ALBERTA NEWSTART INC.

THE ALBERTA NEWSTART STORY

ALBERTA NEWSTART is a private company created through the co-operation of the Minister of Canada, Department of Manpower and Immigration and the Minister of the Department of Education for Alberta.

OBJECTIVES

- A. The overall objective of Alberta NewStart Inc., is to develop and conduct experimental training and related programs appropriate to the Alberta NewStart Inc. area and directed towards employment of the disadvantaged population.
- B. To achieve the above goals the immediate objectives for 1968 are as follows:
 - To conduct an intensive survey of the area
 with particular emphasis on:
 - (a) The identification and characteristics of disadvantaged, unemployed and underemployed adults in the area.
 - (b) An analysis of employment opportunities and industrial potential in the area.
 - To develop and introduce Basic Education and Basic Life Skills Training programs for young adults and or families.
 - 3. To develop and introduce Vocational Training programs.



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- 3. To develor and latroduce Vocational Training programs.

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- 4. To study the feasibility of introducing viable agricultural programs in selected areas.
- To obtain the facilities, equipment and personnel to conduct these programs.

THE AREA

The Alberta NewStart target area covers northeastern

Alberta and comprises approximately 20% of the land area of the

Province. The communities to be involved in the initial stages

of the program will be Kikino Metis Colony, Lac La Biche, Janvier,

Fort McMurray and Fort Chipewyan. The target area population is

estimated at 13,800 with welfare population making up over 50%

of the total.

PLAN OF OPERATIONS

Mobile Family Training Centres will be established in

Fort Chipewyan, Janvier and Kikino-Caslan Metis Colony. Academic

upgrading, basic life skills training and exposure to vocational

training with a view to determining aptitudes and interests of

participants, in preparation for specific training at the Fort

McMurray Accelerated Vocational Centre, will be provided. Family

units will be the focus of training in the Mobile Centres, and

facilities for day-care of their pre-school children will be available.

The Lac La Biche Residential Training Centre will be established where academic upgrading, basic life skills training and occupational training will be offered to young unmarried men

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and women. The primary functions of this Centre will be to prepare individuals for advanced vocational and occupational training at the Accelerated Vocational Centre at Fort McMurray and advanced centres presently in existence, i.e., Northern Alberta Institute of Technology, Southern Alberta Institute of Technology, business, agriculture or secretarial colleges, or to prepare individuals for direct job placement.

The Accelerated Vocational Training Centre at Fort

McMurray will be expanded and operated in co-operation with the

Alberta Department of Education to provide academic upgrading and
advanced vocational training to unmarried adults and family groups
who will be admitted directly as well as to those graduating from
the other centres. In addition to training for specific vocations
and direct job placement, "On-The-Job Training" and "Sandwich

Programs" will be introduced to the Heavy Equipment course offered.

A vocational and family guidance program will be an integral function within each Centre.

Employment liaison and job placement, and co-ordination with existing agencies and facilities will be actively pursued.

Follow-up and evaluation of all aspects of the programs will be carried on, consistent with the research objectives and experimental designs developed by Alberta NewStart Inc.

All trainees will be admitted without reference to prerequisites. A process of grouping or streaming will be inaugurated to accommodate individuals at various stages of development.

(i) No trainee will be excluded because

and women. The primary functions of this Centre will be to measted individuals for advanced venetional and occupations) training at observed for advanced course at Fore Holluray and advanced centres presently in existence i.e. Hordown Alberta Institute of Tachnology, Southern Alberta Institute of Inchnology, Southern Alberta, in to promare an invided a tot described of promare an invided a tot described of promare an invided a tot description of promare and invided a tot description of the promare and invided a total description of the promare and invided a total description of the promare and invided a total description of the promare and invided and the promare and invided a total description of the promare and invided and the promare and th

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- of lack of formal education, reputation or past history.
- (ii) Specific standards of performance in classes and living quarters will be set for trainees to live or work by. So far as possible, disipline will be self regulated.
- (iii) The Centre will strive to inculcate on enlightened employee-employer relationship in all activities.
 - (iv) Trainees may, after intensive counselling, be asked to leave the project, if the basic requirements of job conduct, social behavior and living are not adhered to, but always with the clear understanding that each candidate will have readmittance privileges after a specified absence period. (Three to six months).

THE BOARD OF DIRECTOLS

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CORE STAFF

MR. J. W. SHIELDS EXECUTIVE DIRECTOR

MR. J. L. BOOTH SECRETARY-TREASURER

MR. VINCENT D. BURK DIRECTOR OF PUBLIC & EMPLOYER RELATIONS

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ALBERTA NEWSTART INC.

