



**ATLANTIC WORKFORCE PARTNERSHIP
YOUTH BEST PRACTICES WORKSHOP
SEPTEMBER 17-18, 2019**

**Canadian Museum of Immigration at Pier 21
1055 Marginal Road, Halifax NS**





ATLANTIC YOUTH BEST PRACTICES WORKSHOP

Overview

The Atlantic Workforce Partnership was established by the Council of Atlantic Premiers on June 6, 2012. The purpose of the Atlantic Workforce Partnership is to help prepare the region and its workers for significant economic opportunities on the horizon. There are six priorities of the Partnership: Apprenticeship Harmonization, Immigration and Attraction, Labour Market Information, Labour Market Development Agreements (federal programs), Business Supports, and Youth Initiatives.

The Youth Initiatives Working Group's (YIWG) mandate is to work on shared supports to youth retention, particularly related to labour market attachment opportunities. Improving labour market planning for youth, opportunities supporting transitions to work, and employer engagement on youth hiring represent areas of interest in collaborative work for all four Atlantic Provinces.

As part of their 2019-20 work plan, the working group proposed an Atlantic Best Practices Workshop in order to highlight innovative provincial youth projects and initiatives. This workshop will function as a platform to share initiatives shaped by the YIWG and to identify regional collaborative opportunities while engaging stakeholders in new and innovative ways to address barriers facing youth in accessing the Atlantic labour market.

The workshop will:

- Provide a platform for the Atlantic Provinces to share experiences, lessons learned and to promote good practices in youth programs and policies.
- Promote collaboration to address local to regional level, as well as short to medium- and long-term approaches, to youth programs and policies.
- Identify current needs and gaps in youth programs and policies.
- Provide an opportunity to form new partnerships and reinforce existing ones.

Participants of the workshop will:

- Gain knowledge on designing, monitoring and evaluating innovative youth programs and policies.
- Identify regional issues and approaches to address barriers to youth in the labour market.
- Progress innovative collaborations to address youth workforce challenges in the Atlantic Region.
- Enhance awareness of the interactions between Federal and Provincial Governments including financial support through funding mechanisms such as Employment and Social Development Canada (ESDC) and Atlantic Canada Opportunities Agency (ACOA).
- Gain knowledge of Federal/Provincial programing including potential funding support.
- Identify projects or initiatives for joint Atlantic collaboration.
- Generate ideas for areas of research or further investigation.



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September 17, 2019

TIME	ACTIVITY
1:00 – 1:30PM	Registration
1:30 – 2:45PM	<p>Welcome</p> <p>Ava Czapalay Associate Deputy Minister Nova Scotia Labour and Advanced Education</p> <p>Ava Czapalay was appointed Associate Deputy Minister of the Nova Scotia Department of Labour and Advanced Education in June 2019. Prior to this appointment, Ms. Czapalay was the Senior Executive Director of the Higher Education Branch of NS Labour and Advanced Education.</p> <p>As Senior Executive Director, 2012-2019, Ms. Czapalay oversaw the development of legislation, regulations, policies and strategies, programs and funding relating to Student Assistance, Post-secondary Accessibility Services, Private Career Colleges and Universities and Colleges. Ms. Czapalay served as co-chair of the Council of Atlantic Ministers of Education and Training (CAMET) board, co-chair of the Provincial Sexual Violence Prevention Committee, on the Board of the Maritime Provinces Higher Education Council and chaired the ADM Post-Secondary Education Committee of the Council of Ministers of Education and Training, Canada (CMEC). She led the establishment of sandboxes – spaces that support and foster entrepreneurial thinking – in Nova Scotia as well as the establishment of the Research Nova Scotia Trust and Research Nova Scotia.</p> <p>From 2005-2012, Ms. Czapalay served as the founding President and CEO of EduNova, a co-operative organization focused on the marketing and promotion of Nova Scotia’s education and training sector in global markets. During this period, EduNova was involved with international contract training which necessitated Ms. Czapalay leading the establishment of an office, EduNova Gulf, in Abu Dhabi, United Arab Emirates.</p> <p>Ms. Czapalay is currently the Vice-Chair of the International Women’s Forum - Atlantic Chapter and sits on the Boards of the Discovery Centre and Discovery Centre International.</p>



