

**Date:** 2023-02-10  
**Subject:** Youth Employment and Engagement – 2023 Update  
**Contact:** Marlon Kallideen, Chief Administrative Officer, Office of the CAO  
**Report Number:** [Report Number]

**Recommendations:**

1. That the report from Melissa Qi, Senior Manager, Public Affairs, to the Committee of Council Meeting of February 22, 2023, re: **Youth Employment and Engagement – 2023 Update**, be received;
2. That staff develop and implement an internal corporate framework to standardize and improve the transparency to youth employment, experiential learning and skills development opportunities at the City of Brampton;
3. That staff review, refresh and implement a comprehensive Youth Engagement Strategy inclusive of the enhancement opportunities listed in the report; and
4. That staff formalize a Brampton Youth Council and report back with an implementation strategy, resourcing, and costing requirements.

**Overview:**

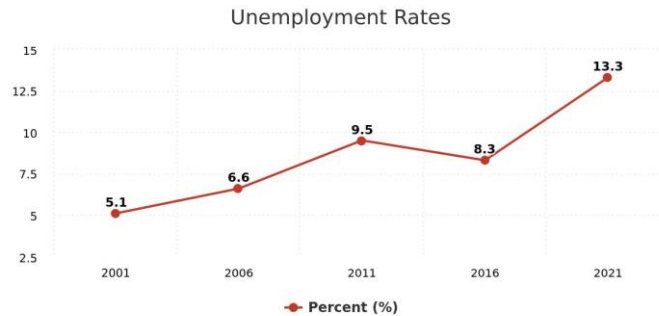
- **The job market is rapidly changing, and employers are looking for new skills. Youth need access to a variety of learning opportunities and relevant tools to enhance their employability. The approach to youth opportunities has varied by municipalities to meet the unique needs of its residents with a mixture of programs including cooperatives, internships, and summer jobs.**
- **At the January 25, 2023 meeting, Council requested the CAO provide an update on how the City is acting on the motion Council previously passed on summer student opportunities, including learning and mentorship.**
- **The City of Brampton currently offers a variety of paid and unpaid youth opportunities, such as summer jobs, co-op placements, internships, articling, volunteering, and mentorship. In 2022, the City brought on almost**

**1300 youth, of which 1123 met the Brampton residency requirement (see Attachment 1).**

- **Based on a review of past Council decisions, discussions and work to date, staff identified several enhancements and opportunities to bridge current gaps. This includes developing and implementing an internal framework to standardize and improve transparency, validating and refreshing the Youth Engagement strategy, consolidating and updating the youth-related events and activities offered across the City, centralizing all resources on a youth webpage under the City's website, leveraging partnerships to enhance collaboration, offering career transitioning and development to support youth employment while strengthening talent pool, and formalizing a Brampton Youth Council.**
- **The enhancements would need to be implemented in a phased approach, subject to resourcing and staffing availability. Staff suggest a start-up implementation cost of \$350,000, inclusive of two full-time employees residing in the CAO's Office, as directed. Additional funds may be required to implement the recommended enhancement opportunities and support ongoing operations.**
- **Staff will ensure the directed actions are undertaken in consultation with youth while embedding an equity and inclusivity lens, and that the outcome reflects the mosaic of Brampton as well as the goals of the City. Staff will further consult labour partners during the development of new programs.**

### **Background:**

According to Statistics Canada census data in 2021, 23.9% of the Brampton's population are in the age category of 15 to 29 years old, with 81% of City of Brampton residents identifying as visible minorities. The City of Brampton has 237 different ethnic origins reportedly speaking 142 different languages. Equity and Inclusion continue to be a priority for the City of Brampton, focusing on creating and promoting flexible opportunities for its residents. Specific to labor force participation, there is an increased unemployment rate for the residents of the City of Brampton which is depicted by the Statistics Canada graph below and indicates that additional youth opportunities will be beneficial.



*Figure 1: Statistics Canada December 2022*

According to the Government of Canada, learning goes beyond formal education. The job market is rapidly changing, and employers are looking for new skills. Youth need access to a variety of learning opportunities and relevant tools to enhance their employability. Young people will also need access to continued learning to prepare them for the jobs of tomorrow. The approach to youth opportunities has varied by municipalities to meet the unique needs of its residents with a mixture of programs including cooperatives, internships, and summer jobs.

