

The Employment Journey

News You Can Use

On Prince Edward Island



PEI Home Show exhibitors discuss hiring needs

by Heidi Riley

This year, the PEI Home Show was virtual. Hosted by radio station HOT 105, many of PEI's home renovation, home décor, and home construction providers were featured. This is a great way to learn more about PEI companies and about their hiring needs.

Callbeck's Home Hardware Building Centre & Callbeck's Home Furniture and Appliances hiring needs



Duane MacDonald and his family own both Callbeck's Home Hardware Building Centre and Callbeck's Home Furniture and Appliances in Summerside, as well as locations in Charlottetown and New Brunswick. *Submitted photo*

"The two stores in Summerside have close to 80 employees, there are 60 to 70 in Charlottetown- Kinlock, and about 15 to 18 in New Brunswick," says **Duane MacDonald**, Co-Owner.

"Metro Home Building Centre is our partner in **Charlottetown Home Hardware** and **Kinlock Home Hardware** in Stratford."

Summer hiring

Duane says they are fortunate to have a lot of long-term staff, and they do not have a high turnover rate, so they do not need to do much hiring as the spring season ramps up. "Students who work part time with us during the year work full time in the summers.

"In March, we hired Cashiers and Department Associates. In Summerside, we are looking for full-time Delivery Drivers and Estimators for the lumber side of the business. Truck Drivers need certain licenses to operate the equipment, and Estimators need some building experience and skills.

"The qualifications we look for depend on the position. Previous experience is good, but the main thing we look for is the right personality and attitude, a willingness to work, and ability to fit in with the group. We can teach them any other skills they need."

Duane says Home Hardware offers a lot of opportunities for growth and advancement. "A lot of our people move to different positions with us over the years and learn something different."

Many ways to apply

- stop by a store and ask for an application
- email the store with your resumé
- ask a current employee to refer you

"We also post our jobs on our road signs," says Duane. "It is amazing how many people we attract that way. They stop in, have a conversation, drop off the resumé, and we go from there."

Open positions are posted on Facebook. Search for individual Home Hardware locations. Jobs are also listed on Work PEI.

Green Diamond Equipment & Green Diamond Powersports hiring needs

Green Diamond has 15 locations employing over 300 people across the Maritimes. The three locations on PEI in Stratford, Summerside, and Bloomfield have a total of 85 employees.



Submitted photo

Job titles with the company

Agriculture Technicians work on the larger agricultural tractors and implements.

Turf Technicians work on smaller John Deere equipment such as lawn tractors and on Stihl and other small engine equipment. For this position, they look for people with a Small Engine Mechanics course.

BRP Technicians work on Bombardier products such as Ski-Doo® Snowmobiles, Sea-Doo® Watercraft, and Can-Am® Off-Road Vehicles as well as Can-Am® On-Road Vehicles in Stratford.

Ag Sales Representatives could have a background in sales or farm equipment and would be trained in the skills and knowledge needed.

Other positions include Branch Managers, Parts Managers, Service Managers, Parts Counter Clerks, Yard/Detailers, and Administrative staff. Previous related experience is an asset.

Most employees work full-time permanent, except for seasonal positions, which are full-time for the summer with the potential to work until October.

For more information, email careers@green-diamond.ca or visit www.green-diamond.ca or www.greendiamondpowersports.ca

For more information about the **Agricultural Equipment Repair** program at New Brunswick Community College, visit www.nbcc.ca

Current hiring needs

In April, there were six openings. "In Bloomfield, we are looking for a Turf Tech," says **Jim Pineau**, Manager, Human Resources. "In Stratford, we are looking for an Ag Tech, a Turf Tech, a Parts Counter person, and a Yard/Detailer person. In Summerside, we are looking for an Ag Tech."

Qualifications needed

"We would like to hire Ag Techs with their Red Seal in Agricultural Equipment Repair," says Jim. "These people are hard to find. We normally hire graduates from that program or a heavy equipment repair program and employ them as they work towards their Red Seal."

