

Reaching New Heights

**Annual Report
2007 - 2008**

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This document was produced solely by the provincial Youth Advisory Committee with support from the Department of Human Resources, Labour and Employment

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Provincial Youth Advisory Committee ANNUAL REPORT 2007-08



Honourable Roger Fitzgerald, M.H.A.
Speaker
House of Assembly

Dear Mr. Speaker:

I am pleased to submit the Annual Report for the provincial Youth Advisory Committee which details the committee's activities from April 1, 2007 to March 31, 2008. This report reflects the discussions the YAC has had over the past year and includes recommendations for government's consideration.

The provincial Youth Advisory Committee has been an invaluable asset in helping government develop programs and policies which address the issues facing the youth of our province.

Respectfully submitted,

A handwritten signature in black ink that reads "Shawn Skinner". The signature is written in a cursive, flowing style.

Shawn Skinner
Minister
Human Resources, Labour and Employment

August 28, 2008

The Honourable Shawn Skinner, M.H.A.
Minister of Human Resources, Labour and Employment
3rd Floor, West Block
Confederation Building
St. John's, NL
A1B 4J6

Dear Minister Skinner:

As members of the provincial Youth Advisory Committee, we are both pleased and proud to present our sixth Annual Report to the Minister of Human Resources, Labour and Employment.

This year's theme "Reaching New Heights" is reflective of our firm belief that opportunities exist and that our province will continue to prosper through the engagement of young Newfoundlanders and Labradorians.

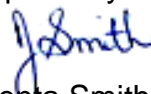
This has been another busy and exciting year for the committee. We:

- ✓ continued to work within our collective organizational structure, in which all members are equal participants who treat each other with respect;
- ✓ used a strategic approach to identify and address the issues facing the youth of our province;
- ✓ maintained ongoing communications with the Minister, departmental officials, government's liaison committee and organizations responsible for youth issues.

It is our hope that future government initiatives directed at the province's youth will invite the active participation of the YAC prior to any public announcement. The YAC looks forward to continued contributions to our province's prosperity.

This Annual Report was prepared under the committee's direction and we are accountable for the results and any variances contained within it.

Respectfully submitted,



Jacenta Smith
Committee Member

Mandate

The YAC received authority to operate on May 17, 2001. A press conference on June 13, 2001, announced that the YAC was established because government placed greater focus on youth and was looking for ways to allow youth a stronger voice. Initially, it was created within a new department (Youth Services and Post-Secondary Education) and was part of an effort to coordinate youth services and provide youth with a single contact point. While the responsible department may change, the purpose of the YAC does not. The YAC was created to provide a forum for the “open discussion of key issues affecting the young people of Newfoundland and Labrador” and to advise the departments responsible for youth services and education on government’s youth-related policies and programs.

The YAC, through meetings, consultations, research and public and peer presentations, is fulfilling its mandate and is respected as a voice for the youth of Newfoundland and Labrador.



YAC presents 2006-07 annual report to government

Overview

The YAC is comprised of 15 youth members aged 15-29 and 4 adult mentors over the age of 29. All members and mentors are appointed by the Minister of HRLE in consultation with staff responsible for committee operations. The selection criteria include gender, regional location, ethnic representation, educational levels and other areas.

“The wealth of knowledge, incredible insight, and positive attitude of its members, makes the YAC a group quite capable of providing policy and program advice to government.”

Carol Ruby, Portugal Cove Mentor

Responsibilities of Youth Members:

- attend all meetings (where possible);
- prepare for issues to be discussed;
- serve as a member of a sub-committee;
- participate as an equal member;
- a member leaving the province for more than six (6) months per year must resign their position; and
- a one-time leave of absence may be granted for up to six (6) months by the Minister.

Responsibilities of Mentors:

- attend all meetings (where possible);
- prepare for issues to be discussed;
- serve as a member of a sub-committee;
- advise and direct the discussions and recommendations of the YAC.

