



**UNIVERSITY
OF ALBERTA**



An ELITE Program for Black Youth Next-generation Community-engaged Work- integrated Training in STEM

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Current State of Affairs for Canadian Black Youth

Issues

- Black Youth: Lower academic and employment outcomes in STEM and business fields
- Black Youth: Limited access to post-secondary education and employment
- Black Youth: Lower perception of educational attainment
- Black Youth: 94% would like to obtain a university degree. Only 60% think they will obtain one
- Black Youth: Experience unemployment rates 3.75 times higher than general population (24% currently)
- Black Canadians: Majority employed in low wage sectors (e.g., food and beauty)
- Black Graduate Students: Pipeline underdeveloped

What is Needed?

- Experiential learning and work-integrated training opportunities
- Engagement in high wage professional sectors
- Skills development in technology ecosystems
 - 14 - 26% increase in demand by 2030
- Paid internships
- Social and emotional skills development
 - 13 - 28% increase in demand by 2030
 - Leadership, entrepreneurship, negotiation
 - Adaptability, continuous learning, teaching and training others
 - Communication, self awareness and wellness

The ELITE Program Solution: Overview

Purpose

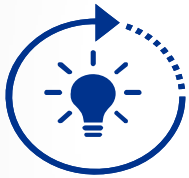
- Create opportunities for Black Youth to access experiential learning and work-integrated training
- Focus on STEM fields and entrepreneurship
- Include disrupter technology areas
 - Robotics
 - Precision medicine
 - Tissue engineering
 - Regenerative medicine
 - Artificial intelligence
 - Advanced manufacturing
 - Quantum technologies
 - Space technologies
 - Finance and economics

Goals

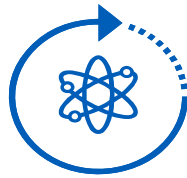
- Experiential learning and work-integrated training opportunities
- Experiential entrepreneurship and leadership training
- Provide mental health and wellness strategies
- Skills development in innovation ecosystems
- Provide paid internships to young Black people

Experiential and Work-integrated Learning/Training

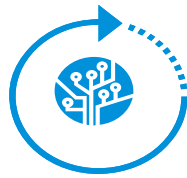
Objectives



Hands-on
learning



Engagement with
professionals



Skills
development

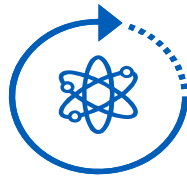
- **Engage with research professors**
 - Interns work in labs or on research projects
- **Engage with industry partners**
 - Relevant industry sector exposure
 - Industry training – internships in industry
 - Network building
- **Engage with government partners**
 - Training in government and policy
 - Government research lab exposure
- **Entrepreneurship and Wellbeing**
 - Collaborate with Edmonton Unlimited and Black Business Ventures Association on entrepreneurship and leadership training
 - Integrated mental health and wellbeing coaching to build resiliency – Holistic Approach

ELITE Program Delivery Vision and Offerings

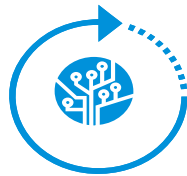
Three-tiered Holistic Program



Work-integrated
learning



Wellness and
Coaching



Leadership and
Entrepreneurship

- **Hands-on work-integrated training**
 - Interns work for up to 8 to 16 weeks
 - At least 4 workdays per week on job
 - 25 to 32 hours per week on site with company
- **ELITE Program Wellness and Coaching Series**
 - Coaching with registered psychologists
 - Build resiliency
 - Develop strategies to maintain such resiliency
 - Three hours per week for 8 or 16 weeks
 - Led by Dr. Sophie Yohani, R. Psych
- **Entrepreneurship Design Series**
 - Startup creation, financing, customer base development, financial literacy
 - One workday per week for 8 weeks
 - Led by Edmonton Unlimited and Black Business Ventures Association

ELITE Program Impact – The Interns

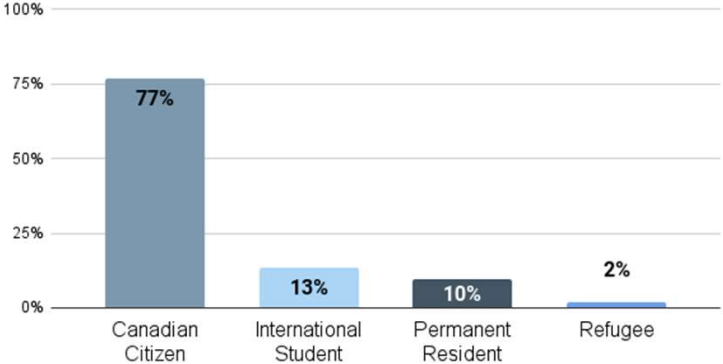


Over 4 years
200 youth interns trained
200 paid jobs created
Youth hope and resilience increased
Youth report feeling prepared for workforce