The one-year Agricultural Equipment Repair program is offered at New Brunswick Community College in Moncton. "Graduates of the program have earned their Block 1. Then they complete their six to eight-week block release training at the school to earn their Block 2, 3, and 4 to earn their Red Seal."

Best way to apply

For a list of open positions, visit www.green-diamond.ca and click **About Us** and then click **Careers**. Jobs are also posted on www.peiagsc.ca website, **Career Beacon**, and other job boards.



A culinary passion inspires self-employment in the food industry by Stella Shepard

Frank Buffa was introduced to the joys of cooking at a young age growing up in an Italian family in Ontario.

The family would gather in large numbers and celebrate by cooking traditional Italian dishes. Frank mastered culinary skills passed down by his family. "My dad was a baker in Sicily, Italy," says Frank. "He also worked as a baker in Ontario and would take me to work with him. I was proud to learn the baking trade from my dad."

His childhood experience working with his dad led Frank to work in a bakery in his early twenties. Later in life, Frank owned and operated an Italian restaurant in Hamilton, Ontario. However, the restaurant business was a huge success that came with a personal price.

"I became tired of working so hard, the long hours being away from home and family, and missing out on my children's lives."

Six years ago, Frank and his wife **Marta** decided to leave the hustle and bustle of city living. Frank sold the restaurant business and the family packed up their belongings and moved to PEI with their two children **Sofia** and **Nino**.

"We had never been to PEI," says Frank. "We wanted to stay in Canada. So, we looked at the map. We wanted to move somewhere unique, and we saw PEI was Canada's smallest province."

The family moved from a city of 767,000 to rural living in Belfast in the middle of winter, with no regrets. "Life has been good for us on the Island," says Frank. "We love PEI and we enjoy the slower pace of country living. The community of Belfast is amazing, the way it has adopted us."

Self-employment

Frank did not want to go back to the demands of owning and operating a restaurant. Instead, he purchased a food truck and named the business **Furious Franks**.

Furious Franks is located at the Lord Selkirk Golf Course, a five-minute drive from his Belfast home. It operates May to September four to five days a week. Frank cooks, and Marta, Sofia and Nino take orders and serve customers.

"The food truck serves hand-cut fries, house-made burgers, PEI bar clams, Italian specials, and more," says Frank. "We use locally sourced meats and seafood."

Frank learned from a friend about the business services offered at **Community Business Development Corporation East (CBDC)** located at the **Rural Action Centre** on Main Street in Montague.

CBDC East assists in creating small businesses and in expanding and modernizing existing businesses by providing financial and technical services to entrepreneurs. Services target entrepreneurs who require customized financing not ordinarily available from traditional sources.

Frank met with **Martina MacDonald**, Executive Director of CBDC East, and **Helen Antle**, Business Development Officer. "It was an amazing experience," says Frank. "They were very supportive of my business idea."

For more information about **Furious Franks**, visit their **Facebook** page or on **Instagram**.

For more information about **Community Business Development Corporation East (CBDC)** visit www.cbdc.ca or call **902-838-4030**.



Frank Buffa, owner of Furious Franks, and his wife Marta Buffa are set up at Lord Selkirk Golf Course this summer. Submitted photo

"Furious Franks has been a success from the start. I would not have been able to start the business without financial assistance and support from CBDC East. A lending institution would not have risked financing a food truck."

"Martina recommends our business to the community and she continues to offer on-going support. I took a couple of business-related courses CBDC East offered that were very helpful."

Family farm operations requires many hands by Ruby Arsenault

Clohossey Farms is a multi-generation family farm located along the scenic shore road of Nail Pond along the Northumberland Strait, in PEI's western end.

Owners **Barry** and **Darlene Clohossey** are proud owners of the 100-acre farm and homestead, and pride themselves in growing top-quality vegetables for the local market. They grow staple foods, many of which are available year-round, along with fall décor and seasonal favorites.

