



NSCDA 20TH ANNUAL CONFERENCE

Sept. 19 - 21, 2018 | Old Orchard Inn & Spa | Wolfville, NS

PROGRAM – (AS OF SEPTEMBER 14, 2018)

WEDNESDAY, September 19, Old Orchard Inn & Spa

PRE-CONFERENCE



Social Innovation Lab The Future of Our Collective Work

9:00 am - 5:00 pm

Gord Cunningham, Brianne Peters, Jessica Popp and Marguerite Drescher

Centre for Employment Innovation

100 participant limit

REGISTER ONLINE

Lunch provided

Be a learner. Be a change-maker. Be a leader. Come celebrate the NSCDA's 20th Anniversary and the 90th anniversary of the St. Francis Xavier University's Extension Department as we explore the future of career development in Nova Scotia. Share your knowledge, learn from the success of others, and develop creative solutions to empower communities, to co-create a future that works for all of us.

Gord Cunningham, Assistant Director, Coady International Institute has more than 30 years of experience in community economic development, community-based microfinance and asset-based community development in Canada and internationally. Gord worked for a decade with Calmeadow, a microfinance organization establish community managed micro-loan funds in more than a dozen communities, including several in Nova Scotia. At the Coady Institute, he has been involved in designing and delivering a variety of education programs on campus and around the world, and has undertaken collaborative action research with partners on the ground, researching and writing case studies of citizen-led development, hosting and taking part in convenings and producing practical tools for development practitioners and community leaders.

He has co-authored articles in *The Canadian Journal of Development Studies* and *Development and Practice*. He is also the co-editor of *From Clients to Citizens: Communities changing the course of their own development*.

Gord received his MA in Rural Planning and Development from the University of Guelph, and a Bachelor of Environmental Studies in Urban and Regional Planning from the University of Waterloo.

Brianne Peters facilitates the Coady Institute's overseas and Canada-based educational offerings in Asset-Based and Citizen-Led Development. She also manages the Coady Institute's action research partnerships in Ethiopia, Kenya, South Africa and Ghana. She is tri-lingual and has co-authored a series of case studies of citizen-led development in French in Haiti and in Canada. More recently, she has facilitated several ABCD courses and program design workshops in Spanish in Bolivia and Peru. As part of this work, she has produced articles, chapters, tool kits, manuals and evaluation reports, documenting and sharing on-going learning and feeding this learning into curriculum, workshops, and conferences. She is currently engaged in research on how asset-based approaches relate to human rights-based approaches and holistic health.

Prior to coming to the Institute, Brianne worked for Oxfam Canada in Ethiopia and in the Human Rights and Participation Unit within Policy Branch at the Canadian International Development Agency (CIDA).

Brianne holds a BA in Development Studies from St. Francis Xavier University, and an MA in International Affairs from the Norman Paterson School of International Affairs at Carleton University.

Marguerite Drescher is a visual artist and graphic recorder/facilitator, trained in cultivating vivid expressions for learning. Marguerite is dedicated to living art and exploring the possibilities for social change through creative process. Imagining and visualizing a world that is possible can allow us to create it through our collective conversation and action. Marguerite is committed to a radically inclusive approach that leads to sustainable strategies and actions.

Marguerite is the founder of Brave Space and aspires to shift the way we do business by integrating a participatory and inclusive approach to decision-making and collaboration.

Jess Popp is the coordinator for stakeholder engagement at the Centre for Employment Innovation. As an experiential educator and passionate environmental scientist, Jess has been using STEM (Science, Technology, Engineering, and Mathematics) education as a tool to facilitate changes in youth development and career awareness. She has extensive experience designing and delivering hands-on, learner-centered workshops for youth, post-secondary and graduate students, volunteers, and professionals. Inspired by community-driven development, Jess has collaborated with a variety of sectors to create programs that empower communities, emphasize transferable skill development, and prepare individuals to become critical thinkers and leaders of tomorrow. Jess is eager to bring together voices and ideas from across Nova Scotia to help foster a more resilient and effective workforce.

Mental Health Champions

12:00 - 4:00 pm

NSCDA, Neasa Martin, MHC Regional Reps

By invitation (For more information [contact Connie Corse](#))



Taking this initiative to the next step, Mental Health Champions will engage in round table discussions on regional best practices and how to better engage community partners. The goal is to learn from each other and move forward in how to address systemic barriers to employment for clients living with mental illness.

