

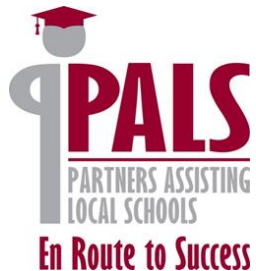


PALS

En Route to Success

Program Overview

A high school program developed by PALS (Partners Assisting Local Schools) in partnership with Anglophone South School District and J. D. Irving, Limited.



St. Malachy's Memorial High School
Saint John High School

PALS En Route to Success

Partnering to Provide a Bright Future for
The Young People of New Brunswick

PALS En Route to Success facilitates mutually beneficial partnerships between schools, local employers, and service providers.

The program provides a 4-year high school learning opportunity that is project based, hands-on, and experiential.



People Make the Difference

PALS (Partners Assisting Local Schools) was initiated in 2000 by Mr. James K. Irving, Chairman of J.D. Irving, Limited, and the Saint John Education Centre of Anglophone South School District.

Over a period of more than two decades, one school and one partner have grown to more than 30 schools and 150 partners and this growth continues. PALS has also spread to other parts of New Brunswick and Nova Scotia.

PALS En Route to Success, a major component of the high school PALS program, began in 2010 at St. Malachy's Memorial High School. In 2021, the program expanded to Saint John High School.



KEY INDUSTRIES

Providing personal support services to empower persons with a disability achieve social, community and economic independence.

Workplace Essential Skills (WES)

Work (WTW)

Community Connections

Wellness

Recreational Activities

Support Services

Arts & Music

Surprise

Schools can't do this alone!

Schools and the **PALS En Route to Success program** need the participation of interested businesses and their employees to complete the learning that prepares students for their future.

Workplace mentors work in partnership with the school staff and the PALS En Route to Success Supervisors, contributing to significant positive changes in the students, as well as measurable academic improvements.

By working together, a school and its partners make a positive impact on the life of a child and the future of the community.



Rationale

There are numerous challenges facing students transitioning from community-based middle schools that serve priority neighbourhoods to larger, more heterogeneous high schools.

The intent of the **PALS *En Route to Success*** program is to help mitigate these challenges.

We recognize that:

- not all students are able to perform in, and conform to, a large high school environment.
- attendance can be a challenge for some of these students.



Mandate

The mandate of the PALS En Route to Success program in collaboration with ASD-S (Anglophone South School District) and community partners is to engage struggling learners from priority neighbourhoods.

The ultimate goals for this program are:

- students will graduate from high school in a timely manner
- students will be offered part-time summer employment after each successful year.
- Students will pursue one of the “Six Destinations” upon graduation:

Direct to Work/ Apprenticeship/Private Training Schools/Community College/ University/Military)

- Students will develop marketable skills and become responsible, contributing members of their community.



The Employer/Workplace Mentor contribute by:

- collaborating with PALS En Route to Success supervisors during work site and student visits.
- recruiting an employee as a workplace mentor for the student and appointing a backup person to fulfill this role if the main mentor is absent for any reason.
- completing all PALS En Route to Success documentation.
- respecting Policy 307- Experiential Learning from the Department of Education and Early Childhood Development.
- ensuring that all job specific health and safety guidelines are communicated and understood by the student and the PALS supervisor.
- assisting with developing and monitoring the training plan for the student.
- providing paid summer employment to the student.



Student Selection

- Students are selected through a school referral process and interview process.
- A committee of teachers, guidance counsellors, administrative personnel and PALS Supervisors make up the selection committee.
- Parents and/or Guardians approve participation in the PALS En Route to Success program.



Schedule

- Students will receive pre-employment and WHMIS training prior to their work placement.
- Students will be at their work placement for approximately 14 weeks.
- This placement may occur during either the first semester (Sept-Jan) or the second semester (Feb-June) semester.
- Students are not expected to report to work on school holidays and other days that schools are closed to students.



Cost to Employer

- Employers do not pay students during their school year work placement.
- Students will receive academic credits, satisfying graduation requirements after a successful work placement.
- Employers will pay students during the summer employment phase of the program.
- PPE (Personal Protective Equipment) is provided by PALS En Route to Success



Time Commitment

- Employers agree to a two-year commitment.
- Students will be at the workplace for 2-2 ½ hours, Monday-Friday, either 9:30-11:30 AM or 1:00-3:00 PM during the first or the second semester.
- Students will be provided 6 weeks paid summer employment.
- Employers and PALS En Route to Success Supervisors will determine the schedule.



Transportation

- Transportation will be provided during the school year.
- Transportation will be the responsibility of the student during summer employment.
- Successful completion of each consecutive phase of the PALS En Route to Success program is required before students will be considered for the next phase of the program.



Insurance

- The Government of New Brunswick assumes responsibility for insuring all students (enrolled in an approved experiential learning activity) against work-related injuries.
- Students are insured under the Worker's Compensation Act during the school year, and during the summer, they are covered as any other employee.
- The Workers Compensation Act provides compensation for personal injury due to an accident that may occur to a student while participating in an approved unpaid experiential learning activity.
- The organization providing the work placement for the student is responsible for costs incurred due to accidental damage to equipment, loss of inventory and/or production and must have third-party liability.



Making a difference in the life of a child can have a powerful impact, not only on that young person, but also on the future of our community.

We are proud to be working side by side with our neighbours to open doors to new possibilities for our children and youth.”

James K. Irving
Chairman
J.D. Irving, Limited

