



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 Anglophone South School District in Saint John, NB (formerly School District 8).

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.

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

"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 schools to open doors to new possibilities for our children and youth."

James K. Irving

**PARTNERING TO PROVIDE
A BRIGHT FUTURE
FOR THE YOUNG PEOPLE
OF OUR COMMUNITIES**

WE NEED YOUR HELP

For more information on how you can partner with the *PALS En Route to Success* program, and to find out how YOU can make a difference in the future of our young people, please contact:

info@PALS.com



PALS En Route to Success is a high school program that engages students from priority neighbourhoods in Saint John, New Brunswick. The program provides a 4-year high school learning opportunity that is project-based, hands-on, and experiential.

Originally developed as a PALS initiative between J.D. Irving, Limited and ASD-S (Anglophone South School District), the program continues to expand to other businesses and employers. Students earn academic credits, satisfying New Brunswick graduation requirements.

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

"The growth in maturity and confidence exemplifies how powerful mentoring relationships and work-related, skill-building opportunities are for students enrolled in the *En Route to Success* program. It is inspiring and we are deeply appreciative of the leadership provided by the companies who generously offer work placements for our students."

Bradley Stevens
Principal
St. Malachy's Memorial
High School

GOALS OF THE PALS EN ROUTE TO SUCCESS PROGRAM

Students will:

- graduate from high school in a timely manner.
- develop marketable skills.
- be offered part-time summer employment after each successful school year.
- become responsible, contributing members of their community.



PALS EN ROUTE TO SUCCESS, SCHOOL, AND EMPLOYER COLLABORATION

The schools can't do this alone. Participating 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.

The employer and 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 (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 En Route to Success* supervisor.
- assisting with developing and monitoring a training plan for the student.
- providing paid summer employment to the student.

STUDENT SELECTION

- Students are selected through an application and interview process.
- Teachers, guidance counsellors, administrative personnel, and *PALS En Route to Success* 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.
- Work placements may occur during either the first semester (Sept-Jan) or the second semester (Feb-June).
- Students will not report on days that schools are closed to them.

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.

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 paid summer employment. Employers and *PALS En Route to Success* supervisors will determine this schedule.



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 Workers' Compensation Act.
 - 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 insurance.
- Students are insured through the worksite during the summer employment phase.

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.