The operation requires many hands. Their produce is sold at a busy farm gate vegetable stand from spring to fall, and a seasonal mobile stand is set up in Alberton on Thursdays. Weekly vegetable box delivery is also offered. They are also at the Summerside Farmers' Market each Saturday year-round.

They also supply local stores and restaurants, which offers a wider market for their produce and is a great asset to Island businesses.

"During the pandemic, Islanders have become more aware of fresh produce and the demand has risen for many products, especially those for pickling and preserving," says Barry. "Islanders have come to understand the importance of supporting local."

The farm is buzzing with excitement come spring as they prepare for crop planting. "We plant and harvest about 10 acres of vegetables and around 13 acres of potatoes along with U-pick strawberries," says Barry.

Hiring needs

"We often hire extra help for the seasonal work. Our farm employs six full-time staff and up to six part-time seasonal Farm Labourers to assist in planting and harvesting produce."

Requirements for Farm Labourers

- Ability to work long hours, outdoors, lift up to 50 pounds, and operate farm equipment
- Always maintain workplace safety
- Able to stand and bend for long periods of time
- Interest in caring for crops

To apply for potential work or to order produce, call **902-206-3439**.

For updated job postings and produce availability, visit www.facebook.com/ClohosseyFarms

For more information, email clohosseyfarms@hotmail.com



Submitted photo

Husband and wife team up in running a unique bakery in Woodstock PEI by Ruby Arsenault

Vinegar Hill Bakery is owned and operated by husband-and-wife team **Sheldon** and **Laura Mills**.

Chef Sheldon is a Culinary School of Canada graduate with over a decade of experience. Laura assists with baking along with marketing the products. "For some time I wanted to start my own bakery, and had slowly been putting together ideas and recipes," says Sheldon.

"After testing the market, we focused on specializing in various items including traditional and artisan breads which have become very popular," says Sheldon. "Items are prepared at our home-based bakery and we provide at our door pick up service along with a set up each Saturday morning at the Summerside Farmers' Market. During the summer we are happy to be able to set up shop with the Clohossey farms mobile stand in Alberton on Thursdays."

The couple says with just two years in business, they are very grateful for the tremendous response by locals. "Islanders want fresh home prepared breads and there is a demand for varieties such as focaccia, ADL cheese bread, and our newest loaf-sunflower bread made with toasted sunflower seeds and local honey," says Sheldon.

"Supporting local is very strong on PEI and during the pandemic the demand increased for our product."

For more information, visit www.facebook.com/vinegarhillbakery, email vinegarhillbakery@gmail.com and call **902-806-2253**.



Mom and daughter fulfill a life-long dream to open a small business

by Gloria Welton

Something Rented Something New, a business which specializes in gifts, décor and wedding rentals, opened in November 2020 after owner **Karen MacMillan** and her daughter **Erica Colson** were both considering a new direction in life.

Right around the time of opening, Karen had been cancer free for five years. She was ready to fulfill one of her dreams. "I have made crafts forever and I always wanted to open my own craft shop."

Erica was a hairdresser for 11 years. "I worked at a great hair salon and the staff and clients were like family, so it was a hard decision to leave."

She was just finishing her maternity leave and wanted a different career direction. "I wanted part-time hours and a slower pace that would be better for my son Anakin, my husband Phillip, and myself. I also wanted to do something that involved my family, and I knew Mom had always dreamed about opening a little shop."

"Creating gifts and crafts is a common thing we share, and I love to decorate especially for weddings and seasonal holidays," says Erica. "The creative side of me is something that I love to do and provide to others."

When they started to talk about opening a business, they considered working out of Karen's home but then their present location opened up and things fell into place. Erica says her Dad works behind the scenes and is one of their biggest supports. "Anything we cannot do he jumps in and does it. It is a family business."

The shop is open three days a week. Both Karen and Erica create items for the store. "We are testing the waters with sales and taking it step by step," says Karen. "Everyone has to make a living but right now we are trying to strike that balance between home and work," says Erica.