### Decision History

In January 2019, Council approved a report on Brampton Youth Council and Mentorship Program along with the recommendations of establishing a Brampton Youth Council to regularly reflect the voice of youth, enhance mentorship opportunities, actively promote through available channels, expand internship and co-op programs, and continue to explore ways to meaningfully engage and empower youth.

On March 27, 2019, Council requested staff explore options to institute co-op or internship programs through all applicable departments, and report back with recommendations and an implementation plan by Q3 2019.

On June 19, 2019, Community Services presented a draft Youth Engagement report. The strategy identified four guiding principles, three focus areas, 15 strategic actions and two communications tools. Council requested staff validate the findings, report back on resourcing implications, and provide quarterly status updates on the implementation of the strategy. Council further directed Transit staff to report back on the implementation of a Youth Transit Strategy.

On October 2, 2019, Transit brought a report on Transit Youth Initiatives in Support of a City Youth Strategy. Council approved for Transit staff to continue supporting the Transit Training for Youth program offered by the school boards by providing complimentary special purpose tickets and that future ticket increase be limited to 2% annually. Transit staff further indicated commitment to work closely and participate in the creation of a corporate youth strategy where existing and additional transit specific programs and incentives can be linked to other corporate youth incentives. **In May 2022, Transit and**

**Recreation collaborated in the City's first Explore Brampton Youth Pass pilot program to offer free fares and free access to select recreation programs for Brampton youth.**

At the March 11, 2020 meeting of Council, Council requested staff report back on opportunities and current initiatives involving youth internships and mentoring programs, prior to summer 2020. The emphasis was on the need for the City to have a role in mentoring and transitioning youth through a "made in Brampton" program.

COVID shutdown occurred soon after and previous youth engagement activities halted. The Mayor's COVID-19 Youth Support Task Force emerged to support the coordination of response efforts and emergency relief during the pandemic. Specific for youth, the task force worked closely with school boards, 40+ community organizations, Peel Region and other stakeholders to provide access to mental health, learning and growth, food and shelter, employment and financial resources while keeping youth apprised of COVID-19 information and programming/service updates. The task force dissolved along with others in March 2022 with the lift of the state of emergency.

On August 11, 2021, staff presented a report on Youth Internship and Mentorship Programs at the City, with recommendations for additions to the youth employment opportunities through the incorporation of the Municipal Internship Program, COB Unpaid Internship Program, Youth Career Mentorship Program, Youth Apprenticeship Program (grade 11-12), Apprenticeship Program and the Performing Arts Internship and Co-op Program for Black and Indigenous Youth.

At the November 24, 2021 meeting, Council received a staff report on Youth Hires at City of Brampton and requested that future student summer internship opportunities, including partnership agreements, indicate a Brampton Residency requirement. This has been implemented through a standard hiring guideline.

**Current Situation:**

At the January 25, 2023 meeting, Council requested the CAO provide an update to Council on how the City is acting on the motion Council previously passed on summer student opportunities, including learning and mentorship. The Mayor indicated a preference for the CAO's Office to designate a lead for this initiative.

Available Opportunities

The City of Brampton currently offers a variety of youth opportunities, ranging from paid summer jobs, co-op placements, internships, and articling to unpaid co-op placements, internships, volunteering and mentorship programs. One of such programs is catered to supporting black and indigenous youth. In 2022, the City brought on almost 1300 youth, of which 1123 met the Brampton residency requirement. Below is an illustration of programs available to youth.

### ***Summer Jobs (Paid)***

The City currently employs students each summer for positions across departments in Corporate Support Services, Public Works & Engineering, with the majority in Community Services. These positions are varied and include Summer Jobs Program and other seasonal opportunities with Parks and Recreation. In 2023, the City applied for a total of 150 positions under the Canada Summer Jobs program. Students are defined as an employee who is returning to full-time studies typically in the Fall. Specific to positions within CUPE bargaining unit, the applicable Collective Agreement defines students as “an employee hired on a co-operative training program from any educational institute, or students employed at any time during the period between February 1 and September 15 or during winter school breaks and other times mutually agreed upon by the parties. Summer jobs are not facilitated through an academic program or educational institution but through a job application process advertised on the City of Brampton employment opportunities website and managed by the hiring department.

