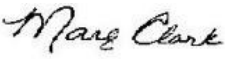





## Request for Decision

<b>Title</b>	<b>Aboriginal Youth Initiative Career Pathways Internship</b>
<b>Proposed Motion</b>	That Council authorize Sturgeon County to enter into an agreement with the Aboriginal Career Pathways Program for a youth internship position at a cost not to exceed \$4,600.00 from contingency.
<b>Administrative Recommendation</b>	Administration recommends that Council approve the motion as stated above.
<b>Previous Council Direction</b>	None.
<b>Report</b>	<p><u>Background Information</u></p> <ul style="list-style-type: none"> <li>On June 12, 2017 Community Services was contacted by a representative of the Aboriginal Career Pathways Program. The program works with Aboriginal students in Grades 10 to 12 to expose them to careers they may be considering for the world of work or post-secondary education.</li> <li>This organization is working with a student from the Sturgeon region who is interested in a career in Human Services. They are trying to match him to an internship during the summer months working in community programming. The ideal opportunity would be that the student would get experience working with summer programs, develop employability skills and understanding of skills they will need to acquire for their career of choice.</li> <li>A requirement of the program is that the student is paid at least minimum wage. Workers Compensation would be covered through the Government of Alberta. Approximate cost for wages and benefits would be \$4,600.00.</li> <li>The program runs for seven (7) weeks during the months of July and August.</li> </ul> <p><u>External Communication</u></p> <ul style="list-style-type: none"> <li>There has been no external communication related to this initiative.</li> </ul> <p><u>Relevant Policy/Legislation/Practices:</u></p> <p><i>Municipal Government Act, RSA 2000 c.M-26</i> Section 248 of the governs expenditures not included in the budget.</p>

<b>Implication of Administrative Recommendation</b>	<p><u>Strategic Alignment:</u></p> <p><b>Strong Local Governance and Regional Leadership</b> – Supporting entering into an agreement with Aboriginal Career Pathways program demonstrates a commitment to support career development with aboriginal students from our region.</p> <p><b>Community Identity &amp; Spirit</b> – Supporting entering into an agreement with Aboriginal Career Pathways program supports Sturgeon County as an inclusive, caring community which invests in people and skill development.</p> <p><u>Organizational:</u></p> <p>Community Services would be responsible for provision of training and supervision of the internship position. Mentorship would be provided by Summer Program Supervisors and Leaders.</p> <p><u>Financial:</u></p> <p>Cost to the organization would be wages and benefits for 280 hours totaling \$4,600.00.</p>
<b>Alternatives Considered</b>	<p>The following options were considered:</p> <ol style="list-style-type: none"> <li>1. Deny the request for 2017 and develop an Enhancement for consideration for 2018 budget.</li> <li>2. Deny the request.</li> </ol>
<b>Follow up Action</b>	<ol style="list-style-type: none"> <li>1. Aboriginal Career Pathways program agreement execution (Community Services June).</li> <li>2. Set up interview process (Community Services June).</li> <li>3. Initiate hiring process (Community Services June).</li> </ol>
<b>Attachment(s)</b>	<ol style="list-style-type: none"> <li>1. Aboriginal Youth Initiative Career Pathways Internship Program Letter</li> </ol>
<b>Report Reviewed by:</b>	<p> Marg Clark, Community Development Coordinator</p> <p> Susan Berry, Manager of Community Services</p> <p> Ian McKay, P. Eng. GM Municipal Support</p> <p> Peter Tarnawsky, County Commissioner – CAO</p>

## Strategic Alignment Checklist

**Vision:** Sturgeon County: a diverse, active community that pioneers opportunities and promotes initiative while embracing rural lifestyles.

**Mission:** Provide quality, cost effective services and infrastructure to meet the diverse needs of the Sturgeon County community, while improving competitiveness and sustainability.

Focus Areas	Not consistent	N/A	Consistent
<b>Strong Local Governance and Regional Leadership</b>			
<i>We promote consistent and accountable leadership through collaborative and transparent processes (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Consistent with neighborhood role (see MDP), master plans, policies</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Considers fiscal stability and sustainability</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Has a positive impact on regional and sub-regional cooperation</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Respect the Natural Environment</b>			
<i>We acknowledge the importance of a healthy environment and will minimize and monitor our impact on ecosystems (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Compliance with Provincial and Federal regulations and/or legislation</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Ensure effective environmental risk management</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Community Identity &amp; Spirit</b>			
<i>We will build upon our strengths, where together we will create an inclusive, caring community (Strategic Plan, (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Promotes and/or enhances residents' identification with Sturgeon County</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Enhances service provision through community partnerships</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Supports Sturgeon County's cultural history</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Planned Growth and Prosperity</b>			
<i>We encourage varied and integrated enterprises that enhance our strong economic base, while balancing the needs of the community and natural environment. (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Does the proposal align with the Integrated Regional Growth Strategy (map/policies) pg. 26 MDP</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Considers cumulative costs and long-term funding implications</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Targets growth around current or planned infrastructure</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Maintain and Enhance Strong Communities</b>			
<i>We are committed to a safe, secure community, where our residents are respected and provided with access to opportunities. (Strategic Plan, pg. 27 MDP)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Positive impact on residents' quality of life</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Supports and promotes volunteer efforts</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> <li>Provides programs and services that are accessible to all residents</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Operational Excellence</b>			
<i>We have the organizational capability to deliver consistent and defined levels of service to all stakeholders in a professional, efficient, and cost effective manner</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Staff have the knowledge, skills and capability to perform their jobs</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Streamlines operational processes and policies</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Promotes engagement and professional interaction with stakeholders</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<ul style="list-style-type: none"> <li>Considers a cost-structure which allows Sturgeon County to remain competitive within a regional, national and global context</li> </ul>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>