From left, Karen MacMillan and her daughter Erica Colson took their love of crafting and turned it into a small business. They have home décor items, crafts, wedding gifts, baby/toddler items, birthday & anniversary gifts and wedding rentals is a big part of the business. They are located on 425 Brackley Point Road, Charlottetown.



Wedding rental focus

"Our business name came from our initial focus on renting wedding bouquets and décor," says Erica. "It is a play on words from the phrase something borrowed something new. I wanted wedding rentals to be a big part of the business, but we had a setback when COVID-19 restrictions hit that market."

"This business is about the celebration of returned health and being able to do something new in our careers," says Karen. "When COVID-19 hit, it was not the best time to open a store, but we look at the positive things in life and appreciate what is around us."

"We starting to get the wedding side of the business up and running and we already have some bookings for this summer," says Karen. "This is Erica's talent, and I am here to help with the details. She decorated for her own wedding and helped her sister Emily decorate for her wedding. She has a strong talent and interest in this area of the business."

Rentals include floral arrangements, signs, and other items.

"Islanders are good to shop and support local, and we hope at some point to see tourists buying Island souvenirs," says Karen. They also have Christian products for sale, which fills a gap in the market after a long-standing Christian book and gift store closed a few years ago.

"We are trying to make products that cannot be found anywhere else, and so far that is working out well," says Karen. After years of having a booth at craft fairs, she learned to make products that are unique, trendy, and that stand out.

For more information, call 902-367-4541.

Visit www.facebook.com/somethingrented.new



Entrepreneurial background

Erica's family has been in business for many years. Karen produced and sold crafts and worked alongside her husband Ross with their construction company. Ross's dad and mom ran the business before he took it over.

Both ladies agree that running a family business takes commitment, compromise, and an open mind. "Working for family is great but you have to all stay on the same page, and be honest and focused," says Erica.

Karen says it is pure joy to come into work each day and think about what they are going to create. Erica says the work setting is enjoyable and without stress. "We are doing this at our own pace, and it is putting what we love to do into practice."

Future plans

Down the road, they are thinking about hiring someone part-time. "We need to see how sales and rentals work out and then we will look at expanding our hours. We are both so excited and grateful for the possibilities."

Calm, cool & creative: tips on maintaining good mental health during uncertain times

by Stacy Dunn

If you had \$86,400, how would you spend it? Did you know that there are 86,400 seconds in a day? How do you spend that time?

Therapist and Speaker **Jill Stewart** MSW, RSW, with **Your Life Design** asked these questions and more during the fourth annual Dotgain Conference hosted by Holland College's School of Visual Arts. She got the in-person and virtual audience to reflect on their thoughts and feelings about navigating stress and uncertainty in their work.

"You may be stressed over deadlines, feedback, critiques, or 'Impostor Syndrome' – questioning if you are ready, or if you know enough," she says. "We have different ways to manage stress because we have different life experiences, innate characteristics or other systemic issues that impact us. It is a very individualized thing. Stress can be good or it can be bad and it can manifest itself in your body, mind, emotions, and behaviours."

"There are no easy answers. It's important to discover your own path and develop a personal strategy for coping and maintaining your wellbeing."

Emotional wellness

"Emotional wellness relates to your emotional, psychological, and social well-being. It's the ability to successfully handle life's stressors and adapt to change and difficult times. How well do you understand your well-being and manage and regulate your emotions? Do you know what your limitations are, and what supports can help you handle them?"

"Emotional intelligence enables you to recognize your thoughts, feelings, and behaviours. You never want to be that person who others find difficult, and you don't want to get involved in clients' or co-workers' drama."

Tips to maintain emotional health

How would you show empathy and validate your friend's thoughts and feelings? Jill says one way to deal with stress is to treat yourself as you would treat your best friend.

"Self-compassion and positive affirmation keeps your emotions regulated and you stay calm. Keep a gratitude journal and regularly write down what you are grateful for. Write down your negative thoughts, but ask yourself what are the facts of the situation you are worrying about."