### ***Co-op Placements (Paid and unpaid)***

Various divisions across the organization offer co-op placements and have well-established partnerships with key educational institutions that are directly tied to their area of specialty. These are paid or unpaid placements and range from High School to Tertiary Institutions.

### ***Heartbeats in Performing Arts Internship & Co-op Program for Black and Indigenous Youth (Paid and unpaid)***

The program was developed by, for, and with Black and Indigenous students, mentors and professional artists to celebrate and elevate Black and Indigenous youth, increase cultural understanding, provide opportunities for professional development, and prepare students for future leadership positions and careers in the live performing arts industry.

### ***Internship (Paid and unpaid)***

There are a number of internships across the City with the greater opportunities being in the recreation division. Internships are professional working positions offered to students or inexperienced workers for a limited period time; these may be linked to educational institution and can be paid or unpaid. Opportunities vary across the organization as these are locally managed by the departments. The newest addition to this component is the Sociology and Criminology internship via University of Toronto for a 200-hour unpaid internship under the supervision of a qualified Field Instructor. For this program, there were 6 placements for 2022 in the Economic Development Division.

### ***Articling Program (Paid)***

Starting in 2020, the City's legislative Services launched the City's first Articling Program to provide the unique opportunity to gain legal experience on a rotational basis exposure to hands on practical experience and training opportunities.

### ***Customer Experience & Student Ambassadors (Unpaid)***

Individuals 16 years old and over are eligible to volunteer and support arts and culture in Brampton at The Rose, in Garden Square, Cyril Clark and Lester B. Pearson Theatres. Many of the City's current staff started as theatre volunteers and translated the skills and knowledge into part-time jobs or full-time careers. Youth volunteers complete community service hours towards a high school diploma.

### ***Community Youth Mentoring Program***

The City has partnered with Achēv, a local community organization, to offer youth in the community between the ages of 18-29 a new way to access networking and mentoring that will help them build connections to find meaningful career opportunities. City of Brampton has identified and connected the cohort with 15 employees.

### **Enhancing Existing Programs and Activities**

Following a review of past Council discussions on youth-related needs, staff identified a list of enhancements to bridge current gaps and improve upon the programs and activities the City offers or their accessibility. The enhancements would need to be implemented in a phased approach, subject to resourcing and staffing availability. Staff will ensure the approved actions are undertaken in consultation with youth while embedding an equity and inclusivity lens to minimize barriers to ensure the outcome reflects the mosaic of Brampton as well as the goals of the City. Staff will further consult labour partners during the development of new programs.

### ***Internal Corporate Framework***

The current youth employment, experiential learning and skills development opportunities at the City of Brampton are led and managed by individual operating departments. The fragmentation and inconsistency necessitate the need for a centralized and standardized approach with mechanisms for monitoring to achieve the desired transparency and equal access to opportunity. Staff recommend developing an internal framework, led by Office of the CAO, to guide the department and division-specific approaches to youth engagement while allowing flexibility for strategies tailored to the areas of business. The CAO's Office will further lead the consolidation, tracking, approvals, monitoring, evaluation and reporting of the City's collective effort.

### ***Youth Engagement Strategy***

The 2019 draft Youth Engagement Strategy was made by youth for youth. The document identified four guiding principles, three focus areas, 15 strategic actions and two communications tools. The document and findings were not validated or finalized, and it has been four years since its development. Staff recommends a review and refresh of the Youth Engagement Strategy, which may include the other enhancement opportunities identified in the report.

### ***Consolidation of Youth-Related Events and Activities***

Youth have been instrumental in providing guidance, leadership and stewardship in various capacities. The City's youth-related activities halted in 2020 due to COVID-19 and are slowly reviving post-pandemic. **Appendix 2 is a list of pre-pandemic activities and events offered by the City of Brampton and Region of Peel**, including the identified leads and description. Staff recommends reviewing and refreshing the consolidation for centralized tracking, monitoring and dissemination.

### ***Mentorship Opportunities***

Recognizing the importance of nurturing student and youth prior to beginning their career planning and workplace experiences, Staff recommend increasing the volume and scope of opportunities for High School co-op placements through new or expansion of existing partnerships with the local school boards. Building on the Community Youth Mentoring Program, Staff recommends expanding the partnership to other local organizations and schools and enlisting more community mentors beyond City staff to further expand participation. Staff further suggest enhancing the City's existing summer student experience by creating a series of complementary mentorship and learning opportunities, such as Lunch and Learns, Speaker Series, communications and leadership development engagements, and career exploration support.