The YAC does not require an audited financial statement. YAC expenditures for 2007-08 were approximately \$60,000. YAC finances are administered by HRLE and each year the YAC budget is determined by the department's budget process. Members and mentors volunteer their time and efforts. Further details can be provided by contacting the Manager of Career, Employment and Youth Services at 709-729-6890.

Each year the committee meets with the Minister responsible for youth and presents its annual report outlining its recommendations for that year. The Minister in turn tables the report in the House of Assembly. At this point, the recommendations are circulated to the respective line departments for their action and responses. Responses are sent back to the committee for review and further follow-up.

The YAC has repeatedly given solid recommendations to government. Their dedicated commitment as volunteers has heightened awareness of government's obligation to the province's youth and the policies and programs by which they are governed. The YAC continues to provide a reliable avenue for the voice of youth to be heard.

Vision

The vision of the YAC is that all youth in the province enjoy the highest level of safety and security, have a high standard of education and health and that they are engaged in the economic and social life of the province.

Mission

The mission of the Provincial Youth Advisory Committee represents two cycles of planning. It identifies the priority focus of the Committee and includes performance measures to facilitate the evaluation of the Committee's success. This area is where the Committee feels, if improved upon, will lead to a better understanding and acceptance by government of the recommendations put forth by the Committee.

“By 2011, the Newfoundland and Labrador Youth Advisory Committee will have improved the comprehensiveness of the recommendations it provides to the government”



Kara, Erika, Adam and Greg discuss the responses to previous year's report

Highlights

- ✓ The provincial Youth Advisory Committee identified three priority headings for 2007-2008:
 - Education
 - Labour Standards
 - Health
- ✓ The NLYAC consulted with approximately 100 local youth from various regions of the province.
- ✓ The provincial Youth Advisory Committee consulted with 15 government officials.
- ✓ The provincial Youth Advisory Committee received peer presentations from six groups.
- ✓ The provincial Youth Advisory Committee met with eight agencies and organizations.
- ✓ The provincial Youth Advisory Committee held meetings in six different communities of the province.



Sarah, Erika, Jacenta and Kathleen discuss youth issues at a YAC meeting

“We have come a long way in many areas. We need to keep going in order to ensure that the youth of this province have the adequate supports and tools to avail of the opportunities presented to them.”

Erika Breen, St. John’s

Activities

Issue 1: Consultations

In the past there have been attempts at consultations with various groups to gather information to make better informed recommendations to government. It is felt that this process could be enhanced.

Goal 1: By 2008 the YAC would have enhanced its consultation process with various stakeholders.

Measure: More community roundtable consultations.

Indicator: Increased responses of youth in the roundtable process.

Results: As a result of our attempts to increase consultations, we have increased our consultations with youth from four in 2006-07 to six in 2007-08 and have increased the number of consultations with shareholder groups from five to seven.

Issue 2: Improved Recruitment Process

The Youth Advisory Committee has normally done a public call for interested individuals who may want to become a member of the Youth Advisory Committee. The process in the past may have been flawed to the point that not all potential candidates may have been aware of the call for members.

Goal 2: By 2008 will have developed an improved process for recruiting new members and presented same to the Minister.

Measure: Selection process completed for Department's review.

Indicator: Report presented to the Minister.

Results: After reviewing the recruitment process for members used in the past, we have determined that the public call for nominations used has been the most effective process in recruiting new members and are continuing to use this approach to ensure the greatest number of applicants is received.

Issue 3: Website

There have been numerous efforts made to create a website for the YAC. There is a need for a site which is easily accessible and has links to a broad range of programs and services.

Goal 3: By 2008 the development and maintenance of a YAC website which will be a focal point for youth programming will be completed.

Measure: Accessibility will be enhanced.

Indicator: The number of hits will be measured.

Results: The website was completed by March 31, 2008; however, after a month of operation in which we received 27 hits, the committee decided that revisions were necessary to improve the usefulness of the site. We anticipate access to the website will be restored by January 2009.

