

**Keys to Transition** is a program offered by NIFCS for youth in care ages 15 to 19. The program's goal is to equip youth leaving the umbrella of Child Protective services with the life skills required to successfully transition to independent living.



# KEYS TO TRANSITION

**The program will create learning environments for youth, focusing on:**

- Social transition — relationships, community participation, housing, health and well-being (including self-esteem and identity) and the development of practical skills required for independent living;
- Economic and financial transition — education/training, employment and income and
- Cultural Permanency — Accessing First Nation role models throughout the program to encourage and support cultural permanency.

**The program has five key competencies:**

- **Essential Skills**
- **Work Skills**
- **Career Exploration**
- **Employability Readiness**
- **Cultural Permanency**

Over the course of 12 months, youth in care gain valuable work skills and essential life skills through training, experience, shadowing, mentoring and coaching. Participants obtain program certification through a combination of hands-on activities, classroom learning and work placements

## ESSENTIAL SKILLS

The **Essential Skills** portion of the program will focus on basic professional competencies and personal traits expected from entry-level employees.

### Professional Competencies

- Communication skills (listening, verbal, written)
- Planning and organizational skills
- Teamwork
- Interpersonal skills
- Critical thinking and problem solving
- Investigation and research skills
- Creative thinking
- Decision-making skills
- Time management
- Bills and budgeting
- Cooking and nutrition
- Healing and cultural teaching circles

### Personal Traits

- Professionalism (grooming and self-respect)
- Honesty and integrity
- Positive attitude, motivation, open-mindedness
- Dependability and responsibility
- Adaptability and flexibility
- Ability to take constructive feedback
- Hard work and ethics
- Resume writing
- Job searches

## WORK SKILLS

The Work Skills portion is to be conducted at short intervals, with the majority of activities scheduled during school breaks and summer months.

### Work Skills

Certification in CPR/First Aid, Food Handling, Food Safe, Bear Aware, Cash Handling and WHMIS

### Career Exploration

- School Skills
- Job Shadowing
- Workplace Visits and Tours
- Guest Speakers
- Employer Presentations
- Local College Tour
- Career Fair
- Career Focused Mentoring

### Employability Readiness

3-week work placement — Utilizing skills learned throughout the program, youth are given the opportunity to participate in a 3-week work placement based on their interests and skills.

### Cultural Permanency

Cultural Permanency is supported throughout the program utilizing First Nation mentors and coaches.

Further Cultural Permanency activities are accessible through the **Pathways Home** project.



## KEYS TO TRANSITION

### Increasing employability of youth in care

Using a practical approach, the program will

- improve economic outcomes for youth,
- increase the earning potential of youth,
- position youth to obtain jobs of better quality and formality,
- improve long-term educational outcomes for youth,
- provide interventions that include non-academic supports in social-cognitive skills,
- increase employer satisfaction with new hires,
- strengthen youth abilities in areas that employers consider particularly important when hiring new employees,
- transform personal behaviour and social attitudes of youth,
- create life plans and equip youth with the skills to take steps toward achieving their goals,
- help youth to better understand healthy personal behaviours, thus decreasing outcomes such as teen pregnancies, drug and alcohol abuse and homelessness.

**Skills + Knowledge + Employability =  
Successful Transition**



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**NORTHWEST INTER-NATION  
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## KEYS TO SUCCESSFUL TRANSITION

*Increasing employability of  
disadvantaged youth through skills  
and knowledge*