



ABEEL Foundation **Youth Empowerment**

ABEEL

ALLIANCE FOR THE BLACK EMPLOYEE
EXPERIENCE & LEADERSHIP

ABEEL Foundation

Youth Empowerment

At the ABEEL Foundation, we strongly believe that simultaneously empowering and educating present and future generations is instrumental in creating a society that is more diversified, equitable and inclusive. When it comes to our youth from underserved communities, a key component of the empowerment piece is to help create access to career opportunities that their pre-existing privileges (either being born into or otherwise) do not allow.

As part of the Shaping the Future Sponsorship Program (SFSP), The ABEEL Foundation will work with schools and sponsoring organizations to:

- Connect participating students to the pool of mentors from the participating organizations. Mentee intake happens between September-December of every year and runs for a minimum of 6 months. The expected outcomes of this mentorship program are attached to this document.
- Provide youth from the SFSP access to the company-specific virtual learning series, workshop or presentation of interested sponsors (employers). On this platform, the organization will share information regarding the different career paths available at the organization. Virtual learning is expected to run from June to December annually. We encourage active participation during the live segments, however, if students can't attend, they can access the uploaded videos in order to complete the series. How to register and access EllisDon's Virtual Learning Series is attached to this document.
- Coordinate available co-op or internship opportunities between participating students and the organization. Placements will be based on student participation in the learning series.

Applicable School Boards: Toronto, Calgary, Edmonton, Ottawa-Carleton, Multiple School Districts in British Columbia (Surrey, Delta, and more)

COORDINATION: ABEEL FOUNDATION & STUDENTS

1. Educators provide names of youth that would benefit from one-on-one mentorship. Usually, 1-5 students will be requested of contacted schools per request round. Preference will be given to students that participated in the SFSP.
2. Educators provide 1-5 names of youth they recommend for co-op placements twice a year (approximate dates below):
 - a. First Term: January - June
 - b. Second Term: September - December
 - c. The names that the teachers provide will be considered for the spots that become available within that term.
 - d. Co-op placements will be finalized 1-2 month in advance of the start date.
3. Students will be encouraged to participate in the different employers' virtual learning series. This way, students have access to early networking with the organization. Any student identified for co-op placement must actively participate in the learning series (either live or via completing uploaded videos).
4. To kickoff placement of a student, we will need:
 - a. Name of student(s)
 - b. The age range of student(s)
 - c. Grade of the student(s)
 - d. Contact information of student or Staff Contact information
 - e. Career interest in general or career interest in the employer's organization if they already started the virtual learning program.

NOTE (For Student Selection):

1. The preference is to start with student teams from schools that were national or regional award recipients in the program. There is a commitment to the students for the entire year, even after they graduate, assistance will be provided.
2. If for any reason the students above can't participate or employers create more opportunities, positions would be offered to students from the schools identified above who participated in the SFSP who did not receive an award.

3. If there is no one available from that school, students from alternative schools that participated within the program will be considered
4. The goal is to give the employers the list of students 1-1.5 months in advance.

COORDINATION: ABEEL FOUNDATION & SPONSORS

Mentorship

1. Between March and September of the sponsorship year, sponsors will work with the ABEEL Foundation's team to build a list of interested mentors from their organization.
2. Sponsors are responsible for reaching out to their employees to become mentors. **Questions each mentor needs to answer are in the attached Sample Bio Card.** This information is to be provided to ABEEL Foundation by Mid-August. The ABEEL Foundation will build Bio Cards for the mentors. **Sample email to collect data is shown below.**
3. The number of mentors to equal the number of students will be coordinated through the ABEEL Foundation. The number of students per organization is based on the selected sponsorship tier.
4. One mentor can mentor multiple students. We encourage sponsors to proactively create a pipeline of available mentors, should the commitment to the number of students increase.
5. The ABEEL Foundation can provide a speaker for a set number of functions (based on sponsorship tier) to speak about the program and why employees should participate.
6. Between mid-September and mid-December, mentors will be assigned to a mentee. The mentorship runs for a minimum of 6 months from the date of connection between mentor and mentee. **The expected outcomes of this mentorship program are attached to this document**

Virtual Learning Series/Workshops/Presentations and Co-op Placement

1. The goal is to place a set number of students within the organization's workforce. The preferred work terms are January – June, September to December or summer programs (depending on employers' availability and

preference). The number of students participating at each organization is based on the selected sponsorship tier.

2. Between March and September of the sponsorship year, sponsors work with the ABEEL Foundation's team to set up a virtual learning series, workshop, or presentation that allows the sponsor to introduce their organization to the school community (prior to work placements). ABEEL will be responsible for coordinating the availability of the school community with the organization's learning event(s).
3. ABEEL can provide a speaker for one session of the virtual learning series, workshops, or presentations.
4. The learning series should be a maximum of 1hr a month for a period of 4-6 months.
5. The number of students that will be available for placements are chosen based on participation from the Shaping the Future Sponsorship Program and the completion of the employer's learning series.
6. ABEEL will act as a liaison to coordinate available co-op or internship opportunities between participating students and the organization. ABEEL will prepare all necessary information required by the sponsoring organization to give a placement spot.

NOTES:

- For placement during school terms, the school boards' insurance will provide coverage for the participating students.
- Work terms during school terms are usually unpaid, however, we encourage sponsor's organizations to provide other means of remuneration including honorariums, complimentary lunches, gift cards, transit pass or other benefits to make this an enjoyable and advantageous experience for the students.
- The ABEEL Foundation's goal is to give the employers list of students 1-1.5 months in advance.

Attachment:

- Sample Emails to reach out for Mentors
- Sample Bio Card for Mentors
- Expected outcomes to share with prospective mentors