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TIME	ACTIVITY
	<p>Context Setting and Q/A Atlantic Canadian Workforce Innovation Centres</p> <p>Jaime Smith, Director, Social Innovation, Centre for Employment Innovation, Coady Institute, St. Francis Xavier University, and Sharon McLennon, Director of the NL Workforce Innovation Centre (NLWIC), College of the North Atlantic will share examples of, and emerging insights from, a number of applied research projects focused on youth from their Workforce Innovation Centres as well as other similar Centres in Canada . Using an interview format, youth and others in the audience will be introduced to some of the innovative approaches to youth engagement, attaching youth to the workforce, as employees and entrepreneurs, in businesses as well as social enterprises and non-profit organizations, as well as evidence for effective youth mentorship. The audience will be invited to engage with the panel presenters during and after the workshop, through formal and informal reflection and conversation.</p> <p>Sharon McLennon Director, Newfoundland and Labrador Workforce Innovation Centre</p> <p>Sharon McLennon is the Director of the Newfoundland and Labrador Workforce Innovation Centre at CNA. Sharon’s career spans over 35 years in operations, consulting and leadership roles in government, education and business. In January 2018, Sharon finished three years as Manager of Corporate Services at the College of the North Atlantic-Qatar, having worked for over ten years at the college with Contract Training & Continuing Education and Applied Research & Innovation. She has worked with NATI, Fortis Education Foundation and MUN Grenfell College, the Economic Recovery Advisory Board, Advisory Council on the Economy, and Royal Commission on Forest Protection and Management. Sharon has served on the boards of APEC, Junior Achievement, Tree Plan Canada, the Greater Corner Brook Board of Trade, Corner Brook Port Corporation and, currently, the Humber River Valley Condo Corporation. Sharon holds an Honors Business Administration degree from the University of Western Ontario.</p> <p>Jamie Smith Director, Social Innovation, Coady Institute & STFX Extension Dept. Lead for the Centre for Employment Innovation</p>



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	<p>Jaime Smith is the Director of Social Innovation at the St. Francis Xavier University & Coady Institute, where she provides support and leadership to the Centre for Employment Innovation, including the \$10 million New Opportunities for Work labour attachment program, the Innovation and Enterprise sandbox, as well as bridging local and global educational partnership opportunities focused on the Future of Work.</p> <p>Jaime has a career of firsts, including innovative roles in rural, environmental and health planning, organizational design, community development and social change projects, striving to always keep community interests and assets at the Centre. Jaime is an active volunteer and participates as a Director on the boards of the Nova Scotia Health Authority and Engage Nova Scotia.</p> <p>Jaime holds a Bachelor of Arts degree from Mount Allison University, a professional degree in Planning from the Nova Scotia College of Art and Design, and is currently embarking on a Masters Degree in Adult Education at St. FX.</p> <p>Jaime, her husband, and their three children live in beautiful King's Head, NS.</p>
2:45 – 3:00PM	NETWORKING BREAK