NSCDA 20th Birthday Shindig

4:00 - 6:00 pm

NSCDA Staff and Board

Join us for a preconference get together and celebration of 20 years of great work and good times. Enjoy some food, a few drinks, and let's talk about what the next year has in store for the NSCDA.



THURSDAY, September 20

Opening Keynote: **The Amazing Power of Communities, Culture, and Commitment**

9:00 - 10:00 am

Corey Poirier

If you're working and living somewhere in Canada, regardless of where, you are witnessing the amazing power of communities. Communities, at home, at work, and everywhere in-between, have the ability to make lasting change happen. Whether it is creating happiness projects, telling the story of a region, allowing glimpses of differing perspectives, or being the catalyst for the thriving of diversity; communities are at work.

Corey Poirier is an award-winning keynote speaker who has presented to over 200,000 attendees and has shared the bill with Deepak Chopra, Stephen MR Covey, television personalities, and more.

A multiple-time TEDx and MoMonday's Speaker, he is also the host of the top rated Conversations with PASSION radio show and has been featured in one-hour television specials on Eastlink TV and TeleTelevision. Corey is a columnist with *Entrepreneur Magazine*, *Progress Magazine* and has over 900 articles in print. He has appeared on Global TV, CTV, CBC TV and Radio, and has been one of the few leaders featured twice on the popular Entrepreneur on Fire show.

The Ethics of Helping: Boundaries and Relationships

10:30 - 11:30 am

Elizabeth Shein

Anyone working in the social services field, whether in an agency or private practice, will encounter ethical dilemmas. This session is designed to give individuals and organizations an opportunity to use ethical decision-making practices to think through common areas of concern.

Elizabeth is a trainer with Crisis & Trauma Resource Institute (CTRI) and is a registered social worker with over 25 years of experience. She holds a Master of Social Work degree and a Bachelor's Degree in Child and Family Studies. As a trainer, Elizabeth engages participants at a real-life level, using humour and storytelling.

The Business of Storytelling

10:30 - 11:30 am

Corey Poirier

In this break-out, **Corey Poirier** reveals the power of storytelling and shares case studies of communities that have thrived and developed through use of stories that have attracted and retained its people.

Poirier has studied many great examples (Summerside in PEI, Beachworth Bakery and the Beachworth Community, The Town of Bulls, New Glasgow PEI) and shared many examples of community members thriving without moving (through his recent bestselling regional book series, Conversations With Atlantic Canadians / Nova Scotians / Islanders).

During this talk he will also share what he's learned about leveraging story for community development and collaboration after telling close 5,000 stories through his popular radio show and previous regional business publications.

Still, this is a break-out session and so his talk will only make up a minimal portion of the break-out and is designed simply to set the tone for an attendee round-table / break-out. During the roundtable, he will then facilitate while attendees practice crafting their story, developing their story, and determine what to do and what not to do in relation to storytelling.

Attendees will leave with a basic strategic plan for crafting and sharing their own stories (and the story of their community) going forward.

Ace the Needs Assessment Interview

10:30 - 11:30 am

Rachel Hermiston and Teresa Francis

How do you go “beyond the form” in the needs assessment (NA) interview, expanding on the questions and gathering additional important information? Using a combination of presentation and demonstration, the facilitators will highlight key aspects of the NA interview/conversation, with emphasis on in-depth exploration with the client while collecting required information. (This session will help you prepare for the video assignment in Module 3 of the Case Management training).

Teresa Francis, B.Ed., M.Ed. (counselling), is a career counsellor and a consultant in career development and the Recognition of Prior Learning (RPL). Teresa has been involved in the training of career practitioners and case managers for over 15 years, and has developed and delivered programs throughout Nova Scotia, in various parts of Canada, and in the Caribbean.

Rachel Hermiston, B.A., MEd (counselling) has over ten years of comprehensive case management experience and a strong dedication to supporting individuals in achieving their personal and professional goals. She has substantial experience in developing training programs for case managers and currently works as an instructor, personal and career counsellor, and consultant within the career development field.

Professional Mentorship Program

10:30 - 11:30 am

Ritu Ganju and Sherry Redden, ISANS

Learn about a simple yet powerful intervention for skilled newcomers to reconnect with their professions in Canada. This session will share best practices that contribute to the success of pre-arrival and post-arrival clients.