### ***Youth Webpage***

One of the recommendations stemming from the findings in the Youth Engagement Strategy was a youth webpage. Staff recommends designing and launching a webpage under the City of Brampton's website to create a one-stop-shop access to youth-related City opportunities, initiatives, events, resources, and connection to youth-affiliated organizations for both youth and parents.

### ***Leveraging Partnerships***

The City has partnerships with a range of stakeholders, which can be leveraged to facilitate collaborative opportunities and to promote the resources, activities and programs the City has to offer. One of the key aspects to its success is ensuring a centralized and updated list of stakeholders. The outreach effort to youth can entail

proactive engagement with the Brampton high schools, student councils, post-secondary institutions, youth-related organizations, local non-profits, and leveraging spaces youth frequent, such as libraries, hubs and facilities.

### ***Career Transitioning and Development***

Staff supports introducing consistent programming at all career levels to support youth transitioning to permanent employment in tandem with strengthening the external talent pool for the City of Brampton. There should be a strong focus on tertiary graduates to strengthen the talent pool while offering natural progression to full-time employment.

### ***Brampton Youth Council***

Council has previously shown interest in establishing a Brampton Youth Council, an apolitical, youth-led organization guided and supported by staff to promote youth engagement and participation, and act as an informal advisory body to Council. In early 2019, a draft Term of Reference (TOR) was provided to Council as part of a report, and it was redirected to the then Age-Friendly Committee for consideration. Should Council wish to proceed with formalizing the Brampton Youth Council, staff recommends reviewing and refreshing the draft Term of Reference for Council approval before a city-wide call out for applications.

### **Corporate Implications:**

#### Financial Implications:

The development of a Corporate Internal Framework to centralize and standardize current programming will require a start-up implementation cost of \$350,000, inclusive of two full-time employees residing in the CAO's Office, as directed. Additional funds may be required to implement the recommended enhancement opportunities and support ongoing operations.

The Talent Acquisition team will continue to support the recruitment of students as per corporate policies and service standards while the design, development, evaluation, and revisions will be held with the staff lead in the CAO's Office. This will include liaising with Educational Coordinators, external organizations, and other stakeholders to support the creation and execution of a youth employment hub within the City of Brampton. The lead will work closely with the Talent and Organizational Development team to support talent pipeline creation and career development at the City of Brampton.

The overall labour costs will increase if more youth are hired. Youth hiring is not through budgeted full-time complement planning and associated costs are factored into their operating department budgets. However, this will allow for a centralized reporting and ROI determined via the evaluation plan.



Other Implications:

Gains in consistent application of the program, equity in access to opportunities, increase in talent pipeline externally and intentional connection to Talent Management strategy through developing and engaging staff resulting in a more robust talent pipeline to fill positions within the City.

**Term of Council Priorities:**

The summary and analysis provided for Council’s information is in line with City of Brampton’s commitment to being a City of Opportunities, a Mosaic and a Well-Run City”.

**Conclusion:**

The City is committed to supporting youth through all aspects. Brampton currently offers a variety of paid and unpaid youth opportunities, such as summer jobs, co-op placements, internships, articling, volunteering, and mentorship. This report provides a summary of each and lists several enhancement opportunities to further improve the youth experience.

Authored by:

Reviewed by:

---

Melissa Qi  
Senior Manager, Public Affairs

Chena Barakat, Manager,  
Talent & Organization Development

---

Cynthia Ogbarmey-Tetteh  
Director, Human Resources

Rick Conard  
Acting Commissioner  
Corporate Support Services

Submitted by:

Approved by:

---

Marlon Kallideen,  
Chief Administrative Officer

---

Marlon Kallideen,  
Chief Administrative Officer

**Attachments:**

- Attachment 1: Youth Opportunities at the City of Brampton (2022)
- Attachment 2: Youth Engagement Efforts at City of Brampton (2019)