"If you still tend to worry, set aside a few minutes at the beginning of the day to do your worrying. Set a timer and then get on with the rest of the day after the timer shuts off."

When we are not coping with transition, loss, and uncertainty, she says we can feel a lot of fear and anger. "When we are coping, we are aware that we are the only ones who can control our thoughts, feelings, and behaviours."

"When in transition, try to create as much certainty as you can. Maybe that includes sticking to a helpful routine, taking action such as connecting with a friend or completing a task, and creating optimism."

Jill spoke of the mantra: *This too shall pass*. "In World War II, Sir Winston Churchill spoke of being a short-term realist and a long term optimist, and that remaining optimistic in troubled times can help."

Jill also recommends the grounding technique of 5-4-3-2-1. "Find five things you can see, four objects you can touch, three things you can hear, two things that you can smell, and one thing you can taste. Think about how our senses ground us."

"Mediating and praying are also good grounding techniques that may help bring about moments of creative thinking and help you at work and in your life."

Your Life Design offers private counselling and therapy services online for youth and adults. For more information, contact **Jill Stewart** at jill@yourlifedesign.ca or call 902-316-0745.

Visit www.yourlifedesign.ca

For more information on the **Holland College School of Visual Arts**, go to www.hollandcollege.com and search **Visual Arts**.



Therapist and Speaker
Jill Stewart MSW, RSW, with
Your Life Design. Submitted photo

HMCS Queen Charlotte offers paid work experience for students

by Ethan Paquet

"Being a member of the Royal Canadian Navy is very important to me because it has always been a dream of mine to visit and experience other cultures, countries, and make a difference in the world."

S2 Ashtyn Bartlett
HMCS Queen Charlotte



Submitted photo

The Royal Canadian Naval Reserve's **HMCS Queen Charlotte** offers part-time work during the school year and full-time work during the summer. Training is provided, and Reservists only deploy or partake in training according to their availability.

There are 14 different occupations to choose from. Naval Reservists can continue in their current career or complete their education while training and gaining valuable work experience.

Occupations in the Naval Reserve vary considerably and are organized into three departments:

- **Operations Department** is mission focused and has occupations such as Intelligence Officer, Naval Communicator, and Naval Combat Information Operator.
- **Deck Department** occupations are more hands-on in nature and include Naval Warfare Officer, Boatswain, and Port Inspection Diver.
- **Logistics Department** provides support to all members of the unit through occupations such as Cooks, Human Resource Administrators, Financial Services Administrators, and Logistics Officers.

The length of service is voluntary, and students employed at HMCS Queen Charlotte are eligible for a tuition reimbursement (\$2,000 per year up to a maximum of \$8,000), a salary including benefits while attending school, guaranteed employment after graduation, and more.

To be eligible, an applicant must be a Canadian citizen between the ages of 16 and 56. Educational requirements vary depending on the occupation.

For more information and to apply, call **902-368-0414** or visit www.forces.ca

For a video about UPEI students who joined the **Naval Reserves**, visit <https://bit.ly/3vUPvCh>



BDO Charlottetown & Summerside

BDO Canada LLP has worked for 100 years providing assurance, accounting, tax, and advisory services to a broad range of clients across the country.

"We have more than 4,500 partners and professionals in over 125 offices across Canada," says **Patrick J. Trainor**, CPA, CA, Partner. "We aim to create a collaborative working environment that makes it possible for our professionals and clients to achieve their goals."

There are 33 full-time and part-time staff in Charlottetown and 17 full-time and part-time in Summerside.

Job titles include:

Administrative Assistants, Bookkeepers, Accounting Technicians, Accountants, Chartered Professional Accountants, Tax Technicians, Tax Accountants, Tax Specialists, Chartered Business Valuators, Mergers and Acquisitions Specialists.

"We are always looking to add team members, and there is always opportunity to advance your career to a higher level," says Patrick.

To apply

Visit www.bdo.ca/en-ca/careers or email a resumé to ptrainor@bdo.ca in Charlottetown or pmcsweeney@bdo.ca in Summerside.