Ritu Ganju, *Team Lead and Coordinator, Professional Mentorship Program, ISANS*: Ritu has over 20 years' experience in the field of education and career development. A certified employment strategist, she passionately empowers and

motivates new immigrants to take ownership and achieve their career goals. Ritu moved to Canada from India in 2007, bringing with her corporate experience in business and operations management. In 2010, she joined Immigrant Services Association of Nova Scotia (ISANS) as Mentorship Program Coordinator and has since matched more than 1000 clients from diverse backgrounds with professional mentors.

Sherry Redden, *Manager Business and Workforce Integration (BWI), ISANS*: Sherry has many years of experience in human services and business. For the past seven years she has worked as Manager of Business and Workforce Integration (BWI) at ISANS, developing programs and services to meet the needs of their clients — immigrants seeking to start or grow a business, and employers wanting to hire immigrants to diversify their workforces. She managed the Kings Co. Career Resource Centre, and has owned several businesses. Her education includes diplomas in project management, adult education, community economic development, and career counselling/coaching, business and public relations courses, a BSc, and Life!

So What Exactly is Evaluation? Why is It Important? What's in It for Me?

10:30 - 11:30 am

Scott Christian

25 participant limit. Sign up required. **REGISTRATION WILL BE ONLINE SOON!**

Do you design and run programs and projects? Are you accountable for the results? This session is best suited for EDs and those working in management, and will introduce the importance of evaluation, different types of evaluations and the key things you need to know as commissioners.

Scott Christian: As a Credentialed Evaluator, Scott offers professional services in a range of fields from evaluation, analytics and research, to the development of business plans, policies and strategic initiatives. He recently moved back to Nova Scotia and started his own consulting practice after years of working as a civil servant in Alberta.

Is Diversity & Inclusion Canada's Strength?

Part 1 of 2

12:30 – 1:30pm (double session)

Neasa Martin, Robert Ffrench

Diversity, equity and inclusion are increasingly recognized as important issues across Nova Scotia and research has shown that they play an important role in business profitability, workplace cohesion, and employee satisfaction and retention. The Government of Nova Scotia is committed to developing a workforce that is inclusive, culturally competent, free from discrimination, values diversity and is representative of all levels of the population it serves. Right now, Aboriginal people, African Nova Scotians and other racially visible persons, new and recent immigrants, people with disabilities, LGBTQ, and linguistic communities are underrepresented in the workforce despite efforts to close this gap.

Through this interactive workshop, participants will have an opportunity to join story circles (first person experiences) and learn about individual struggles and successes across a range of diverse populations. This will

open the door for participants to consider the factors that reduce discrimination, build empathy, and promote inclusion. This workshop will focus on employment as a pathway to inclusion and will encourage career service professionals to consider how they can promote economic opportunity for ALL Nova Scotians. Participants will also be asked to explore the role the NSCDA can play in advancing change. Space is limited so come early!

Neasa Martin: For over 35 years Neasa has worked passionately to promote recovery for people living with mental health issues, advancing responsive change at program, service and system levels. She is proud of the work she has done with the NSCDA developing the province-wide Mental Health Champions initiative built on the *Career Services Guide* and MHCC guidelines for recovery-oriented practice.

Robert Ffrench has served as the Executive Director for the Valley African Nova Scotian Development Association (VANSDA) for 20 years, guiding its growth from inception into one of province's most recognized community development organizations.

During his notable academic and professional career, Robert penned the first books in Canada designed to educate elementary school aged children on African Canadian History. Adopted as course material by school boards and community groups across the country, the *African Canadian Achievement 2* book series, *Out of the Past, Into the Future & In Our Time*.

Older Adults & Entrepreneurship: Motivation, Barriers and Unexpected Opportunities

12:30 - 1:30 pm

Joel Stoddart, Chantal Pelham-Edwards, Chris Pelham, Acadia Entrepreneurship Centre

In the news and in popular culture, most entrepreneurial success stories centre on young adults — the imaginative, new-age go-getters that reject the 9 to 5 in favour of an exciting, if unpredictable, ventures. This is why most people are surprised to learn that in North America, baby boomers represent the fastest growing segment of entrepreneurs. For the first time ever, older adults are starting businesses at a faster rate than their millennial counterparts. This trend promises to bring about major changes in society, and will require practitioners to reconsider the way they work with this cohort. Join us for Older Adults and Entrepreneurship, where you will be provided with information and resources to make sense of it all.