Achieving Our Mandate

Throughout this past year, we were able to continue to discuss youth-related issues and to advise the Minister on possible changes in provincial programs and policies. The previous Annual Reports have made many suggestions and have seen the fruit of our labour. Through this Annual Report, we hope to continue seeing positive changes in the provincial programs and policies that affect young people in Newfoundland and Labrador.

In order to address issues we feel are important, we focus on three main categories of issues per year. In 2006-07, we focused on three categories – *Health and Wellness, Education Standards and Supportive Services*. In 2007-08, our four strategic categories are:

“Future leadership is developed via youth engagement in the present.”

Jim Davis, Mentor

Health

Under this category the Youth Advisory Committee felt it was imperative to continue our trend of making recommendations relevant to the health and well being of the province’s youth, particularly as they relate to tobacco consumption and sexual health through education and supportive services.

Labour Market

Under this category there was a great deal of discussion regarding the changing labour market situation, particularly as it relates to youth in this province. Issues such as labour market laws, rights and responsibilities and a general knowledge by employees and employers of the present state of the labour market as it relates to youth, was the focal point of the recommendations put forward. A fair portion of our discussions directly related to the present minimum wage structure proposed increases over the next two years and the effects it will have on young people.

Education

Under this category the Provincial Youth Advisory Committee discussed various options to promote better career-related information both in the school system and in organizations where young people seek guidance and support. We also reviewed the curriculum in a number of areas such as sexual health and human dynamics. There was discussion regarding the need to support students with challenges such as deaf and hard of hearing. Also, the teacher allocation formula was discussed. In addition to these areas, Student Financial Assistance was once again one of the focal points of this year’s efforts.

A Bold New Initiative

The committee also discussed additional recommendations, such as a new bold initiative for educating our province's youth. The committee is proposing an education savings program which would give youth the opportunity to earn towards their post-secondary expenses, thus encouraging more young people to attend post-secondary while reducing their student debt. It is felt that an initiative such as this could increase the educational quality of those seeking employment in the province and could assist greater numbers in staying to seek employment as their student debt would be at a minimum.



Erika presents key points in the education savings refund

The information we collected is based on consultations with various persons and agencies and we have suggested realistic options for consideration by the provincial government.



YAC visits a scenic location during one of its many regional meetings

Recommendations

The provincial Youth Advisory Committee has developed the following series of recommendations based on our deliberations and activities over the past year:

Health:

- 12) The NLYAC recommends a ban of smoking inside motor vehicles where youth under the age of 19 are present.
- 13) The NLYAC feels that it is necessary to make it illegal to consume tobacco products under the age of 19. We feel that this action would create a significant barrier to deter the youth of this province from the activity.
- 14) The NLYAC encourages junior and senior high schools to incorporate information sessions from local professionals in the area of sex education, in addition to the current programs offered.
- 15) The NLYAC recommends that condoms be available within high schools for all students throughout the province.

Labour Market:

- 9) The NLYAC recommends government emphasize the promotion of labour laws through a media campaign geared towards youth and employers to encourage them to know their rights and responsibilities in the workforce.
- 10) The NLYAC recommends that government revisit the labour laws that govern the youth of this province, especially for young people who are in junior and senior high school. Government should look into the possibility of limiting the number of hours our junior and high school students work in a school week to promote a balanced academic, social and recreational lifestyle.
- 11) While the increase to minimum wage will help low income families, the NLYAC recommends that government ensure that social programs are still available to these same families and adjust these levels for inflation.