For a video about the company, visit <https://bit.ly/2OyYGHS>



Canadian Border Services Agency

by Heidi Riley

The task of the **Canadian Border Services Agency (CBSA)** is to keep our borders safe, to enforce the law, and to ensure the free flow of people and goods with professionalism, integrity, and respect.

Superintendent **Jennifer Campbell** is a Recruiter with the National Officer Recruitment Program of the CBSA in New Brunswick. "CBSA is the second-largest law enforcement agency in Canada. We enforce almost 100 regulations on behalf of other departments and agencies to keep Canadians safe and uphold the economic prosperity of our country."



Jennifer Campbell, CBSA Officer. Submitted photo

"Each year, we hire 400 to 500 new recruits to join the 7,700 uniformed officers at our 117 points of entry across the country. We also have student Border Services Officer jobs that provide exciting student employment throughout the school year."

"A day in the life of a border services officer is never boring. Our officers welcome returning Canadians, tourists, international students, and foreign workers. We welcome thousands of new Canadians to our country every year. We keep out people and goods that are not welcome because of criminality, or links to terrorism or organized crime. We also keep out contraband, drugs, prohibited weapons, or goods that do not meet import requirements."

"We are looking for people with good judgement who can deal with difficult situations, possess the highest level of integrity and ethics, and are physically fit and willing to come to work every day with a strong sense of public service and a willingness to protect our country."

"The application process is a lengthy one, but worth it." To apply, start by creating an account at www.Canada.ca

After you apply and are screened in, the first step is to write an officer training entrance exam, which is an online test of 132 questions to be completed in 2.5 hours. Upon successfully passing the test, the next step is an interview, followed by several assessments: psychological exam, a Health Canada exam, and a security clearance. Potential candidates are also required to take a standard physical abilities test and successfully complete firearms safety courses.

Successful candidates are then invited to the CBSA college in Rigaud, Quebec. The first part of the training is done online, followed by an in-residence portion to learn about laws, regulations, defensive techniques, and firearms instruction. During training, the posting location is assigned, which could be anywhere in Canada.

For more information, visit www.cbsa-asfc.gc.ca/job-emploi/menu-eng.html

For a short video, visit <https://bit.ly/31UmSaE>



Charlottetown by Stacy Dunn

This firm offers advice on financial planning, savings and investments, retirement income, and life insurance through the London Life brand. They are currently looking for Financial Advisors.

"What appealed to me about this career is being my own boss," says **Calvin**, a Financial Security Advisor.

"I have an entrepreneurial personality. I like working in a team, yet in the end, I know what I put into this career is what I am going to get back."

Fellow Advisor **Ryan** says getting into financial security planning can be a challenge in the first three months.

"Once you get your feet wet, you see what an exciting career it can be, with limitless potential. Further education is there to support you, and staff will support you along the way."

To learn more about **Freedom 55 Financial** and apply for job opportunities, visit www.freedom55financial.com/careers

For more information on the company on PEI, contact **Drew Thorburn** at drew.thorburn@f55f.com or call **902-892-3062** ext. 237

Watch the **Freedom 55 Financial** video at <https://bit.ly/31ReVTF>



Charlottetown, Summerside, and Montague by Stacy Dunn

Grant Thornton is the largest Accounting firm providing Assurance, Tax and Advisory Services for PEI. There are approximately 75 employees on the Island.

Every year, Grant Thornton hires students who wish to earn a Chartered Professional Accountant (CPA) designation. This designation does not require a business degree, so students pursuing other degrees or graduates from non-business programs may apply.

CPA students start work in September. The firm also hires summer students annually, who start in May.

Comments from CPA students

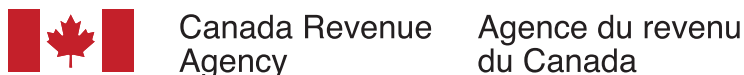
- "Everyone here is friendly and always there to answer any questions you may have or lend a helping hand."
- "Other CPA students are going through the program with you so you can bounce ideas off each other."
- "You learn something new every day, and it's good experience to meet new people and make connections in other industries."