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TIME	ACTIVITY
3:00 – 3:45PM	<p>Centre for Ocean Ventures and Entrepreneurship</p> <p>Dr. Sherry Scully Director of Learning & Organizational Development Institute for Ocean Research Enterprise (IORE)</p> <p>Dr. Sherry Scully leads initiatives under the mandate of the Centre for Ocean Ventures and Entrepreneurship relating to human resources development. This mandate was derived to fulfill the human capital component of the value proposition for the National Shipbuilding Strategy (NSS). Sherry is partnering with numerous interested stakeholders in government, academia, and the private sector, to pursue the core objective of this initiative; to attract, train, and retain highly qualified people to sustain the competitiveness and growth of the Canadian shipbuilding and marine industry. This coast to coast to coast initiative is intended to benefit the national marine industry through enriched training programs, new marine-focused institutions, improved youth engagement, and increased connectivity to the marine industry. Greater integration of research and education will result in a skilled, highly capable, and adaptable workforce available to meet the demands of an innovative industry.</p> <p>To this role, Sherry brings broad working experience in organizational development within public and private sector organizations. Her areas of focus over the past 20 years have included learning and development, performance management, succession planning, and change management. Sherry is passionate about finding people-focused solutions to change and talent management challenges and initiatives.</p>



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3:45 – 4:15PM	<p>P4G (Placemaking Recruitment)</p> <p>Matt Thomson Founding Partner/Placemaker</p> <p>Bradley Daye Founding Partner/Placemaker</p> <p>P4G is a “next-generation” recruitment company focused on attracting and retaining top talent in Atlantic Canada, particularly youth.</p> <p>P4G has come up with an innovative approach to respond to youth outmigration, particularly in rural communities, in which multiple employers, who may be unable or unwilling to add an additional position to their organizations, join forces to create and share one new, full-time job. P4G calls this the Cluster Employment model, and are currently testing a pilot involving three employers who are sharing one co-op student.</p> <p>P4G is hoping to expand the concept to involve more employers in more communities for full-time, ongoing employment.</p> <p>P4G is set up as a Community Interest Company that reinvests a portion (at least 60%) of its profit back into the communities they serve in Atlantic Canada. They specialize in needs-based recruitment and community placements, intended to create and reduce barriers to economic development. Their approach to recruitment is unique as they identify an organization’s values and find individuals who share the same beliefs and match them.</p>



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September 18, 2019

TIME	ACTIVITY
8:30 – 9:30AM	<p>Welcome</p> <p>Richard Gallant Executive Director, Education and Lifelong Learning, SkillsPEI Chair, Atlantic Workforce Partnership Youth Initiatives Working Group</p> <p>Richard Gallant has been responsible for leading the design and delivery of programs and services to develop Prince Edward Island’s workforce since 2015. This has included collection and analysis of labour market information across a number of sectors of importance to the provincial economy. Mr. Gallant has a Bachelor of Science degree with a major in biology and a Master of Science degree with a specialization in aquaculture. He has been involved in Prince Edward Island’s provincial government since 1990 and has represented the province in many capacities, including workforce development, supports for clients with barriers to employment, youth programming, service delivery, rural development and fisheries and aquaculture policy.</p> <p>Big Picture Session & Table Discussion</p> <p>Bruce Young RBC, Vice President of Commercial Financial Services</p> <p>As Vice President of Commercial Financial Services, Bruce leads a team of talented professional account managers throughout North Eastern Nova Scotia and is responsible for growing RBC’s commercial banking business, while ensuring the delivery of an outstanding experience to every client, every time. Since joining RBC in 2002 as a Commercial Account Manager, Bruce has held positions of increasing responsibility across Atlantic Canada, including Branch Management, Career Sales, and Strategy development. Prior to this appointment, he was a Sales Coach for Commercial Banking across Atlantic Canada. Bruce is a Certified Managerial Accountant (CMA), and a Professional Agrologist (P.Ag.) with a Masters of Business Administration (MBA) from Saint Mary’s University and a Bachelor’s of Science degree from the Nova Scotia Agricultural College. A strong believer in supporting community causes, Bruce is on the board of Junior Achievement and the Colchester East Hants Health Centre Foundation. He, his wife and daughter reside in Truro, Nova Scotia.</p>