## Attachment 1: Youth Opportunities at the City of Brampton (2022)

| AREA  | Students    | Interns   | Co-ops    | Articling student | Brampton Residency |
|---|-------------|-----------|-----------|-------------------|--------------------|
| <b>COMMUNITY SERVICES</b>                         |             |           |           |                   |                    |
| <i>Recreation</i>                                 | 1063        | 53        | 27        | 0                 | 1055               |
| <i>Performing Arts</i>                            | 20          | 2         | 6         | 0                 | 8                  |
| <i>Community safety and well being</i>            | 0           | 0         | 3         | 0                 | 0                  |
| <i>Parks Maintenance &amp; Forestry</i>           | 0           | 0         | 1         | 0                 | 1                  |
| <b>Total</b>                                      | <b>1083</b> | <b>55</b> | <b>37</b> | <b>0</b>          | <b>1064</b>        |
| <b>LEGISLATIVE SERVICES</b>                       |             |           |           |                   |                    |
| <i>Legal Services</i>                             | 0           | 0         | 4         | 1                 | 3                  |
| <i>City Clerk's Office</i>                        | 0           | 0         | 1         | 0                 | 1                  |
| <i>Court Administration</i>                       | 0           | 0         | 2         | 0                 | 0                  |
| <i>Enforcement &amp; By-Law Services</i>          | 6           | 0         | 1         | 0                 | 6                  |
| <b>Total</b>                                      | <b>6</b>    | <b>0</b>  | <b>8</b>  | <b>1</b>          | <b>10</b>          |
| <b>CORPORATE SUPPORT SERVICES</b>                 |             |           |           |                   |                    |
| <i>Digital Innovation &amp; IT</i>                | 0           | 0         | 10        | 0                 | 5                  |
| <i>Human Resources</i>                            | 3           | 0         | 0         | 0                 | 3                  |
| <i>Strategic Communications, Culture + Events</i> | 1           | 0         | 1         | 0                 | 2                  |
| <b>Total</b>                                      | <b>4</b>    | <b>0</b>  | <b>11</b> | <b>0</b>          | <b>10</b>          |
| <b>OFFICE OF THE CAO</b>                          |             |           |           |                   |                    |
| <i>Economic Development</i>                       | 0           | 6         | 0         | 0                 | 3                  |
| <i>Corporate Projects, Policy &amp; Liaison</i>   | 2           | 0         | 1         | 0                 | 3                  |
| <b>Total</b>                                      | <b>2</b>    | <b>6</b>  | <b>1</b>  | <b>0</b>          | <b>6</b>           |

| <b>PLANNING, BUILDING &amp; GROWTH MANAGEMENT</b> |             |           |            |          |             |
|---|-------------|-----------|------------|----------|-------------|
| <i>Building</i>                                   | 0           | 0         | 4          | 0        | 4           |
| <i>Policy Planning</i>                            | 0           | 2         | 1          | 0        | 0           |
| <i>Transportation Planning</i>                    | 0           | 0         | 1          | 0        | 0           |
| <i>Urban Design</i>                               | 3           | 0         | 0          | 0        | 0           |
| <b>Total</b>                                      | <b>3</b>    | <b>2</b>  | <b>6</b>   | <b>0</b> | <b>4</b>    |
| <b>PUBLIC WORKS</b>                               |             |           |            |          |             |
| <i>Capital Works</i>                              | 0           | 0         | 25         | 0        | 14          |
| <i>Road Maintenance, Operations &amp; Fleet</i>   | 0           | 0         | 17         | 0        | 2           |
| <i>Environment &amp; Development Engineering</i>  | 2           | 0         | 7          | 0        | 3           |
| <i>Building Design &amp; Construction</i>         | 0           | 0         | 1          | 0        | 1           |
| <i>Facilities Operations &amp; Maintenance</i>    | 0           | 0         | 15         | 0        | 6           |
| <b>Total</b>                                      | <b>2</b>    | <b>0</b>  | <b>65</b>  | <b>0</b> | <b>26</b>   |
| <b>TRANSIT</b>                                    |             |           |            |          |             |
|   | 0           | 0         | 7          | 0        | 3           |
| <b>Total</b>                                      |             | <b>0</b>  | <b>7</b>   | <b>0</b> | <b>3</b>    |
| <b>Grand Total</b>                                | <b>1100</b> | <b>63</b> | <b>135</b> | <b>1</b> | <b>1123</b> |