Joel Stoddart is a business counsellor, consultant, and trainer with the Acadia Entrepreneurship Centre. He is the co-founder of 100 Men Who Give a Damn! Annapolis Valley, and resides in Kentville.

Chantal Pelham-Edwards is a partner in an intergenerational consulting firm, Third Sector Enhancement Ltd. (TSE). She is an experienced facilitator and has been responsible for strategic planning processes within the Government of Nova Scotia and with various non-profit clients.

Chris Pelham is a partner in an intergenerational consulting firm, Third Sector Enhancement Ltd. (TSE). Prior to forming TSE, he was the executive director of the Acadia Entrepreneurship Centre. Chris is a seasoned facilitator and has more than 25 years of experience in local and regional business and community economic development.

Diversity & Inclusion at Work: Early Learnings from the NOW Program and the Future of Career Development

12:30 - 1:30 pm

Jaime Smith and Angela Bear

Imagine the positive impact of engaging all Nova Scotians in the workforce! Please join Jaime Smith, Executive Lead, and Angela Bear, Navigator of New Initiatives, Centre for Employment Innovation (CEI), in a rich conversation and learning opportunity for CDPs, policy makers, employers and administrators. Learn about the emergent results from the New Opportunities for Work (NOW) program and explore the future of career development as a key strategy for creating a full and abundant life for all Nova Scotians.

Angela Bear, Navigator of New Initiatives with the St. Francis Xavier University CEI, brings her extensive experience in career and community development to support a \$10 million labour attachment and integration program. Prior to coming to the CEI, Angela was employed as a career practitioner with the YMCA Employment Centre of greater Halifax/Dartmouth since 2008. Angela has worked in the capacity of case manager, facilitator and job developer. Taking a “boots on the ground” community approach, Angela’s passion is working with people and in particular with youth. Angela has also been involved in a number of RPL initiatives, with a focus on a competency-based job description training program for both service providers and employers across the province of Nova Scotia.

Jaime Smith joined the Extension Department as the Executive Lead of the CEI in April 2017. Jaime has a rich volunteer and professional experience rooted in planning, participatory leadership, adult education, and community development. Jaime’s work spans multiple contexts such as compassionate activist, board director, small-business owner, and government employee.

Cannabis Legalization: A Discussion on the Impacts to Employment and HR policy

12:30 - 1:30 pm

Ian Brown, and Scott Christian, facilitated by Phil Ward

Panelists will discuss:

- What this may mean for HR policy: recruitment, substance-use, disciplinary guidelines etc..
- Testing instruments for risks and incidents for workplace injury: how to determine impairment? Union roles and pressures.
- Economic opportunity: an emerging and expansive opportunity for new jobs, new industry, new investments in Nova Scotia.
- Phased rollout: being prepared now for October doesn’t mean you’ll be prepared ongoing as the regulatory landscape shifts and implementation is advanced.
- Labour and Employment Laws related to this issue.

Ian Brown is an associate and member of the Business Law Team and the Creditor Practice Team, focusing on labour and employment law as well as mortgage enforcement and debt recovery. He has appeared at all levels of court in Nova Scotia, as well as various administrative tribunals such as the Worker’s Compensation Appeals Tribunal and the labour board.

Scott Christian is a Liverpool-based consultant providing services in a range of fields from evaluation and research, to program planning, and policy development. Prior to moving back to Nova Scotia, Scott worked as a senior policy and research analyst in the public security division of Alberta Justice and Solicitor General. In that capacity, he conducted research on cannabis policy with a focus on public safety, participated in working groups at the provincial and federal levels, and helped to prepare for legalization of recreational cannabis in Alberta. Scott views the legalization of recreational cannabis as a grand social experiment!

Let's Practice the Needs Assessment Process

12:30 - 1:30 pm

Rachel Hermiston and Teresa Francis

25 participant limit. Sign up required. **REGISTRATION WILL BE ONLINE SOON!**

Join us for a session in a safe and supportive environment to practice the needs assessment interview that is part of the Case Management Specialization training. Working in pairs, participants will practice introducing themselves and explaining their role, reviewing confidentiality and expanding on the form through the use of questions.

Inclusion: **Part 2**

1:45 - 2:45 pm

Neasa Martin, Robert Ffrench

“Of Course I’m Empathic! . . . Aren’t I?”