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9:30 – 10:30AM	<p>Youth with Barriers</p> <p>Corey Weir, AMPLIFY (NL) The AMPLIFY project is aimed at creating summer employment opportunities for targeted youth in different regions of the province. It provides a combined approach of work experience and opportunities for career and personal development. The primary target is youth between 16-30 that have had minimal work experience and need support to find summer employment. These youth will be targeted from referrals and have barrier and challenges to transitioning into adulthood successfully because of limited access to employment skills, complicated life backgrounds and experiences and may have lower expectations for academic achievement. Length of employment is generally five to eight weeks, with 25 hours of career and personal development learning as part of their paid employment period. This program builds on the relationship of referrals from government departments as Child, Seniors, and Social Development and Advanced Education, Skills and Labour (primarily income support).</p> <p>Joy Knight, Inspiring Success (NS) This initiative provides work experience within the provincial government to youth attached to Community Services (DCS): DCS clients, Dependents of clients and Youth in care. The program leverages government’s role as an employer to provide youth in high school or post-secondary who are attached to DCS with opportunities for career exploration and valuable employment experience. This program also helps them overcome the stigma often experienced by youth in care, DCS clients, and children of DCS clients.</p> <p>Amie Swallow-MacDonald, SeamStar (PEI) The SEAMSTAR program is an early intervention to help prevent future poverty by reducing the number of unemployed youth and those reliant on social assistance in PEI. The program provides an opportunity for high school aged youth who are most in need to gain valuable life skills and work experience through a seven week paid work placement located within the students’ high school catchment area. The intent of the program is to support youth make a successful transition from high school to post-secondary education, apprenticeship, the workforce or entrepreneurship. In addition, the initiative also provides opportunities for post-secondary students and underemployed individuals gain new skills as team leaders and mentors to the youth who are participating in the program.</p>



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TIME	ACTIVITY
10:30 – 10:45AM	NETWORKING BREAK
10:45 – 11:15AM	<p>Employability Skills</p> <p>Rhia Perkins Corporate Strategist, Strategic and Youth Initiatives Nova Scotia Department of Labour and Advanced Education</p> <p>For the second year in a row, Nova Scotia is providing employability skills training to employers funded by our Student Summer Skills Incentive program and to the post-secondary students they hire. The program is setting up young people for successful work attachment and building capacity among community-based, non-profit employers.</p> <p>Students attend two-day training sessions on nine employability skills, including accountability, teamwork, adaptability and time management.</p> <p>Employers participate in a half-day workshop on those employability skills and on providing feedback to Millennials. The presentation will include the findings of a thorough evaluation.</p>
11:15 – 12:15PM	<p>Youth Engagement Panel</p> <p>Facilitated by Alfred Burgesson (NS)</p> <p>At an early age, Alfred Burgesson moved from Ghana to Nova Scotia with his family to pursue a better quality of life - he is an immigrant turned citizen. Alfred is an active leader in the Halifax community, and is passionate about sports, engagement, and employment. He is an alumni of Halifax Grammar School, and coaches their junior high boys basketball team. To support meaningful employment for young people, Alfred founded HFX Collective, a civic engagement organization led by youth. Earlier this year, he led a group of 30 young people in a social innovation lab called Future City Builders, a housing solutions lab. He serves on the board for the Community Sector Council of Nova Scotia and the Halifax Public Library, and works with the local organizations Develop Nova Scotia and Engage Nova Scotia to build inclusive places and improve quality of life for all Nova Scotians. Alfred recently joined the Prime Minister’s Youth Council (PMYC), where he and his colleagues across Canada</p>



