



# City of Prince Albert

**RPT 2024-242**

**TITLE:** Lifeguard Training Funding Agreement

**DATE:** August 8, 2024

**TO:** City Council

**PUBLIC:** X

**INCAMERA:**

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## **RECOMMENDATION:**

1. That a Funding Agreement up to \$60,000 between The City of Prince Albert and Metis Central Western 2 for Lifeguard Training be approved; and,
2. That the Mayor and City Clerk be authorized to execute the Funding Agreement on behalf of The City.

## **EXECUTIVE SUMMARY:**

Metis Central Western 2 has recognized the potential and importance of an opportunity to remove barriers for community members to receive training to gain employment in the Aquatic field. They have committed funding up to \$60,000 to the City of Prince Albert to alleviate the cost of training. This funding will be allocated to host Lifesaving Society Advanced Courses for individuals free of charge.

## **BACKGROUND:**

The City of Prince Albert is continually working to recruit and train lifeguards. Finding individuals who want to become lifeguards and the cost of becoming a lifeguard continues to increase resulting in barriers to access making it less accessible for people to make lifeguarding a summer job or pursue as a career. The City of Prince Albert is currently working to address these challenges. A recruitment strategy is being developed to help in adding to current staffing levels and to address barriers in becoming a lifeguard. The recruitment strategy includes:

1. Communication campaign
  - Branding
  - Social Media
  - Media releases and media inquiries

2. Calendar of important dates, benchmarks, and events
  - Job posting dates and deadlines
  - Calendar of social media posts
  - Event dates
  - Benchmark dates for check-ins and completion of action items
3. Recruiting
  - Developing action items to recruit lifeguards from various areas, with the goal of full-time, permanent employees.
  - Recommend and/or plan events for lifeguard recruitment such as job fairs, open houses, event nights.
4. Recommend best dates and course formats for lifeguard courses for Fall 2024:
  - Bronze Medallion
  - Bronze Cross
  - Standard First Aid & BLS
  - National Lifeguard
5. Determine budget, design and purchase event items and promotional items
  - Ex. banners, event freebies, incentive prizes, etc.
6. City of Prince Albert employee involvement and responsibilities
  - Working together with other departments such Corporate Services, Parks, Recreation & Culture Recreation and Communications.

The goal of the recruitment strategy is to generate interest in becoming a lifeguard.

The cost and time is another challenge for individuals who want to become a lifeguard. The below chart shows the hours and cost it takes for an individuals to become a lifeguard.

	Pre-req	Course Length	Cost for Course
Bronze Medallion	13 years old OR Bronze Star	20+	\$185.25
Bronze Cross	Bronze Medallion	22+	\$200.50
Standard First Aid/CPR-C	n/a	16+	\$190
National Lifeguard	Bronze Cross, Standard First Aid/CPR-C, 15 years old	44+	\$325.25
<b>TOTAL (LG I)</b>		<b>102+</b>	<b>\$901</b>
LSI	Bronze Cross, 15 years old	44+	\$369.25
<b>TOTAL (LG2)</b>		<b>146+</b>	<b>\$1270.25</b>

\*estimate

To help with the cost for individuals it has been initiated by Kadin Henry, a current Aquatics Staff Member. Kadin has a strong belief in water safety, and community outreach. As Kadin has transitioned into a career as a teacher and Metis youth advocate, he is actively involved with the Metis Central Western 2.

Kadin has been a tremendous asset as an aquatic staff member, and an excellent ambassador for the City of Prince Albert. He understands individuals belonging to Metis Central Western 2 tend to make Prince Albert home well into their adult years. If we are able to remove barriers to training, and continue to provide excellent career opportunities within our department and in aquatics specifically, it is a perfect partnership for community members to gain employment that is sustainable and beneficial to the whole of the community. Kadin began discussing these ideas and opportunities, along with the costs associated to become a lifeguard. These discussions with Metis Central Western 2 developed over time, and they have recognized the potential and importance of this type of opportunity. Metis Central Western 2 committed to provide funding for a program that will alleviate costs to participants training to pursue a career aquatics and lifeguard certification.

### **PROPOSED APPROACH AND RATIONALE:**

Finding Lifeguards throughout Saskatchewan and beyond is a challenge. The cost of becoming a lifeguard also continues and is a barrier for people to make lifeguarding a summer job or to pursue as a career.

With the opening of the new Arena and Aquatic Facility we will need to increase staffing levels to be able to operate a full range of aquatic programming. We believe the recruitment strategy along with funding agreement will help provide individuals within our community the training needed to succeed, and create opportunities for many who intend to call Prince Albert home for the foreseeable future.

### **CONSULTATIONS:**

The City of Prince Albert and Metis Central Western 2 worked together in finalizing the details of the Program and Funding Agreement.

### **COMMUNICATION AND/OR ANNOUNCEMENT PLAN:**

The City of Prince Albert and Metis Central Western 2 worked together in finalizing the Program and Funding Agreement. Once approved, communication will be sent out about how to register for this lifeguard training program.

### **BUDGET/FINANCIAL IMPLICATIONS:**

The City will receive up to \$60,000 from Metis Central Western 2 to host Lifesaving Society Advanced Courses, which will then be free of charge for community members to attend and receive the training which could potentially advance a career in Aquatics for those individuals.

**OTHER CONSIDERATIONS/IMPLICATIONS:**

There are no other considerations/implications to be considered.

**OPTIONS TO RECOMMENDATION:**

There are no options to the Recommendation.

**STRATEGIC PLAN:**

This partnership meets the Strategic Priority of Delivering Professional Governance. Specifically, the Area of Focus related to Organizational Effectiveness where the City will work to promote succession planning, leadership training and clear human resource management practices.

**OFFICIAL COMMUNITY PLAN:**

The partnership with the Metis Central Western 2 aligns with Section 9 of the Official Community Plan.

**PUBLIC NOTICE:**

Public Notice pursuant to the Public Notice Bylaw No. 24 of 2015 is not required.

**ATTACHMENTS:**

1. Lifeguard Training Funding Agreement

**Written by:** Curtis Olsen – Sport & Recreation Manager

**Approved by:** Jody Boulet – Director of Parks, Recreation & Culture and Sherry Person – City Manager