1:45 - 2:45 pm

Dr. Cindy Hamon-Hill

Compassionate behaviour stems from an underlying empathic response that we may or may not be aware of. Furthermore, the lack of an empathic response is not always deliberate. This talk will provide an overview of the multiple forms of empathy and factors that influence an empathic response, or lack thereof! Raising awareness is the first step to changing our compassionate behaviours.

Dr. Cindy Hamon-Hill: After an extended career as a creative producer in film and television, Cindy switched to academia. Her teaching and dissertation research concentrated primarily on social cognition — thoughts and beliefs that influence our social behaviours. As well as writing about social cognitions, Cindy is currently a researcher and manager of the NeuroCognitive Imaging Lab and research coordinator for the Cognitive Health and Recovery Research Lab at Dalhousie University.

Deaf Culture Awareness:

A Guide for Career Practitioners

1:45 - 2:45 pm

Marie-Josée Crawford and Matt Jamieson

This workshop provides participants with an educational learning experience and the opportunity to gain invaluable tools for career practitioners to improve client interactions and employment outcomes for Deaf and hard of hearing clients.

This session will cover several topics:

- Bridging Communication
- Barriers in the Workplace
- Eliminating myths, fears and misconceptions
- Strategies/Accommodations to create an inclusive environment
- Real life workplace examples shared by an ESP

Marie-Josée (MJ) Crawford is a deaf client specialist, career practitioner, advocate, educator, and leader in both the deaf and hearing communities. As an emerging speaker, MJ hopes to educate business professionals and other career practitioners on deaf culture awareness and inclusive hiring practices, with the ultimate goal of increasing employment and retention among deaf and hard of hearing individuals.

Profoundly deaf since age 2, MJ has had many diverse employment experiences over a 20-year span as a community development coordinator, residence counsellor, teacher's assistance, job coach and ASL Instructor. In addition to her work with TEAM Work Cooperative, MJ volunteers as a board member and chairperson for several organizations including Nova Scotia Deaf Literacy, Deafness Advocacy Association of Nova Scotia and Canada Deaf Women Conference-Halifax 2021. A book about MJ, written by her mother, was published in 2018 to share her journey raising MJ through education challenges, difficult decisions and communication strategies.

Matt Jamieson hails from Nova Scotia but he loves to travel and experience new cultures. Although he holds space in the office, you will rarely find him there as he's well known in the community for supporting people on the job. His career spans twenty years supporting people with disabilities across the country, but today Matt calls TEAM Work his home. You'll find him spending time with his family and gaming with his 3 nephews during his off time.

Labour Market Information:

A Tool for Career Practitioners

1:45 - 2:45 pm

Dallas McDonald and Chenlu Shao

Labour market information (LMI) is an important tool for career practitioners. Learn how to use LMI to assist clients in making informed career choices. The session will provide a look at what LMI is, where it comes from, and how it can be analyzed and interpreted. We will also introduce you to the new provincial LMI website, explorecareers.novascotia.ca.

Chenlo Shao is an Economist in the Corporate Policy and Services branch at Nova Scotia Department of Labour & Advanced Education. In the Labour Market Research and Information unit, some of her duties include labour market research and analysis to address skill development challenges and opportunities in Nova Scotia.

Leading from Your Clients' Strengths

1:45 - 2:45 pm

Betsy Payne

25 participant limit. Sign up required. **REGISTRATION WILL BE ONLINE SOON!**

Using a strengths based conversation to move your clients forward increases their confidence and self-efficacy. Using the VIA Strengths Inventory, available free online, you can help your clients identify their signature strengths, the characteristics that make them feel strongest when they use them. Career decisions, job searches and education from this perspective lead clients to a deeper understanding of what works in their lives, and how to use that energy to cope with career challenges.

This session will explain the research on the 24 strengths as the "heart" of positive psychology activities, demonstrate the Strengths Inventory report and discuss the best ways to use the results with your clients. (free inventory www.viacharacter.org)

Betsy Payne is a CCDP and Certification Assessor for NSCDA, has worked as a career practitioner in NS for the past 25 years. Now retired from the Job Resource Centre in Windsor, she continues to consult and facilitate sessions throughout the province

Energy Management: How to Live at a 10/10!