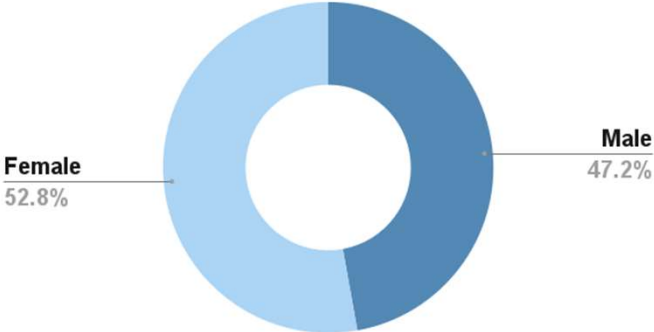


ELITE Program Impact – 2023 Engagements

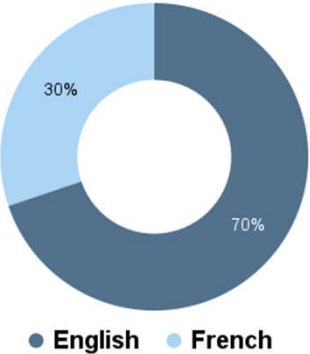
Citizenship Status



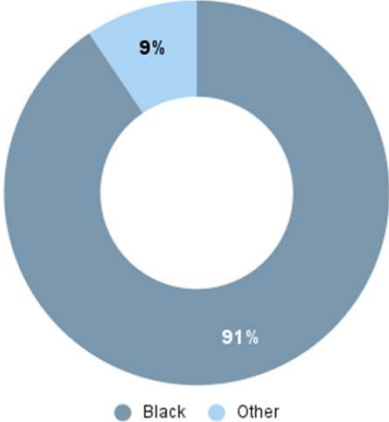
Gender



Language Demographics

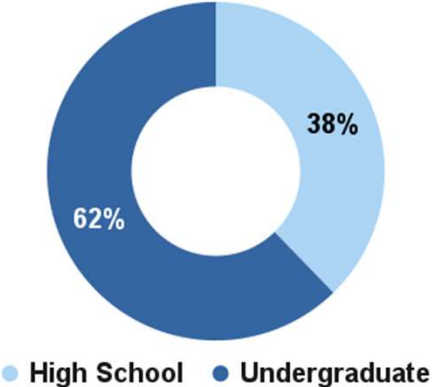


Ethnicity

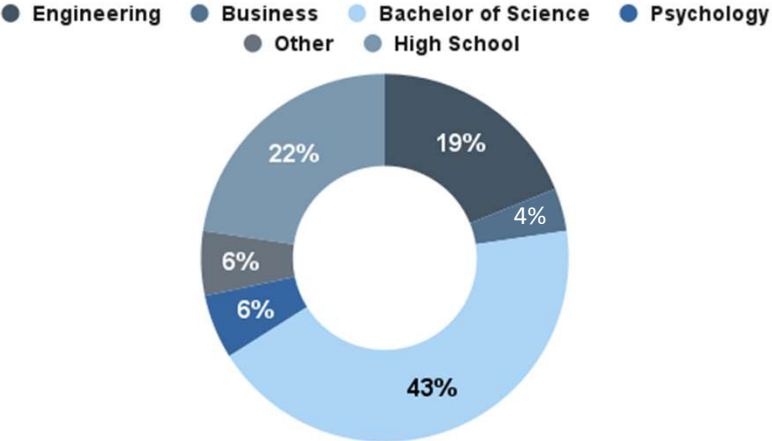


ELITE Program Impact – 2023 Engagements

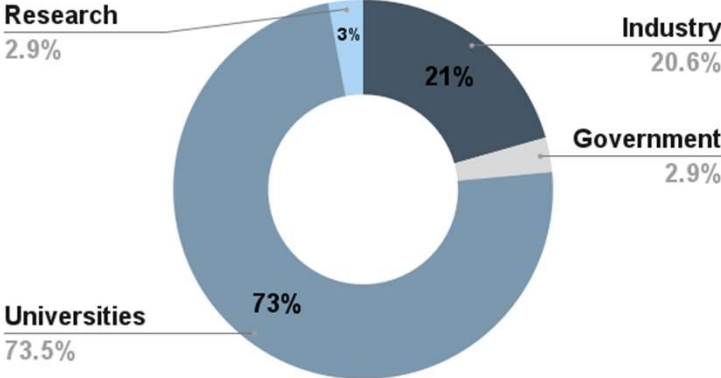
Academic Level



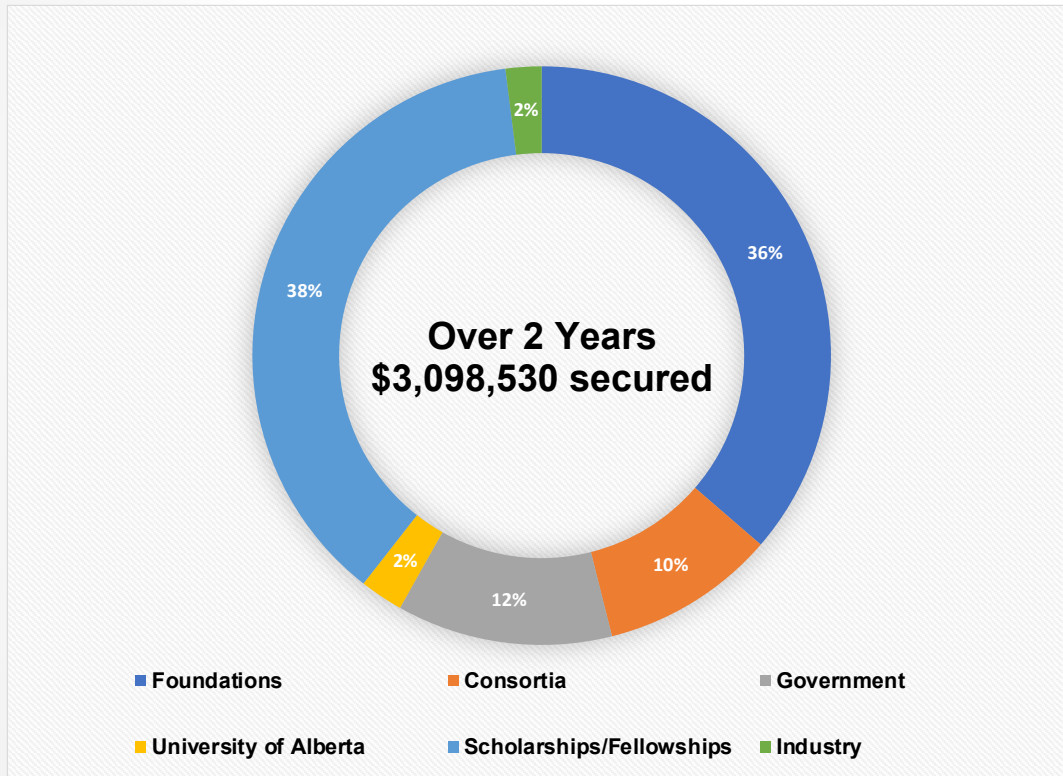
Areas of Study



Internship Hosts



ELITE Program Impact – Funding & Resources



Our Sponsors

- RBC Foundation Future Launch Program
- The Counselling Foundation of Canada
- Future Skills Centre
- Edmonton Regional Innovation Network
- University of Alberta
- Carleton University
- Government of Canada Summer Jobs Program
- MITACS
- Alberta Innovates Institutional Support of Entrepreneurship Education Program
- Enbridge Inc.
- Stantec

Concluding Statements and Next Steps for Impact

- Paid work-integrated STEM-based training program for Black youth
- Broaden engagement with workforce players: For-profit industry for permanent jobs and youth entry to workforce
- Remain connected to post-secondary institutions to support transition from high school
- Pathway to research, graduate studies, and applied work: Extension of program evaluation and playbook development
- Retain targeted wrap-around training in entrepreneurship and wellness management
- Model for further expansion and growth in Canada: Bring interns from outside Edmonton for national expansion

Conversation, Engagement, and Questions