Based in Charlottetown, **Dennis Carver** is one of the newest Partners with the company. "My experience at Grant Thornton is second to none," says Dennis. "It has afforded me a huge opportunity to work with some amazing small business owners and help them grow."

To learn more about **Grant Thornton** and apply for job opportunities, visit their career website at www.discoveryourpurple.ca

For more information about the firm on PEI, contact **Erin Ostridge**, People and Culture Manager, at Erin.Ostridge@ca.gt.com

Watch the video about **Grant Thornton** at <https://bit.ly/3rX729U> 



Atlantic Region offers opportunities for recent and upcoming graduates

by Gloria Welton

CRA is one of the largest public service organizations in Canada. The agency administers tax programs and benefits for the social and economic wellbeing of Canadians. Taxes are used to fund hospitals, schools, and the infrastructure that keeps towns and cities across the country running.

Raoul Ntwali, Tax Auditor at the Charlottetown Tax Centre and a UPEI alumnus, says all who work in Information Technology, Collections, or Human Resources have the same goal, which is putting people first.

"Year after year, this agency has been recognized as among the best places to work in Canada.

"I started as an Intern and when I graduated from UPEI I became a full-time employee. I was able to apply my classroom knowledge to my work. I am still learning, and it is an exciting journey."

For a list of jobs and to apply, visit www.canada.ca/en/revenue-agency/corporate/careers-cra/browse-job-types/student-graduate-hiring.html

For more information contact, **Jana Selby** at StudentHiring.ATL-STC@cra-arc.gc.ca

For more information, visit www.canada.ca/en/revenue-agency/corporate/careers-cra/browse-job-types/student-graduate-hiring.html

For a video about working at the **CRA**, visit <https://bit.ly/3cWleKR> 

Canadian Coast Guard

by Heidi Riley

Anationally recognized symbol of service and safety, the Canadian Coast Guard owns and operates the federal government's civilian fleet and, by providing key maritime services to Canadians, has a direct and important impact on their lives.

A Special Operating Agency of Fisheries and Oceans Canada, the Coast Guard helps the department meet its responsibility to ensure safe and accessible waterways for Canadians.

The Canadian Coast Guard's 114 ships, 21 helicopters, and 4,500 members work around the clock to protect and secure 243,000 kilometres of Canada's coastline. They are first responders and the foundation of Canada's Maritime search and rescue system, saving an average of 15 lives a day.

They monitor 1,233 vessel movements each day across the country, thanks to highly skilled Marine Communications and Traffic Services Officers and Integrated Technical Services personnel. They also prevent threats to Canada's marine environment and lead the response to pollution events from coast to coast to coast.

They keep the Canadian economy moving by keeping shipping routes clear of ice and facilitating the safe and efficient transport of more than 470 million tonnes of cargo through Canadian ports each year.

They work with partners to identify threats and provide ships, helicopters, and people. Job titles include, but are not limited to, Engineers, Welders, Machinists, Technicians, Carpenters, and Electricians, who maintain and repair equipment systems on shore.

The Canadian Coast Guard offers many seagoing, and shore-based careers that can lead to any number of postings across the country, even in the Arctic. In fact, many seagoing positions can provide the necessary education, training and experience that can lead to shore-based positions.

For more information, email CCGAtlanticCareers.xmar@dfo-mpo.gc.ca 

For a list of job opportunities, visit www.ccg-gcc.gc.ca/careers-carrieres/index-eng.html

For a video about the **Canadian Coast Guard**, visit <https://bit.ly/3rXBj8q>



Exciting, rewarding careers

by Ethan Paquet

Whether it is travelling the world to provide humanitarian aid or engaging in missions using innovative technology, the **Canadian Armed Forces** offers exciting, rewarding careers for those dedicated to supporting the defence and security of Canada, all while receiving competitive benefits and paid education and training for those working both full and part time.