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PROJECT NO. 1

MOBILE TRAINING CENTRES

1. TARGET POPULATION

Family units with or without children within the community which have not achieved the life skills necessary to avail themselves of training or employment opportunities in the area.

OBJECTIVES

(a) Experimental

To develop and evaluate methods of helping members of the target population acquire basic life skills.

(b) Training

- To provide basic training for a limited number of men in the knowledge and skills required for them to participate in more advanced vocational training.
- ii. To provide women with the skills and attitudes necessary to maintain and operate a home in accordance with basic principles of nutrition, health, child-care and budget management.
- iii. To develop in members of the group positive attitudes toward punctuality, self-reliance, inter-personal responsibility and work.

(c) Placement

Families who complete this phase of training will be encouraged to relocate in residential facilities to acquire vocational training.

3. METHODS

(a) Facilities

Mobile training centres will be established in

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isolated communities. These centres will provide facilities for basic education, vocational and family counselling, home economics, elementary vocational training, recreation, child day-care, and a kitchen-diner complex.

(b) Training Program

Training courses will be provided as follows:

i. For all adults

- Basic Life Skills Training
- Academic Upgrading

ii. For Men

- Vocational orientation
- Driver training
- Personal Grooming

iii. For women

- Home Economics
- Child Care
- Personal grooming

iv. Pre-School Children

A day-care centre for pre-school children will be established in each mobile training centre. While the primary purpose of this facility will be to free adults for training, a variety of programs for pre-school children will be investigated.

4. LOCATION OF CENTRE

On the basis of information now available it is proposed to establish three mobile training centres, one in each of the following communities.

- (a) Kikino-Caslan A provincially administered Metis colony, 30 miles south of Lac La Biche.
- (b) Janvier A completely isolated Indian Reserve of people who subsist on Social Assistance, supplemented by seasonal earnings from trapping and fishing. The future indicates possible mineral development in the area.
- (c) Fort Chipewyan A northern community of Treaty Indian and Metis people.

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These three communities are typical of isolated settlements in northern Alberta. While the ultimate solution for their inhabitants may be different in each case, the basic starting point and needs of their populations are essentially the same.

5. SCOPE

Each centre will accommodate a total of fifteen families. The graduates from these three centres will provide a regular flow of trainee-families to the advanced training program proposed at Project No. 3.

It is planned to begin operation of the three mobile training centres by October 1968. The duration of the training courses will vary according to the needs of the individual family units. It is assumed that attendance will vary from three to nine months. The project will be terminated in a given community when the need and objective have been satisfied. At that time, the facilities can be moved to another location or if necessary, transferred to another agency for continuation of the program on an operational basis.

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PROJECT NO. 2

RESIDENTIAL BASIC TRAINING CENTRE

1. TARGET POPULATION

Young unmarried men and women with limited education, no vocational skill, limited work experience. Many of the young people from the reserves and the Metis colony migrate to industrial centres without the preparatory training needed to adapt to modern living. This transitory group who attempt to bridge the broad gap between two disparate cultures and modes of life on their own usually fail. It is suggested that an appropriate program of cultural orientation and prevocational training will provide the initial steps needed to enable this group to become productive citizens.

2. OBJECTIVES

(a) Training

To provide a program of academic upgrading, basic life skills training, occupational training and preparation for vocational training at the Vocational Centre in Fort McMurray, Alberta Institutes of Technology, secretarial and trades schools.

(b) Experimental

To develop and evaluate appropriate training programs for young adults from deprived and disadvantaged homes and communities.

(c) Placement

To place those individuals who complete the training program in advanced vocational training institutes or directly into employment.

(d) To provide counselling and guidance during the period of transition to advanced training or employment.

3. METHOD

(a) Facilities

A residential centre for unmarried young men and women

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will be established in Lac La Biche. The Centre will accommodate thirty young men and thirty young women.

i. For all trainees

- Basic Life Skills Training
- Academic Upgrading

ii. For men

Familiarization with ovactional and occupational opportunities.

- Elementary skills such as driver training
- Personal grooming, hygiene, social behavior
- Interpersonal skills necessary for relating' to employers, supervisors, and other workers in the world of work.
- Introductory trades training in automotives, welding, building construction, electricity and pipe fitting trades.

iii. For girls

- Orientation and familiarization with vocational and occupational opportunities available to women.
- Elementary skills, such as use of the telephone.
- Interpersonal communication skills necessary for relating to employers, supervisors, other workers, the public and customers.
- Introductory training in office practice, typing, clerking, ward aid, domestic service and home management.