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	<p>will give non-partisan advice to the Prime Minister, Cabinet Ministers and government officials based on current issues and opportunities.</p> <p>Youth Panelists</p> <p>Shawna Dicker (NL) Shawna Dicker is from Nain, Newfoundland and Labrador. She is currently in her third year studying Business Administration at Memorial University of Newfoundland. She is interested in learning about the changes and people living in the Arctic. She is also working with a company, SmartICE, as the Northern Logistics Coordinator.</p> <p>Katie Wells (NL) Katie Wells is from Happy Valley-Goose Bay where she is enrolled in the CAS College University Transfer at the College of the North Atlantic, with hopes of studying French Primary Elementary Education. Katie is very interested in politics, she spends her days working part time in the office of her MP Yvonne Jones, is currently a member of the Premiers Youth Council, the Lake Melville District Association, The Newfoundland and Labrador Young Liberals, and was a member of the Board of Directors for the Newfoundland and Labrador Youth Parliament. She has had the opportunity to attend RADHOC and the Canadian Student Leadership Conference and is also actively involved in her community as a former councillor with the Town of Happy Valley-Goose Bay, student council co-president, and weekly SPCA volunteer.</p> <p>Brooks Roche (PEI) Born and raised in eastern Prince Edward Island, Brooks holds a Bachelor of Environmental Design Studies from Dalhousie University's acclaimed School of Architecture and is currently pursuing a Masters of Business Administration in Global Leadership from the University of Prince Edward Island. Brooks is an active member of the Prime Minister's Youth Council and an advocate for physical and mental health, sustainable community development, and accessible and inclusive practices. His work experience centres on architectural design and social research, with diverse projects spanning across Canada. Brooks is an ambassador and youth mentor for the Juvenile Diabetes Research Foundation and a frequent leader and volunteer with health initiatives. His efforts have increased awareness and research funding for autoimmune diseases, and raised record-setting financial support for Neonatal Intensive Care Units caring for prematurely born and critically ill infants. Brooks is a nationally decorated athlete and has worked with Curling Canada, SportPEI, and regional</p>



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	<p>associations to develop sport infrastructure and promote healthy ways of living. In short, Brooks believes in evidence-based practice and translating challenges into opportunities.</p> <p>Riley Aiello (PEI) Riley Aiello is CAPEI’s Human Resource Advisor. Riley is a graduate of Holland College and a current student with Mount St. Vincent University where he is studying Business Administration part-time.</p> <p>Kjeld-Mizpah (KJ) Conyers-Steede (NB) Kjeld-Mizpah (KJ) Conyers-Steede began his role as Executive Director of the New Brunswick Student Alliance in May 2019. Originally from Smith’s, Bermuda, Kjeld-Mizpah has called New Brunswick home for many years. A graduate from the University of New Brunswick: Saint John (UNBSJ) Kjeld-Mizpah studied Politics and Business. He has been working with nonprofits and government for close to three years and has a passion for advocacy, in particular when it comes to diversity, inclusion and education.</p> <p>Kyle Horsman (NB) Kyle is from Moncton, New Brunswick and completed his undergraduate degree at Mount Allison University (2017) with a double major in Political Science and History. He recently completed a Master of Arts (MA) in Political Science at Memorial University (August 2019). As part of his MA, Kyle secured and completed a work term with SmartICE Sea-Ice Monitoring and Information Inc. Kyle is currently working for SmartICE Inc. part-time, while he looks for permanent work. Kyle’s research interests include public policy, Canadian politics, arctic studies and policy Impacting SMEs.</p>
12:15 – 1:00PM	NETWORKING LUNCH





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1:00 – 1:30PM	<p>Social Innovation Lab on African Nova Scotian Youth Employment</p> <p>Rob Nicholas Consultant Common Good Solutions</p> <p>Rodney Small Director, The O.N.E Common Good Solutions</p> <p>As part of the commitment to poverty reduction, the Government of Nova Scotia is working with community-based organizations on social innovation labs to address complex problems. This specific lab is working on improving the African Nova Scotian (ANS) youth employment rate. It has brought together members of the African Nova Scotian community, ANS youth, service providers and employers to discuss the barriers to employment and identify opportunities for ANS youth. The social enterprises conducting the lab are Common Good Solutions and the One North End; they have taken a community-led approach to identify opportunities to improve employment. The lab has already proven successful based on the relationships that are being developed and that they have also indirectly become a job connector hub for ANS youth.</p>
1:30 – 2:00PM	<p>Team Food Island</p> <p>Chris LeClair Consultant</p> <p>Team Food Island provides students in high school or post-secondary studies who take a summer job with a seafood processor or on a farm the opportunity to earn a bursary of \$500 (returning to high school) or \$1,000 (starting or returning to post- secondary) on successful completion of their summer work term. Employers assume responsibility for the student’s wages and bursary. Employers are reimbursed for the total cost of the bursary once a copy of the students Record of Employment (ROE) is submitted to SkillsPEI.</p>