Education:

- 1) The NLYAC recommends the Regional Career Information Resource Officers' roles include a mandatory session with students in high schools informing them on student loans. As a prerequisite to receiving a student loan, this information session should focus on the responsibilities associated with receiving a student loan.
- 2) The NYLAC recommends the duties of the new Regional Career Information Resource Officers to include junior high students. This would allow these students to prepare themselves for both high school and post-secondary education choices.
- 3) The NLYAC recommends government establish a cultural bursary program for high school groups who may apply to visit sites of historical significance.
- 4) The NLYAC applauds the government for its Human Dynamic Curriculum, and the use of mock babies. The committee supports the continued use of these educational tools in the development area of sexual health and lifestyle.
- 5) The NLYAC supports the recommendation of the Teacher Allocation Commission for a proposed reduction of the guidance counselor – student ratio from 1:500 to 1:333.
- 6) The NLYAC recommends that the mainstreaming process of deaf and hard of hearing students be carefully monitored with the input from all professionals, parents and students. In addition, all accommodations required for successful mainstreaming should be allocated prior to the introduction of the student to the school.
- 7) The NLYAC applauds government on lowering interest rates on student loans to prime. As a further incentive to retain youth in our province, the committee recommends that post-secondary graduates with permanent residence in Newfoundland and Labrador receive a three-year 0% interest period on their student loan, followed with an increase to prime.
- 8) The NLYAC recommends that students be given the option to pay off the federal portion of their student loan separately from the provincial portion, since federal interest rates are higher.

A Bold Initiative for Educating our Youth

The Newfoundland and Labrador Youth Advisory Committee would like government to explore the possibility of a voluntary educational fund that students could use to save for their post-secondary education. We would like to encourage youth to stay and work in our province while saving for their education. This program will help youth with the burden of post-secondary costs while providing an incentive to work and live in Newfoundland and Labrador.

Key Elements Include:

- The purpose of this initiative is to encourage youth to pursue a post-secondary education while living in our province.
- The NLYAC realizes that without a post-secondary education, the prospects for financially stable jobs are limited.
- This program is meant to encourage students to participate in the workforce and will reward students who work during junior and senior high school by supplementing the cost of post-secondary education.
- When youth enter the program, a designated percentage of their hourly pay will be deducted and put into an “Education Savings Refund” (ESR).
- This ESR account will encourage youth to plan for their future while responsibly managing their money.
- This should be a voluntary program open to all youth regardless of their financial need and parental income.
- The plan will be administered by the government and will not affect the amount employer’s pay for wages; deductions will be made in a similar manner to existing mandatory deductions.
- The monies collected from the ESR account can only be used to spend on post-secondary educational costs.
- Government would match dollar by dollar the amount of money that was in the fund when the youth entered their post-secondary education. It would only be doubled for youth who stayed in the province for their schooling unless their program of choice was not offered here or they agreed to return to the province for a specified length of time after their program ends.
- Among other programs, grants, loans and bursaries that the Department of Education provides, this program will increase the number of students able to afford post-secondary education while decreasing student debt.

The ESR fund is meant to encourage youth to begin planning for their post-secondary education at a young age. This program would also fit into the Youth Retention and Attraction Strategy by providing an incentive to work in the province before entering post-secondary education.

Opportunities and Challenges

The provincial Youth Advisory Committee faces many opportunities and challenges as a volunteer-based youth committee.

There are increasing opportunities for the Youth Advisory Committee to influence government's decisions on programs and services for youth.

- As the official voice of youth, the provincial government consistently consults the committee on youth-related issues.
- With five previous reports tabled, the committee has established itself as a credible entity within and outside government as it relates to youth issues.
- With a growing acceptance by government and society of the need to include the youth of our province in the decision-making process, the young people play an increasing role in shaping the future of the province.

Some of the challenges include:

- In being cognizant of the many diverse groups of youth in our province (eg. age, demographics, geography, education levels and special interests), it is difficult to always get a true representation at the table at any one time.
- As the desire increases to have the Youth Advisory Committee advise government on more new initiatives, the demands on the committee are increasing.
- With the increased commitment to education and employment by the committee members, it is becoming harder to have all members of the committee attend a majority of meetings, thus, at times decreasing the input from many sectors.
- With the increased out-migration in rural areas, it is at times a challenge to get interested and committed youth to serve on a voluntary board with the demands that this committee has.