## Attachment 2: Youth Engagement Efforts at City of Brampton (2019)

| Ref.                                     | Engagement Program/Activity   | Lead   | Note and Public Reference  |
|--|---|--|--|
| <b>Overall Vision: Living the Mosaic</b> |   |  |  |
| 1  | Open participation in City matters                                    | Clerk's Office   | Including information and guidance attendance at meetings and public information sessions as well as delegations to speak at Council meetings  |
| 2  | City Hall tours for Grades 5 (and older) students studying Government | Community Services - Service Brampton                                | 1.5 hour City Hall tour for classes to learn about the City of Brampton and how municipal government works.<br><br>20 tours conducted in 2018  |
| 3  | Youth Symposium for High school Students                              | Planning & Development   | An opportunity to debate, deliberate, and potentially determine how the city will grow by 2040.<br><br>Participants selected their individual areas of interest from one of the seven Vision Statements from the 2040 Vision, then workshopped in groups. All groups presented and will then have opportunity to present their ideas to Council. |
| 4  | National Youth Week   | Proclamation by Mayor Supported by Recreation                        | May 1 – 7 annually   |
| 5  | Volunteer Opportunities with City                                     | Across City Departments  | Minimum age requirement of 14 years or as defined  |
| 6  | Volunteer Opportunities in Council Office                             | Council Office with support through Clerk's Office – Council Liaison | In the practice of supporting student interest in local government, the Council Office may host high school or post-secondary students to perform volunteer hours as required by the Board of Education or within their specific postsecondary educational program.  |

|   |   |   |  |
|---|---|---|--|
| 7   | Youth Ambassadors                                       | Office of the CAO – Strategic Development           | Established a new full-time ‘Youth Ambassador’ role in 2018, providing opportunity for high school students to join City during summer months (during break from school) .They were directly involved in guiding our youth advisory and engagement activities, in support of our 2040 Vision, Master Plans and strategic projects & initiatives. They brought fresh perspectives and new ideas along with a broad network of peers.  |
| 8   | Department specific School Tours and Workshops          | Across Departments                                  | <p>Examples:</p> <p>National Public Works Week local students attend City workplaces in Public Works to learn about the various roles available and how Brampton services the community.</p> <p>Goldcrest PS JK/SK class that was studying transportation attended WPOC for a tour and explanation of the different jobs, how the facility works. HR partnered with the department to give an introduction to the students of potential for future opportunities.</p> <p>St. Edmund Campion High School, HR provided a building workshops on resume writing, interviewing skills and career development with a group of “at risk” youth to help them prepare for entering the workforce.</p> |
| <b>Vision 1: Sustainability and the Environment</b> |   |   |  |
| 9   | Citizen-based Environment Advisory Committee of Council | Public Works & Engineering - Environmental Services |  |

|  |                                    |                                    |  |
|--|------------------------------------|------------------------------------|--|
| 10                                       | Park Hero Program                  | Public Works & Engineering         | At a local park, students will learn about park stewardship and how to become a "Park Hero" through various activities such as tree and wildflower planting.   |
| 11                                       | Community Forest Outdoor Classroom | Public Works & Engineering         | Located at Elgin Woods Park, the outdoor classroom at the Community Forest serves as an educational centre, a recreational destination and a naturalized area for students as well as residents of Brampton.   |
| 12                                       | Tree Planting                      | Public Works & Engineering         | The Parks Maintenance & Operations section provides several community tree planting events throughout the year.  |
| <b>Vision 2: Jobs and Living Centres</b> |                                    |                                    |  |
| 13                                       | 'Take Our Kids to Work Day',       | Human Resources, Office of the CAO | Annual career exploration event (first Wed. of Nov.) where Grade 9 students across Canada spend a day in the life of a working professional. Developed by the Learning Partnership, First Wednesday of November.   |
| 14                                       | Ten Thousand Coffees               | Brampton Entrepreneur Centre       | Students can connect to ask questions, share ideas and form new professional relationships. We have partnered TenThousandCoffees, an online mentoring and networking platform that connects members with similar interests for coffee (or tea)! A coffee is a simple and fun way to meet, engage, and learn from those in the Brampton small business community. A simple, accessible and modern way for business people to connect on shared interests, and provide a new avenue for valuable knowledge transfer in Brampton. |
| 15                                       | Summer Company                     | Brampton Entrepreneur Centre       | Summer Company is a key component of the Ontario government's young  |