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2:00 – 3:00PM	<p>Future Ready NB</p> <p>Rachel Brown Consultant New Brunswick Post-Secondary Education, Training and Labour</p> <p>The goal of FutureReadyNB is to position New Brunswick as a place where students and employers have access to rich learning opportunities and new ways to collaborate with one another. This is accomplished by:</p> <ul style="list-style-type: none">• Providing students with on-the-job experiences with provincial employers prior to graduation from high school or university;• Strengthening the job readiness of students in positions related to their field of study;• Supporting growth, recruitment, and talent retention for New Brunswick employers; and• Helping remove financial barriers to labour market participation and hiring. <p>FutureReadyNB helps students learn about the working world and supports employers looking for new employees with relevant skills and educations. When students and employers work together to design how work should look, everyone becomes a little more FutureReadyNB.</p>
3:00 – 3:15PM	NETWORKING BREAK



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3:15 – 3:45PM	<p>Skills Launch – Immigrant and Refugee Youth Pathways to Employment & Education</p> <p>Abby David Manager of Employment Initiatives New Brunswick Multicultural Council</p> <p>Skills Launch program supports and guides immigrant and refugee youth through a 10-month employability project that combines occupational and sector specific career orientations, workplace essential skills, language supports, wellness activities and supportive work placements.</p> <p>Skills Launch program responds to a critical gap for a growing number of immigrant and refugee youth in our province who face significant barriers to employment, education and career development.</p> <p>The program enables participants to overcome barriers to employment and develop a broad range of skills and knowledge in order to participate fully in the current and future labour market. The program promotes and reinforce education, training and skills development as vital pathways to labour market participation.</p>
3:45 – 4:15PM	<p>PEI Youth in Trades – Team Construction</p> <p>Sam Sanderson General Manager Construction Association of Prince Edward Island</p> <p>Sam Sanderson is the General Manager of The Construction Association of PEI. Sam took over as GM in June of 2015, and has been working within the construction industry since he was a teenager. Sam has worked his way up throughout his life from an entry level position, to managing construction companies, to the position he holds now. As well as his current position, he is also the Second Vice Chair of the COO Council for the CCA Construction Associations across Canada, as well as the PEI Director for the Lions Foundation of Canada. Over the years, Sam has been the President of the Parkdale Sherwood Lions Club, and former board member of the Canadian National Institute for the Blind.</p>



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	<p>With Sam is Riley Aiello, CAPEI’s Human Resource Advisor. Riley is a graduate of Holland College and a current student with Mount St. Vincent University where he is studying Business Administration part-time.</p> <p>The Youth in Trades program introduced young Islanders to careers in the booming construction industry. The construction sector in PEI employs approximately 5,500 workers and retirements have consistently outpaced new entrants into the industry. Over the next four years, it is anticipated that new construction activity will create a demand for an additional 600 employees and retirements will cause an additional 600 vacancies over the same time-period. In order to meet this demand, it is essential that a new generation of workers have opportunities to explore the trades not as a job but as a career.</p> <p>The Youth in Trades program provides opportunities for unemployed youth between the ages of 19-35 to develop their skills and gain valuable work experience in the construction industry. This 22-week program includes an 8-week classroom component that includes construction and safety training to prepare participants for entry-level work in the construction industry. The youth will also participate in a 14 week paid work experience with local businesses in the construction industry to learn new skills required on the job. The intent of the program is to increase the number of youth entering the industry, registering as apprentices and completing the Red Seal Certification.</p>
4:15 – 4:30PM	<p>Next Steps</p> <p>Facilitated by Heather Craniford Director, Atlantic Workforce Partnership</p> <p><u>Youth Initiatives Working Group Members</u> Richard Gallant (PEI) Marilyn Hannam (NL) Pam Brown (NB) Rick Alexander (NS) Catherine Lane (NS) Sarah Gillis (NS) Alison Finn (AWP)</p>