Conclusion

The provincial Youth Advisory Committee has worked diligently with the Department of Human Resources, Labour and Employment as well as other government departments and agencies involved in youth programs and policies in the preparation of our last five annual reports. Through this cooperation, we strive to develop recommendations that will create positive opportunities for the youth of our province. The contribution of the provincial Youth Advisory Committee would not be possible without the help and support of the Department of Human Resources, Labour and Employment as well as the Government of Newfoundland and Labrador. The completion of our sixth annual report represents hard work, dedication, and commitment. We are both pleased and proud to present the document to the Minister of Human Resources, Labour and Employment.

The provincial Youth Advisory Committee would like to thank the Department of Human Resources, Labour and Employment and the Government of Newfoundland and Labrador for acknowledging, contributing to, and implementing our recommendations as well as supporting our endeavours. The members of the committee look forward to discussing the recommendations in the report as well as tackling new challenges facing youth of this province.

“Having a voice for the youth of this province within government is so very important. Influencing policies related to youth, this committee holds its mandate very seriously, and I am honoured to contribute to such a valuable team.”

Jacenta Smith, Raleigh



Kara and Jacenta listen to Youth Advisory discussion

The provincial Youth Advisory Committee would sincerely like to thank the Department of Human Resources, Labour and Employment for the opportunity to represent youth on such a unique and worthwhile committee. Because of the department's support, we have a voice in much of the positive changes for youth in our province. It is truly an honour to work with other youth who have such a passion and a sense of duty to fellow youth in our province.

2007-08 Provincial Youth Advisory Committee

Appendix A: Terms of Reference

NEWFOUNDLAND AND LABRADOR YOUTH ADVISORY COMMITTEE

SPONSORING DEPARTMENT:

Department of Human Resources, Labour and Employment

STRUCTURE:

- fifteen youth members and four adult mentors
- youth members are between the ages of 15-29 years
- adult mentors are 29 years and above
- no less than two-third youth members and at least one adult mentor will constitute a quorum for a committee meeting

DURATION OF APPOINTMENT:

The term of youth members will consist of two- or three-year terms. Ten members of the committee will serve for three years and five members will serve for two years.

The term of adult mentors will consist of two mentors serving for three years and two mentors serving for two years.

APPOINTMENT OF MEMBERS:

All youth members and adult mentors are appointed by the Minister of Human Resources, Labour and Employment in consultation with staff responsible for the operations of the committee.

The selection of replacement members will be cognizant of many issues, including gender, regional location, ethnic representation and other.

REQUIREMENT OF MEMBERS:

All youth members and adult mentors must make an effort to attend all provincial Youth Advisory Committee meetings and do the necessary preparation for each meeting.

REMOVAL OF MEMBERS:

If a member misses three consecutive meetings without notifying the Department of Human Resources, Labour and Employment staff representative regarding their inability to attend, the member may be replaced.

RESPONSIBILITY OF YOUTH MEMBERS:

1. attend all meetings (where possible)
2. prepare for issues to be discussed
3. serve as a member of a sub-committee
4. participate as an equal member
5. a member leaving the province for more than six months per year must resign their position

6. a one-time leave of absence may be granted for up to six months by the Minister of Human Resources, Labour and Employment

RESPONSIBILITY OF MENTORS:

1. attend all meetings (where possible)
2. prepare for issues to be discussed
3. serve as a member of a sub-committee
4. advise and direct the discussions and recommendations of the committee as a member

MEETING RESPONSIBILITIES:

The provincial Youth Advisory Committee's philosophy is that participation should be a learning experience whereby every member is given an equal opportunity in:

Chairing of all meetings will be the responsibility of members, both youth and adults, in the host region for the meeting. The chair structure should be decided during the previous meeting.

Recording of discussions is the responsibility of the Department of Human Resources, Labour and Employment staff representative at the meeting.

Preparation of the agenda is the responsibility of the member(s) from the next host region with the support from the Department of Human Resources, Labour and Employment staff representative.

Summary of each meeting will be compiled and distributed by the Department of Human Resources, Labour and Employment no longer than one month after a meeting.