3:00 - 4:00 pm

Jill Payne

On a scale of one to 10, where do you fall? When you're on channel 10, you're at your peak — you feel on top of the world, on your game, full of energy, happy, creative, productive, connected to those around you, empowered, mentally sharp, alive, capable, certain and completely optimistic. A one is the total opposite — you feel angry, depressed, sad, unmotivated, negative, disillusioned and overwhelmed. What channel do you spend more time on?

Learn the fundamentals and tools to manage your personal physical energy, be at a 10 and perform to your peak potential in all areas of your life. Discover practical and time efficient ways to shift your energy, shape your emotions and be fully engaged in everything that you do!

NS Labour Standards: Employment Rights and Responsibilities

3:00 - 4:00 pm

Claire Heisler

This presentation will provide an introduction to the Labour Standards Code (minimum pay requirements, protected leaves, etc.), with a focus on termination issues. During this session, practitioners will learn to identify issues for which clients should call Labour Standards.

Attendees will be given the opportunity to ask specific questions and learn more during a scheduled Q&A.

Claire Heisler is a Research and Awareness Officer with the Labour Standards Division. She presents to groups on the Labour Standards Code, develops educational materials, and conducts outreach. Claire has a Master of Public Administration (MPA) from Dalhousie University.

Career Planning is a Mental Health Intervention and a Wellbeing Practice

3:00 - 4:00 pm

Derrick McEachern

One-in-five Canadians struggles with mental illness (Canadian Mental Health Association). Depression is the leading cause of disability worldwide (World Health Organization), and only 20% of employees worldwide indicate they are actively engaged in their work (Gallup). As we become disconnected from meaningful work, supportive relationships, core values, the physical world, our communities and financial stability, anxiety and depression take hold. Employment isn't enough. Organizations need healthy engaged employees. People need work and lives that leave them whole. We will discuss wellbeing-based career interventions, improving mental health, employability and an organization's bottom line.

Derrick McEachern is a Registered Counselling Therapist (RCT) in Nova Scotia, and a Canadian Certified Counsellor and the founder of Five Star Wellbeing Counselling and Coaching. He specializes in career and life transition, mental health, healthy relationships and grief and loss using a wellbeing-based mindfulness approach. After six years teaching at two international schools in Hong Kong, Derrick has worked as a counsellor with the Nova Scotia Community College, Acadia University and the Annapolis Valley Regional School Board.

The Seven Sacred Teachings

3:00 - 4:00 pm

Lorraine Whitman or "Grandmother White Sea Turtle"

Lorraine Whitman, Glooscap First Nation Elder, will speak on The Seven Sacred Teachings. These teachings include love, respect, courage, truth, honesty, humility and wisdom. Lorraine will speak about how each of these teachings uphold the traditional Mi'kmaq values.

Together with these teachings Lorraine will speak about the importance these values have been in her life, in her education, in her employment, especially with regards to fair trade and agriculture.

Lorraine is the daughter of the late Chief Joseph Peters and Doris Brooks Peters, and granddaughter to the late Chief Louis Peters of Bear River. She is one of fourteen children and was born and raised in Middleton, Nova Scotia.

Lorraine has worked in a number of fields, but her interest has always been in health care and healing. Lorraine is a graduate of Grant McEwan College at the University of Alberta, graduating from a five-year program as a rehabilitation practitioner. Lorraine returned to Nova Scotia in 1987 and worked for 23 years as a social development officer for Glooscap First Nation, and was an elected councillor from 1997 – 2012.

Lorraine is currently the elected Nova Scotia Native Women President, representing approximately 8,000 woman across the province.

Identifying Mutual Linkages between Core Principles in Career Development & Mental Health

3:00 - 4:00 pm

Clarence DeSchiffart

In reviewing mental health and career development concepts, it appears the core principles within these fields are striving for identical outcomes: helping people build better and happier lives! During this session, a detailed examination and comparison of specific core mental health and career development principles will be reviewed. Together, we'll re-think the communal delivery of career and mental health rather than viewing them as separate causes.

Clarence DeSchiffart is retired after 29 years in career development. He finds energy and purpose working part-time as an Adjunct Professor at Acadia University, teaching career courses in the M.Ed. (Counselling) and at the Nova Scotia Community College. He volunteers with L'Arche Homefires and sits in spiritual/therapeutic circles with offenders within Correction Services Canada institutions. Clarence, alongside Laurie Edwards, are recipients of the Stu Conger Award in Career Development and the NSCDA's Lifetime Achievement Award.