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INVITEES

Name	Organization/Role
Abby David	New Brunswick Multicultural Council
Aimee Swallow MacDonald	Government of Prince Edward Island
Alfred Burgessson	Social Innovation Lab on African NS Youth Employment/Youth Facilitator
Alison Finn	Atlantic Workforce Partnership
Ava Czapaly	Government of Nova Scotia
Bonnie-Anne Forbes	Government of New Brunswick
Bradley Daye	P4G (Placemaking Recruitment) (NS)
Brian Watson	Government of Nova Scotia
Brooks Roche	Youth Panelist
Bruce Young	Royal Bank of Canada (RBC)
Carrie Wall	Nova Scotia Works
Catherine Lane	Government of Nova Scotia
Chris LeClair	Food Island Partnership PEI
Corey Weir	Community Sector Council Newfoundland and Labrador
Courtney Bragg	Government of Nova Scotia
Darren Walsh	Service Canada
Eddie Rutanga	Atlantic Canada Opportunities Agency
Emily Noble	Government of New Brunswick
Heather Craniford	Atlantic Workforce Partnership
Jamie Smith	Centre for Employment Innovation
Jennifer Chiasson	Innovation, Science and Economic Development Canada
Joanne Lefebvre	Government of Nova Scotia
Jon King	Youth
Josh Creighton	Social Innovation Lab on African NS Youth Employment
Joy Knight	Government of Nova Scotia
Katie Wells	Youth Panelist
Kent Estabrooks	Atlantic Canada Opportunities Agency
Kimberly MacDonald	Government of Nova Scotia
Kjeld-Mizpah (KJ) Conyers-Steede	Youth Panelist
Krista Martin	Royal Bank of Canada (RBC)
Kyle Horsman	Youth Panelist
Lameia Reddick	Social Innovation Lab on African NS Youth Employment
Lora Kemp	Government of Prince Edward Island



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Name	Organization/Role
Margaret Schwartz	Government of Nova Scotia
Marilyn Hannam	Government of Newfoundland and Labrador
Matt Thomson	P4G (Placemaking Recruitment) (NS)
Nancy Hoddinott	Government of Nova Scotia
Pam Brown	Government of New Brunswick
Peter Seymour	Government of New Brunswick
Rachel Brown	Government of New Brunswick
Rachel Derrah	Social Innovation Lab on African NS Youth Employment
Randolph White	Social Innovation Lab on African NS Youth Employment
Rhia Perkins	Government of Nova Scotia
Richard Gallant	Government of Prince Edward Island
Rick Alexander	Government of Nova Scotia
Riley Aiello	Construction Association of Prince Edward Island/Youth Panelist
Rob Nicholas	Social Innovation Lab on African NS Youth Employment
Rodney Small	Social Innovation Lab on African NS Youth Employment
Sam Sanderson	Construction Association of Prince Edward Island
Sarah Gillis	Government of Nova Scotia
Sarah Touchie	Service Canada
Sharon MacLennon	NL Workforce Innovation Centre
Shawna Dicker	Youth Panelist
Sherry Scully	Institute for Ocean Research Enterprise (IORE)
Sylvia Gawad	P4G (Placemaking Recruitment) (NS)
Trish Lutes	Government of New Brunswick
Trish Vardy	Royal Bank of Canada (RBC)