Information pertaining to the next meeting will be distributed through the Department of Human Resources, Labour and Employment two weeks prior to the next meeting date.

Travel arrangements and accommodations will be coordinated through the Department of Human Resources, Labour and Employment.

PROVINCIAL YOUTH ADVISORY COMMITTEE ANNUAL REPORT:

- The annual report will follow the standard structure for an annual report.
- The completion of the report will be a reflection of the minutes from the provincial Youth Advisory Committee, along with direct recommendations and general discussions.
- The format for the presentation of the annual report and the exact content of the report will be designed by a sub-committee of the committee in conjunction with the Department of Human Resources, Labour and Employment staff.

Appendix B: Member/Mentor Biographies

Erika Breen, St. John's

Erika is originally from St. John's and is studying business at Memorial University. She is on the Board of Directors for the Canadian Hard of Hearing Association of Newfoundland and Labrador as well as the Chairperson for the Youth Group. In addition, she serves on various CHHA National Committees. Past achievements include: Bronze, Silver and Gold levels of the Duke of Edinburgh's Award, the Canadian Hard of Hearing Association Young Adult Award of Excellence, and the Academic Award of Student Transition to Educational Programs at Memorial University of Newfoundland.

Robyn Frampton, Carbonear

Robyn graduated from the University of Ottawa with a Bachelor of Arts, Communications (Honours) in April 2002 and has since been employed with the Regional Economic Development Board (REDB), Mariner Resource Opportunities Network Inc. (M-RON Inc.) as a Youth Career Coach. Robyn is an active volunteer and is involved with such organizations as The SPLASH Centre (Community Youth Network, Harbour Grace).

Chandra Kavanagh, Gander

18 year old Chandra has just graduated high school and is spending a year participating in the Katimavik program before pursuing higher education. Although unsure as to her future occupation she hopes to be involved with youth and politics. Chandra is a St. John's native but has lived in Gander for five years which has provided her with insight on youth issues on both the east coast and central Newfoundland and Labrador. Her interests include music (playing and listening) as well as writing and working at Giovanni's Cafe.

Jacenta Smith, Raleigh

Jacenta graduated from Memorial University of Newfoundland with a Bachelor of Nursing in May 2007. She is currently working as a registered nurse with Eastern Health. Jacenta is also a member of the Canadian Youth for Choice, a network of Canadian youth who advocate for sexual and reproductive health rights on a national level. Previous volunteer activities include being a member of the Royal Canadian Mounted Police Youth Advisory Committee, as well as a member of the 774 Air Cadet Squadron within the Royal Canadian Air Cadet League of Canada.

Adam Vickers, Corner Brook

Currently completing his second year at Memorial University, Adam is pursuing an undergraduate in Political Science with aspirations of attending law school in the future. He is the past treasurer for the Western Youth Progressive Conservatives and plans to be further involved in politics now that he lives in St. John's. As a very active person, Adam enjoys working out at the gym, jogging, hiking and swimming. His competitive spirit has led him to set his sight on completing an Iron Man Race one day. He looks forward to continuing his role as a member of the Youth Advisory Committee and working with the youth of the province.

Jill Parsons, North West River

Jill is a 26 year old from North West River. She is a graduate from Memorial University of Newfoundland's Bachelor of Social Work program and recently completed a Masters in Social Work from Carleton University. Jill is currently employed as a social worker in the Child, Youth and Family Services office in Sheshatshiu. As an active volunteer, Jill is a member of the North West River Beach Festival Committee and is developing a community aerobics class.

Brian Hudson, St. John's

Brian, a young entrepreneur and community activist, was born and raised in Logy Bay. He now calls St. John's home. He studied at St. Francis of Assisi, Gonzaga High School and Memorial University. In the 2001 municipal elections Brian was elected to the municipal council of Logy Bay-Middle Cove-Outer Cove at the age of 18. In May 2005 he was awarded the Newfoundland and Labrador Youth of the Year Award and scholarship from FINALLY! (Futures in Newfoundland and Labrador's Youth). Brian is involved at the board level with a number of community organizations and currently works within the federal government.