DINNER GALA AND KEYNOTE

6:15 pm

Keynote Speaker (Evening Gala) Sadi Motsuenyane

Sponsored by Michelin



Mfalatsane Pricillah ("Sadi") Motsuenyane is former Chief Director of Sustainable Livelihoods with the Department of Social Development for the Government of South Africa, and has been named the 2018 Coady Chair in Social Justice. She has over 50 years of community development experience. Sadi has taught development studies and worked as development facilitator, coordinator, practitioner and manager respectively at Agricor, CSIR, ARC and the Department of Social Development. She obtained a Master's Degree in Public and Development Management and is now a registered PhD candidate. She is a passionate ABCD practitioner and member of the Coady Advisory Board.

The evening gala and dinner is being held in the stunning new Lightfoot & Wolfville Vineyards, co-hosted by the NSCDA and CEI. Under the sparkling lights of the big tent, our guests will enjoy local cuisine created by renowned chef Geoffrey Hopgood, live entertainment, and a captivating talk by our honoured guest speaker, Sadi Motsuenyane.

Music by Alan Syliboy & The Thundermakers.

BUS RIDE FROM OLD ORCHARD INN TO LIGHTFOOT & WOLFVILLE VINEYARDS PROVIDED.



Join Us at

LIGHTFOOT & WOLFVILLE
NOVA SCOTIA'S SPICED VALLEY
CERTIFIED ORGANIC VINEYARDS

~ in Wolfville ~

Thursday, September 20th at 6 p.m.

Dinner, followed by keynote speech by Sadi Motsuenyane and networking event.

\$25 for members, \$100 for non-members

225 Seats Availability

**Shuttle service from Old Orchard Inn 4:30 p.m. - 5:30 p.m.

Centre for Employment Innovation

FRIDAY, September 21

Embrace Your Morning with a Motivational Workout and Walk

7:30 - 8:30 am

Jill Payne

Take the principles of energy management into a physical experience, using them as tools that can be done on a daily basis to create sustainable change and keep you #diming.

Jill Payne is the creator of Spiritual Athlete, a sought-after personal trainer, an executive speaker, and performance coach.

With extensive education in human kinetics, education and a Master's Degree in Workplace Engagement and Organizational Culture, Jill's combined experience makes her an effective and inspiring leader and mentor on the journey toward more engaged living. Jill has presented and worked directly with the c-suite in many Fortune 500 companies such as CoreLogic, PepsiCo, Republic Services, NBC, Panasonic, Boeing, JPL and Google.

Onboarding Newcomers to the Community = Retention

9:30 - 10:45 pm

ISANS Panel Discussion

Moderator and opening presenter, **Shelley Bent, NSOI**

Panelists

Craig Bannon, MBA, Royal Bank of Canada; **Plamen Petkov** Partner, Taylor, MacLellan, Cochrane Lawyers;
Tram Pham, Banking Advisor, RBC

Diversity is being invited to the party; inclusion is being asked to dance. — Verna Myers

The One Nova Scotia Report found that Nova Scotians are “friendly but not welcoming” to newcomers. This could become a problem for a province such as ours, because an aging demographic means immigration is essential to maintain the economy. And while employers are becoming more open to recruiting newcomers, the question is, “are these newcomers staying?”

Panelists will discuss what building community means to them, and why it is so important.

Shelley Bent joined the Office of Immigration in July 2014 as the Director of Programs. In her role, she is responsible for the delivery of all provincial immigration programs in Nova Scotia including the provincial nominee program, the entrepreneur streams, ensuring settlement providers receive funding to deliver settlement services to newcomers in the province, as well as the Atlantic Immigration Pilot.

A public servant for 18 years, Shelley has held various positions within both the federal and provincial governments having started her career with Service Canada. Prior to her move to Immigration, Shelley worked at the Department of Labour and Advanced Education in a number of different positions where she was responsible for the delivery of federal programming dollars received via the Labour Market Development Agreement. She attended Saint Mary's University and has an extensive background in delivering programs both at the federal and provincial level.

Craig Bannon is a Senior Manager with RBC Royal Bank. For over 25 years Craig has advised clients, built teams and coached leaders, all with a goal to help clients thrive and communities prosper. Born in Portsmouth, England, Craig immigrated to Canada with his family at the age of seven. From this experience along with an international career spanning Canada, the U.S., Europe and Caribbean, and an International MBA at the University of Ottawa, he has learned the importance of diversity and inclusion for innovation and growth, in the workplace and in the community. He shares these learnings with colleagues as part of a national Diversity Leadership Cabinet and as a volunteer Professional Mentor with ISANS and an Organizer of The Mentors Circle for Nova Scotia Newcomers. Through these efforts as a Professional Mentor he enjoys helping not only Professional Newcomers continue to grow their careers in Nova Scotia but also to see their families learn to love their new home.

