

"Disadvantaged young people face particular difficulties in navigating the journey from the world of education to the world of work. Employer engagement is a means of challenging such drivers of inequality as it presents an opportunity to strategically enhance the social capital of young people."

- Diemer, Wang and Smith, 2010 and Education and Employers



"The Inspiring Work Program isn't just about supporting your future career. It covers a broad area and is tailored to specifically help you in the areas you need support the most: academics, social activities, personal wellness, and so much more. I not only learned a lot through the program and consolidated my post-secondary pathway, but also had a great time and built some strong friendships. I would 100% recommend it to any students considering applying."

- Ella Inspiring Work Pilot Program Participant 2021-22

OUR STORY SO FAR

OUR PURPOSE

The MINA Project provides access to career-related experiential learning, soft skills development, and access to summer internships for youth that lack access or face barriers to opportunity. The project challenges inequalities and systemic barriers faced by equity deserving youth through employer engagement, mentoring, skills development, building of social capital, and access to economic opportunities.

The MINA Project will inspire the emerging workforce while supporting our professional industries by helping to build a diverse and inclusive talent pipeline through two programs: Inspiring Futures and Inspiring Work.

OUR PROGRAMS

Inspiring Futures helps connect elementary and high school students with the world of work through panels, workshops and field trips.

Inspiring Work provides work integrated experiential learning opportunities, soft skills development and access to apply to summer work experience in STEM fields for equity deserving high school students. .

OUR MISSION

To inspire, engage and provide equitable economic opportunity to marginalized youth.

OUR VISION

All youth have an equal opportunity to succeed.



Toronto District School Board

The MINA Project is a TDSB Educational Partner for the Inspiring Futures Program

Due to COVID restrictions and spring confirmation of our TDSB Educational Partnership, one successful career panel was held virtually with a grade 8 Class from a high priority TCDSB school.

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"...this was a very successful experience for my students. [T]hey were very interested in the stories the panelists shared and they asked some very good questions. A sure sign that they were engaged!"

- TCDSB Grade 8 Teacher

INSPIRING WORK



WATCH EBUN'S TESTIMONIAL



5 WORK INTEGRATED EXPERIENTIAL LEARNING OPPORTUNITIES

Students participated in opportunities offered this year with TD Securities, HBC, LinkedIn, and BIPOC Executive Search with Starbucks. An industry panel was also prepared with mentors from Google, Shoppers Drug Mart, SickKids, Raymond James Ltd., First Session, Multimatic Inc., Women's College Hospital and Holland Bloorview Kids Rehabilitation Hospital.

Students gained industry knowledge in their areas of interest and were also open to new fields of exploration.

SELF-IDENTIFIED BARRIERS

Through the Inspiring Work program, students hoped to challenge the following barriers: financial barriers, lack of opportunity, lack of social network, low confidence, low self-esteem, and stress.

DEMOGRAPHICS

10 BIPOC high school students
9 female
1 male
5 Black
4 South Asian
1 Chinese

4 SOFT SKILLS CERTIFICATIONS AND WORKSHOPS

Students completed four soft skills LinkedIn Learning certifications and participated in workshops to help solidify these skills. Certifications included:

- Building Resilience
- Effective Communication
- Being an Effective Team Member
- Critical Thinking & Problem Solving

80% STUDENT ENGAGEMENT IN INSPIRING WORK WORKSHOPS

STUDENT NEEDS

The MINA Project was proud to be responsive to student needs and provide other forms of support during the 2021-22 pilot program. 1-on-1 coaching sessions for resumes, applications and overall support proved to be invaluable for the students.

COACHING AND MENTORING

- NextGEN Council Meet & Greet and mentoring
- 1-on-1 Resume Coaching
- Interview Skills Workshop
- Weekly touch points
- Supporting summer work experience applications

POST SECONDARY

- Scholarship Workshop
- Resources and information dissemination
- 1-on-1 introductions
- Application and scholarship reviews

INSPIRING WORK

IMPACT

PRE AND POST SURVEY COMPARISONS

INDIVIDUAL OUTCOMES MEASURED

- Mental Health & Well-Being
- Relationships
- Experience
- Knowledge
- Skills
- Educational Engagement
- Employer Readiness

BEHAVIOURAL CHANGES MEASURED

- Improved resilience
- Improved communication
- Improved teamwork
- Improved critical thinking and problem solving
- Improved positive attitude
- Increased confidence in new situations
- Empowered to try new things

100%

All Inspiring Work 2021-22 respondents would recommend this program

All participants applying for post secondary were accepted into their first or second choices

All participants applying for post secondary responded that The MINA Project helped them with their post secondary journey

All participants applying for post secondary were awarded scholarships

84%

Increase in networking ability

33%

Increase in self management

128%

Increase in interview skills (including communicating your personal brand)

52%

Increase in mental health and well-being including a positive identity, a feeling of social inclusion and empowerment, and the ability to set and fulfill goals

167%

Increase in critical thinking and problem solving

31%

Increase in confidence to try new things

104%

Increase in oral communication

100%

Increase in professional social network

34%

Increase in resilience

OUR 2022-23 GOALS

1 INSPIRING FUTURES

Build relationships within schools and community organizations to provide monthly programming.

2 INSPIRING WORK

Provide three streams of programming and double 2021-22 cohort numbers.

3 PARTNERSHIPS

Expand current partnerships to include internship, field trip, and funding opportunities. Continually build new organizational and volunteer partnerships to provide impactful opportunities for students.

COLLABORATIONS AND PARTNERSHIPS

The MINA Project could not have run programming or supported the students without the help of all our volunteers and partners.

We appreciate your generous support!