Gregory Knott, Norris Point

Greg is from Norris Point in the heart of Gros Morne National Park. He is a graduate of Memorial University with a Bachelor of Arts Degree in Political Science and History. Greg also has a journalism diploma from the College of the North Atlantic. He has a number of interests in youth issues including post-secondary education, rural growth and health and recreation activities.

Meaghan Hutchings, Mount Pearl

A recent graduate of Memorial University's Bachelor of Commerce (Co-op) program, Meaghan now works with Downhome Publishing Inc. as an Account Manager. She also has a great interest in the field of New Media Marketing and is involved with a local business start-up as a marketing consultant. In her role as a YAC member, Meaghan

hopes to bring light to the challenging employment and economic issues that often prevent this province's young adults from living and working happily in Newfoundland and Labrador.

Kara Snow, St. Anthony

Kara has always been very active in her town of St. Anthony and is very passionate with keeping youth in rural parts of the province. Along with YAC, Kara is involved with the Rural Secretariat, the Community Advisory Committee, FINALLY and is actively involved with numerous other boards. Kara is currently studying a Business degree at SWGC in Corner Brook.

Gillian Lee, St. George's

Gillian is a 20 year old graduate of the Business Administration program from the College of the North Atlantic, Bay St. George Campus. She is presently pursuing a degree program in Business Administration, Marketing and Human Resources Management. Gillian has an extensive volunteer background with many youth organizations in her area and has participated in many discussion forums related to youth issues. She also holds a black belt instructor's level in Tae Kwan Do.

Juliette Dupré, St. Lawrence

18 year old Juliette attended high school at St. Lawrence Academy, in St. Lawrence on the Burin Peninsula. Actively involved in numerous volunteer pursuits and youth programs, including Allied Youth, the Sea Cadet Movement, and The Duke of Edinburgh, Juliette has always been passionate about advancing the standing of youth in her community and province. Juliette recently received a full scholarship to attend Lester B. Pearson College of the Pacific in British Columbia where she is currently studying the International Baccalaureate. Juliette looks forward to returning to Newfoundland when her IB is completed. She has been a member of the NLYAC since 2006.

Sarah Bursey, Deer Lake

Sarah is a 19 year old first-year university student currently living in Corner Brook attending Sir Wilfred Grenfell College. Originally from Deer Lake, Sarah hopes to graduate with a bachelor of nursing in 2011. At SWGC, she is involved in residence council and volunteers at the Western Memorial Regional Hospital. In high school, Sarah co-chaired the school's wellness committee, as well as founded TROY (Tobacco Reduction Operation by Youth), sponsored by Health Canada. She was also yearbook editor, a member of student council executive and a volunteer with the Canadian Red Cross.

Jim Davis, Stephenville (Mentor)

Jim has worked in the public college system for over thirty years as an instructor, project leader, campus administrator, and provincial program development co-ordinator. He has been involved with all aspects of curriculum development and has participated in many projects of various dimensions. His volunteer involvements have seen him participating and leading at many local, regional, provincial, and national levels with both youth and adult organizations.

Carol Ruby, Portugal Cove-St. Philips (Mentor)

Carol has spent her career working with young people beginning as a grade two teacher in rural Newfoundland. She then moved to teaching young adults and progressed into public administration within the federal and provincial governments. The highlight of Carol's career was her appointment as an ADM for a Youth Services Branch in the Dept. of Youth Services and Post -secondary Education and then in the Department of Human Resources, Labour and Employment. Carol retired two years ago, leaving a job she loved. Today she remains committed to our province's youth and thoroughly enjoys being a YAC mentor.

Kathleen Ward, Gambo (Mentor)

Kathleen has worked with youth and young adults for many years as an instructor, program coordinator, and employment counselor. Her volunteer involvements have included work on local education committees, school councils, and the local district school board. She also has worked on provincial community inclusion projects. Kathleen lives in Gambo and her hobbies include writing and painting.