|    |  |                              |  |
|----|--|------------------------------|--|
|    |  |                              | <p>entrepreneurs programs, which aims to encourage more young people to turn their talents into creative and innovative businesses. Summer Company provides hands-on business training and mentoring, together with awards of up to \$3,000 to help enterprising students start up and run their own summer business.</p> <p>Eligible candidates must be between 15-29 years of age and must be prepared to commit a minimum of 8 -12 consecutive weeks full-time to the experience.</p>   |
| 16 | Make Your Pitch                        | Brampton Entrepreneur Centre | Open to all high school entrepreneurs  |
| 17 | Career Edge - Youth Internship Program | Human Resources              | Internship program in place with Career Edge supporting new graduates, graduates with disabilities, newcomers to Canada and Canadian Armed Forces reservists. Does not include high school age youth.  |
| 18 | Youth Coop Placements                  | Across Departments           | Some of departments have established co-op placement opportunities with particular schools that support their line of business. For example, a robust program exists in Capital Works linked to Engineering programs at University of Waterloo. Annual events are held to recognize and obtain feedback from the students to ensure the program continues to improve. Public Works connects with Seneca and Humber College for coop placements. This department has an established Student Hiring Committee that works on the process and make improvements each year. |

|    |                         |                                    |   |
|----|-------------------------|------------------------------------|---|
| 19 | Brampton Fire Recruit   | Brampton Fire & Emergency Services | <p>Firefighting recruits complete 16-tough weeks of training to prepare them for active service. During this period, they are put through a rigorous compressed curriculum that covers all of the many essential skill sets of the fire service. Some of the elements included in the program are medical, driving and pumping, auto-extrication, technical rescue, hazardous materials response, live-firefighting, and rapid intervention team training.</p> <p>Brampton Fire and Emergency Services also prides itself on the level of discipline imparted upon our recruits. The marching skills that the recruits learn during the recruit program are demonstrated during their graduation ceremony. Recruits that successfully complete the training program are competent to respond to the various emergencies that they will encounter.</p> |
| 20 | Brampton Transit Driver | Brampton Transit                   | <p>Transit Drivers have a unique opportunity to positively affect the lives of many people who ride transit ~ over 27 million people served in 2017! Our drivers are ambassadors for the City providing customers a friendly, safe, reliable and timely transportation service in coordination with scheduled bus times (weather and traffic permitting).</p>   |
| 21 | Career Events           | Human Resources                    | <p>Each year our team attends various career events at high schools, colleges or universities. We average approximately 10 to 12 events annually. Our goal is</p>   |



|                                 |   |   |  |
|---------------------------------|---|---|--|
|                                 |   |   | <p>to connect with prospective students and highlight the City as a great employer offering a multitude of careers.</p> <p>Departments/Divisions also attend specific industry events. For example, Enforcement annually attends a law enforcement forum to promote careers with Guelph/Humber students.</p> |
| 22                              | Hack-a-thons  | Brampton Entrepreneur Centre  | Real-world, problem solving approach and community engagement for youth and tech experts that gather for a 12-hour session.  |
| 23                              | Summer Job Challenge                                  | Region of Peel  | The Summer Job Challenge targets youth 16-24 years old who would not otherwise have opportunities for employment and who are identified as high risk facing a variety of socio-economic barriers.  |
| 24                              | Federal Grant Program – Summer Employment             | Across Departments  | For the past few years various City divisions have created unique summer employment opportunities for students and applied for grant money. For example, urban design, media, HR, etc. In 2018, we had about 7 or 8 positions. In 2017 we had about 10.  |
| <b>Vision 3: Neighbourhoods</b> |   |   |  |
| 25                              | Community Design Framework                            | Planning & Development Services – Policy Planning                   |  |
| 26                              | Participation by request in School Geography Projects | Planning & Development Services – Community Innovation & Resilience | Urban E.Y.E.S. (Empowered Youth Exploring Sustainability) Expo at Jean Augustine Secondary School within your wards. Follow up from city engagement initiated in 2017. Teacher incorporated the 2040 Vision into students Final Project: <b>Urban E.Y.E.S.</b>   |

