

# THE Y2E FRAMEWORK

GREATER HALIFAX PRIORITY YOUTH EMPLOYMENT STRATEGY

Greater Halifax's Y2E Framework is a capacity-building strategy that aims to make the business connection between priority youth and local employers. Envisioned and developed by the community, it is designed to effectively address labour shortages today and into the future.  
[greaterhalifax.com/y2e](http://greaterhalifax.com/y2e)



The Link Team is a multi-stakeholder group of dedicated business, government and community members who drive and champion the initiative by engaging employers, building partnerships, addressing challenges and acting on opportunities.

The Operations & Administration Team maintains and supports functionality to ensure the initiative is effective, accountable, and runs with business efficiency. It is the dedicated staff and resources required for successful framework operations.

## WHAT IS THE Y2E PROJECT ALL ABOUT?

The Greater Halifax Partnership launched the Y2E - Linking Youth to Employers Project in October, 2008. We were responding to employers who told us they need to connect to new labour pools in Greater Halifax to grow their workforce today and into the future. One thing Halifax has is talented people. Many are youth who face barriers to employment. This group is also referred to as priority youth.

The Y2E team and Steering Committee worked with over 250 employers, youth, service providers, and others to build an employment framework that will make the business connection between these youth and local employers. We researched youth employment challenges and opportunities in Greater Halifax, best practices, and models from around the world that successfully connect youth to employers.

The recommendation is the Y2E Framework - Greater Halifax's Priority Youth Employment Strategy.

## Y2E FRAMEWORK: AN OVERVIEW

The Y2E Framework is a capacity building strategy aimed at making the business connection between priority youth and local employers.

The framework improves collaboration and communication to make the right connections between the right information, and the right people, at the right time. It strengthens relationships by connecting stakeholders with information, and with each other, capitalizing on existing programs and youth development processes.

### Framework Pillars

Four Framework Pillars are the essential working parts of the recommended inclusive framework for Greater Halifax:

1. Connecting People to the Right Information and Services
2. Building Capacity through Collaboration
3. Linking to the Right Opportunities at the Right Time
4. Engaging in Ongoing Supportive Relationships and Practices

### Connecting People to the Right Information & Services



The One-stop Online Shop (O-SOS) is the entry point and the connection centre of the framework.

Inclusive and accessible by all website visitors, the searchable O-SOS brings youth, employers, service providers and other stakeholders together in a common location. Rather than searching multiple sites and gathering information from many resources, the O-SOS integrates external products and data sources and has portals for specific user groups, directing them with smart e-services and referrals to the service or information matching their needs and interests.

### Building Capacity Through Collaboration



By registering on the O-SOS, automated matching would bring the right information to the user and send a notice of referral to service providers for follow-up.

Service Providers envision a future where they can work together to best serve youth and employers by improving communication and collaboration between agencies throughout Greater Halifax. The goal is to coordinate service delivery - interagency case management and referral - to reach youth earlier in their development, avoid delays in employability training, and connect youth to employers and their jobs sooner.

### Linking to the Right Opportunities at the Right Time



The searchable Opportunity Bank is the actual point of connection between youth, employers and local jobs.

Using smart e-services the bank would: 1) Make the right match between an employer's job opportunities and a youth's career interests, skill, and fit within a workplace; 2) Help employers recruit interested and suitable youth candidates – an untapped labour pool; and 3) Provide service providers with job opportunity referrals that could meet their youth's interest, stage of development and employability.

### Long-term Supportive Relationships & Practices



Youth and employers told us they need ongoing support to address any challenges that might come up after they are matched as well as to act on opportunities. Adding online counseling to traditional practices allows employers and youth to stay

connected with the service provider without having to leave their businesses. Connection with a key support person strengthens relationships, building confidence in the positive outcome of engaging priority youth in the workplace.

### Leadership & Operations

Beyond the four pillars that make the business connection between priority youth and employers are aspects of management/leadership, administration, accountability and sustainability.

**The Link Team:** the forward thinking, action oriented, leadership body that drives and champions the Framework. This multi-stakeholder team works together to build, maintain and enhance the framework.

**Operations and Administration Team** - the dedicated staff and resources operating at a physical site to make the model operate the way stakeholders designed and envisioned it would.

### The Tool - Delivering the Framework

The Y2E Framework is designed to be supported by a web-based Community Operating System. The primary focus of applying this connection or technology solution is to provide a one-stop information hub; connect community resources and build collaborative networks; allow for interagency referral; enable online case management; provide asset mapping; and, coordinate client services.