Vernon Curran, St. John's (Mentor)

Vernon is Director of Academic Research and Development and Associate Professor of Medical Education with the Faculty of Medicine at Memorial University. He also holds a cross appointment with the Faculty of Education and instructs in both undergraduate and graduate degree programs in adult education and post-secondary studies. He has past work experience in the youth outreach, career, employment and recreation fields having worked with Trinity Conception Community Futures, Brother T.I. Murphy Centre, YM-YWCA and the Department of Recreation of the City of St. John's.

There are a number of members who have left due to their terms being completed or who have left the province for education or employment reasons. We would like to thank them for their invaluable input into this report and previous reports in advising government on programs and services to improve the lives of the youth of our province.

Appendix C: List of Persons/Agencies Consulted

Person/Agency Consulted	Topic(s) Covered
Minister Shawn Skinner, Department of Human Resources, Labour and Employment	Overview of NLYAC
Provincial Substance Use and Gambling Prevention Education Committee, Department of Health and Community Services	Student Drug Use Survey Report review
Mr. Trent Langdon, Chairperson of the Newfoundland and Labrador Counsellors and Psychologists' Association	1) Youth counselling and psychological issues and (2) teacher retention formula
Mr. Robert Hipditch and Mr. Jim Paul, Centre for Distance Learning and Innovation (CDLI)	CDLI programs and orientation for students
Mr. Geoff Newman and Ms. Jeannie Martin, Department of Human Resources, Labour and Employment	Regional Information Career Resource Officers' responsibilities within the school system
Ms. Victoria Ralph, RCMP Youth Advisory Committee	Overview of the RCMP's Youth Advisory Committee's report
Ms. Katherine Giroux-Bougard, Canadian Federation of Students	Canadian Federation of Students' issues
Ms. Aisling Gogan and Ms. Melanie Kelly, Poverty Reduction Strategy, Department of Human Resources, Labour and Employment	Poverty Reduction presentation and round table discussion
Mr. Paul Twomey, Lung Association	Presentation on Power Walls, Driving Legislation
Mr. Chris Hatcher	NLYAC website
Holy Heart of Mary students	Bullying
Ms. Stephanie McLeod, Executive Council	Government Privacy Overview
Ms. Rhonda Tulk Lane, Retention and Attraction Strategy, Department of Human Resources, Labour and Employment	Development of a YAC one-year work plan Youth Retention and Attraction Strategy Presentation

Appendix D: Newfoundland & Labrador Fact Sheet

The outlined statistics for 2006 have been compiled from federal and provincial government agencies.

Provincial Youth Population (15-29 years)	92,720
% of Total Population	18.3%
Net Migration:	
15 - 19 years	-438
20 - 24 years	-927
25 - 29 years	-122
Paid Labour Force (15 years and above)	252,500
Youth Labour Force (15-24 years)	37,300 (14.8%)
Provincial Employment %	56.8%
Youth Employment %	49.2%
Provincial Unemployment %	12.9%
Youth Unemployment %	17.2%
% of Provincial Income Support Clients (15-29 years)	19.4%
% of Youth in School (15-19 years)	62.3%
High School Drop-out Rate (15-19 years)	10.5%
Average Tuition (per year)	\$2,606.00
Average Student Debt	\$20,400.00
Post Secondary Completion:	
Memorial University of Newfoundland	80%
College of the North Atlantic	
1-2 Year Programs	70%
3 Year Programs	60%
Youth without a High School Diploma Not Currently Enrolled in an Educational Program	11,456
% of Total Youth Population	11.3%
Youth Crime per 1000 youth (15-24 years)	36.4
Teen Pregnancy per 1000 women (15-19 years)	32.7
Induced Abortions per 1000 women (15-19 years):	
Total	7.5
Hospital	2.9
Clinic	4.6
Attempted Youth Suicides per 1000 youth (15-19 years)	31
% of Youth Dealing with a Mental Health issue (12-24 years)	20%