| <b>Vision 4: Transportation and Connectivity</b> |  |   |  |
|--|--|---|--|
| 27   | Brampton Transit (BT) Student Ambassador Program                 | Brampton Transit  | Eight (8) Schools registered:<br>1) David Suzuki S.S., since 2016<br>2) St. Marguerite D'Youville S.S., since 2016<br>3) St. Thomas Aquinas Catholic S.S., since 2017<br>4) Chinguacousy S.S., since 2017<br>5) Cardinal Ambrozic Catholic S.S., since 2017<br>6) Louise Arbour S.S., since 2018<br>7) Harold M. Braithwaite S.S., since 2018<br>St. Augustine Catholic S.S., since 2018 |
| 28   | Citizen-based Cycling Advisory Committee of Council              | Planning and Development Services – Active Transportation |  |
| <b>Vision 5: Social Matters and Housing</b>      |  |   |  |
| 29   | Citizen-based Community Safety and Advisory Committee of Council | Fire & Emergency Services – Community Safety              |  |
| 30   | Community Emergency Response Volunteer (CERV) Program            | Fire & Emergency Services                                 | Spring (March) and Fall (September) session, open to residents and students in Brampton by application. Minimum age requirement, 18 years old  |
| 31   | Age-Friendly Forum   | Planning & Development Services                           | Engagement event in support of the AFBAC's development of an Age-Friendly Strategy   |
| 32   | Youth Drop-In Programs   | Community Services – Recreation                           | Recreation facilities city wide  |
| 33   | Youth Night  | Community Services - Recreation                           | Youth age 6 to 17 years are invited to drop in each week for activities like sports, dance, crafts and games at select community centres: Gore Meadows Community Centre  |

|                         |  |   |  |
|-------------------------|--|---|--|
|                         |  |   | Century Gardens Recreation Centre  |
| 34                      | Youth Hub                                      | Community Services - Recreation                                   | Partnered with Brampton Library to host a free after-school drop-in for youth ages 10 - 13. Loafer's Lake Recreation Centre  |
| 35                      | City 'Youth-friendly Designation'              | Community Services - Recreation                                   | Play Works Youth Friendly Community Status   |
| 36                      | Leadership-In-Training (LIT) Programs          | Community Services - Recreation                                   | Designed to help youth develop leadership skills prepare for success in their future   |
| 37                      | Brampton Library Teen Leadership Community     | Brampton Library  | Youth plan, design and run meetups for teens at local library branches as well as special events for other members of the community  |
| 38                      | Youth Advisory Committee                       | Peel Regional Police  | The mission of this committee is to support and ensure community safety through proactive engagement between the organization and the young people of our community.   |
| 39                      | School Resource Officer (SRO)                  | Peel Regional Police  | Engaging youth through programs, committees and discussing topics surrounding bullying, awareness and street proofing.   |
| 40                      | Youth in Policing Initiative (YIPI)            | Peel Regional Police  | Peel Regional Police has worked in partnership with the Ministry of Children and Youth Services in order to provide a unique eight week summer employment opportunity for young people living in at risk, diverse communities within the Region of Peel. |
| <b>Vision 6: Health</b> |  |   |  |
| 41                      | Recreation and Fitness Facilities and Programs | Community Services -  | Various recreation and fitness services offered across the City, with specific considerations for youth in the design and delivery.  |
| 42                      | Community Rides                                | Citizen-based Cycling Advisory Committee, supported by Planning & | Community rides are a series of FREE casual cycling tours held in Brampton from May to   |

|                                   |   |  |   |
|-----------------------------------|---|--|---|
|                                   |   | Engineering Services – Active Transportation   | September. These group rides provide opportunities for residents and visitors to explore Brampton on their bicycles, meet other cyclists and enjoy a free refreshment. Choice of 5km or 15km route, depending on comfort level. All cyclists are welcome, residents and visitors. |
| <b>Vision 7: Arts and Culture</b> |   |  |   |
| 43                                | The SHAKE it Up! Student Shakespeare Festival | Economic Development & Culture                 | Provides a forum for students from different schools to work together to perform a play on stage at The Rose.   |
| 44                                | Centre Stage Brampton                         | Economic Development & Culture                 | A showcase of local young talent - singers, dancers, musicians, spoken word artists, stand-up comedians, and more.  |
| 45                                | In-school Workshops                           | Economic Development & Culture – Rose Theatre  | Workshops are one hour with capacity for up to 30 students per instructor.  |
| 46                                | Unboxed                                       | Economic Development & Culture – Garden Square | Think beyond the box. Garden Square connected with young people every Tuesday in the summer to try something new – for free! Taking part in spoken word, painting, sports, and more, youth were engaged in a variety of activities all summer long.                               |