4. SCOPE

(a) Number of Trainees

The Residential Basic Training Centre will provide single accommodations for about thirty men and thirty women between the ages of seventeen and twenty-four.

The Residential Basic Training Centre will provide a regular flow of trainees to the Advanced Vocational Training programs proposed at Project No. 3, Alberta Institutes of Technology, Business Colleges, and so on.

It is planned to commence operations of Project No. 2 in October 1968. Trainees will be enrolled for, from

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three to six months, depending on the needs of each individual.

5. STANDARDS OF ADMISSION TO CENTRE, PERFORMANCE DURING TRAINING AND DISCIPLINE

The basic philosophy of admission to all Alberta NewStart programs will be orientation rather than selection based upon the usual arbitrary criteria.

Upon admission to the Centre trainees will be counselled as to their responsibilities, obligations and rights as participants in Alberta NewStart programs.

This will be viewed as an employment contract between each participant and Alberta NewStart whereby the Corporation undertakes to provide a high level of instruction, guidance and assistance and the participant agrees to fully commit himself to the learning tasks, standards of achievement and behavioral expectations that will be defined by the Corporation.

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PROJECT NO. 3

ACCELERATED VOCATIONAL TRAINING CENTRE

1. TARGET POPULATION

The program will provide advanced training for trainees who have gained the necessary life skills but not the vocational skills to compete on the labour market.

Trainees will have acquired the basic attitudes toward regularity and reliability normally expected by employers, and an understanding of the skills necessary for such things as applying for jobs, registering complaints, purchasing goods, entering into contracts, etc. These pre-requisites will have been learned in Project No. 1 and 2, or elsewhere.

2. OBJECTIVES

(a) Training

To provide a program of continuing life skills training, basic training, and occupational or vocational training in structured situations. Emphasis will be on "sandwich" type programs and on-the-job training programs.

(b) Experimental

To develop and evaluate appropriate on-the-job and "sandwich" type vocational programs. To develop further and evaluate more advanced life skills and home management programs.

(c) Placement

To arrange or seek employment for graduates by means of direct employment and controlled contract employment where trainees are still under the influence and direct guidance of the NewStart Corporations.

(d) Follow-Up

To provide a follow up counselling and guidance service to assist individuals and families on entrance into the community, as well as follow-up employment counselling.

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3. METHOD

(a) Facilities

The Alberta Government has indicated its willingness to make available for the duration of the project the presently established "Alberta Vocational Centre" where accommodations exist for eighty men. The training complex itself provides classroom and shop facilities for basic education, academic upgrading, automotives, heavy equipment, welding and building construction. Additional facilities similar in construction will be leased to provide accommodation for thirty single women and twelve family type dwellings. Classroom facilities for advanced life skills, home economics, beauty culture, domestic service, stenography and office training, ward aid, etc. along with shops for pipe fitting, electricity and small oil stove and machine repair, will be added to the present facilities to accommodate the expanded enrollment of graduates from Project No. 1 and 2.

(b) Training Programs

i. For all trainees

- Continuing life skills training
- Continuing basic education
- Academic upgrading
- Community orientation

ii. For men

Vocational training in the trades area.

Either pre-apprenticeship or direct job
training, including "sandwich" type programs
for certain available jobs in industry requiring specific knowledge for these particular jobs, and on-the-job training for
most if not all trade courses. The co-operation
of local trade shops and industry has been
assured.

iii. For women

Vocational training in such courses as home economics and domestic science, beauty culture, introductory nursing aid, hospital attendant, clerk-typist, office training, and sales clerk, including "sandwich" and on-the-job programs as they would relate to these occupations.

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4. SCOPE

(a) Number of Trainees

The number of trainees will be determined by available residential accommodation, which at present consists of resident facilities in Fort McMurray for eighty single men. To this will be added resident facilities for forty single women and twelve families. The latter may be expanded to thirty families at a later date.

(b) Length of Courses

The length of courses will vary from four to thirty-two weeks, depending upon the type of training required and the demand for trainees in the local labour market.

(c) Annual Trainee Involvement

The annual trainee involvement should approximate:

- 20 families
- 120 single men
- 60 single women

This is directly dependent upon the standards reached by individual trainees in the preparatory programs in Project No. 1 and 2.

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