Plamen P. Petkov has been at Taylor MacLellan Cochrane since his admission to the Nova Scotia Bar in 2006. Plamen's practice is focused on immigration and citizenship law, and on civil litigation with a focus on financial services/lender remedies law. Plamen has advised clients from five continents with respect to Canadian immigration law: in relation to temporary visas (visitor, student, worker) as well as permanent resident visas (Canadian provincial nominee programs, Canadian federal immigration programs, humanitarian and compassionate applications); Plamen has acted for clients facing removal from Canada. Plamen has been Volunteer Legal Counsel for the Halifax Refugee Clinic since 2007. Plamen has represented refugee claimants before the Immigration and Refugee Board of Canada, including reviewing the evidence in support of the refugee claim, preparation of the claimants for the refugee hearing, and the appearance at refugee hearings on behalf of refugee claimants.

In the financial services/lender remedies law area, Plamen has advised lenders with respect to executing cost-effective financial recovery strategies; Plamen has developed systems for efficient handling of high volume, strict deadline caseload and has represented lenders before the Federal Court of Canada and the Supreme Court of Nova Scotia. Plamen speaks a number of languages: he is fluent in English and Bulgarian and has working knowledge of Russian, Macedonian, Serbian, and Croatian.

Tram Pham is currently a Banking Advisor with the Royal Bank of Canada in Wolfville. She assists clients with financial needs including day-to-day banking, providing advice and proposing lending and investment solutions.

Previous to coming to Nova Scotia, Tram Pham has fifteen years of working, as Senior Manager, for PwC Vietnam and the top asset management company, VietFund Management in Vietnam. She has extensive experience in financial products development, driving marketing strategy, client relationship retention, high-level events organizing, talent management as well as overseeing complex projects.

Guven and Nalan Ciftci The Ciftci family decided to move to Canada, particularly to Wolfville, when they came to visit their son Emir, while he was an International Student in Nova Scotia. At that time, besides the farming business, Guven was in the construction business as a civil engineer and Nalan, his wife had been working for Philip Morris International in sales planning as an industrial engineer.

With their last name being "Ciftci", which means "Farmer" in Turkish, Guven's family has been in farming business in Turkey for generations, growing onions, garlic, beets and wheat in large scale. Nalan has been continuously his main support and help in the farm with him. Adding their strong relationship with numbers and their experience in planning and project management skills as two engineers into the family tradition, their plans were of transferring their garlic growing business to Nova Scotia and adding to it some other varieties of produce such as heirloom

tomatoes and edible greens like purslane. They moved to Canada, to Wolfville, NS with their son and twin girls in August 2015. After an extensive search for land and farming opportunities, they recently started their farming business in Grand Pre, NS. In the meantime, Nalan attended Canadian School of Natural Nutrition in Halifax for one year and got her diploma as a Registered Holistic Nutritional Consultant and she plans to combine her knowledge of nutrition with the farming business.

Closing Speaker

Importance of trust and aligning goals in career advancement in the interest of Indigenous Youth

11:15 am - 12:30 pm

John R. Sylliboy

John R. Sylliboy's life has been anything but ordinary. The well-known Indigenous activist and co-founder of the Wabanaki Two Spirit Alliance, is also an educator and a community developer, who spent many years in Latin America.

John is the oldest of 14 children whose early years were spent with Eskasoni First Nation in Cape Breton and Millbrook First Nation in Truro. While his family was close and supportive, he struggled with confusion about his sexuality, and racism.

In May of this year, John received his Master of Education in Educational Foundations from Mount Saint Vincent University. His thesis, titled *Two-Spirits: Conceptualization in a L'nuwey Worldview*, focuses on understanding how gender identity and sexuality can be contextualized through oral tradition. The term two-spirit is used by Indigenous people in North America who are LGBTQ.

John is currently working on his PhD at McGill University and works as a curriculum developer for Indigenous health content with Dalhousie University. He is also the National Aboriginal Community Research and Engagement Coordinator with the IWK Health Centre.