"> • Some schools have a course in job search skills • All about who you know • # of careers people have • Because PEI is small, we can analyze information and see trends, e.g. what are the up and coming fields that are going to be booming- tie this to educational focus • Entrepreneurs can flourish here • Lots of companies want younger employees with energy, e.g. tourism and hospitality • Apprenticeship and internship opportunities are there • Extracurricular activities can translate into experience • OJT experience can count • Trades courses, French immersion, etc are available but students might not have room in their credits to take them • Apprenticeships build connections within the industry

between 11-12 from getting a summer jobs	
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A discussion following the brainstorming session included how those on the Council are individuals who have a keen interest in being engaged. There are a lot of individuals within this demographic that tend to go unheard. This includes:

- People who aren't high achievers; feeling hopeless; not pushed;
- People who repeatedly draw EI
- Newcomers to PEI
- People with low literacy levels
- Indigenous population
- People who leave PEI

One of the roles of the Council is to engage with the wider demographic. "Homework" was assigned to participating Council members to reach out during the holidays to these "unheard" individuals to get their feedback on the barriers and enablers to youth employment.

Technology: Seems like there is a consensus that using the Go2Meeting teleconference technology was a good substitute for in-person meeting, though the preferred way of meeting would be in person.

Adjournment