Canadian Armed Forces Forces Armées Canadiennes

Jobs currently in demand include Information Systems Technicians, Marine Technicians, Naval Communicators, Medical Officers, Armour Officers, Aerospace Telecommunication and Information Systems Technicians, Signal Technicians and Operators, Sonar Operators, and more.

To be eligible, an applicant must be a Canadian citizen, at least 18 years old or 17 with parental consent, and have completed grade 10 or Secondary IV in Quebec. Successful applicants must pass an eligibility verification process. The minimum contract length for the Regular Force is usually three years, but contracts are longer for paid education programs, such as full university scholarships, which include a salary plus benefits while attending school, and guaranteed employment after graduation. In addition, there are a number of college programs in which students can receive a salary plus academic expenses.

Students who are employed in the Reserves may be eligible for tuition reimbursement up to \$8,000 and the length of service is voluntary. There are also possibilities for full time contracts up to three years at a time.

A military career aptitude test can be found at <https://bit.ly/3tTykiD>

To learn more about the **Canadian Armed Forces** and to apply, visit www.forces.ca or contact the **Canadian Forces Recruiting Centre** at 902-569-6150 or info.charlottetown@forces.gc.ca

For a video exploring the **Canadian Armed Forces**, visit <https://bit.ly/3rtfttS> 

BioTechnology company specializes in vaccine development services

by Heidi Riley

Pegasus BioTech Inc. is a contract research organization founded in November 2019 by three partners: **Daniel Wilson, Jonathan Wilts, and Yimy Mena.** The three senior Scientists have expertise in developing vaccines and biotherapeutics.

Pegasus Biotech provides high-quality biopharmaceutical development services and develops accurate and reliable analytical testing methods for the human and animal health industry. They also provide technical support and regulatory advice for companies that want to scale up production of biopharmaceuticals or vaccines.

In December 2020, Pegasus was awarded a \$25,000 grant through the provincial Ignition Fund. "One of the reasons why the company decided to incorporate on PEI is because of government support from Innovation PEI and the Emergence incubator program," says Yimy Mena, CEO/ Director of Process Development.

"For example, this recent grant enabled us to buy a brand-new qPCR machine for our molecular biology projects. We are grateful for that government support. It will help us expand our portfolio and deliver results faster to our clients."

Hiring needs

Pegasus expects an increase in the number of projects they are working on. "Within the next two months, we will need to hire a Lab Technician with expertise in analytical development to help us complete our projects."

"If everything proceeds according to plan, we anticipate hiring additional Lab Technicians to enable us to accommodate our growing workload."

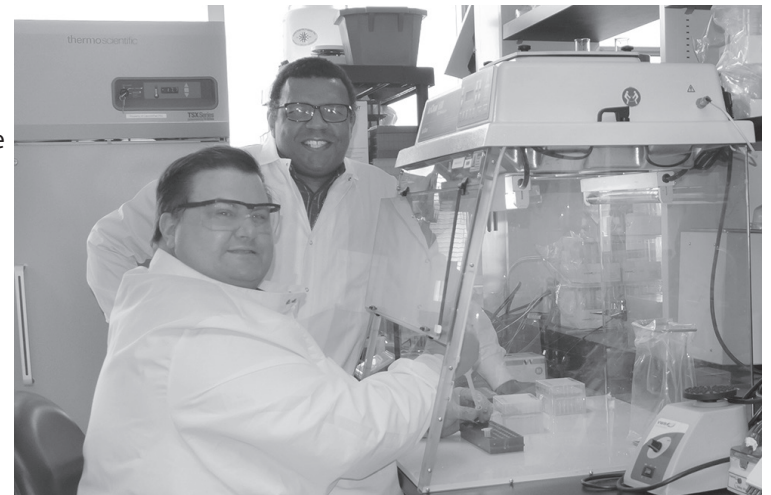
"These are highly skilled positions. We are looking for applicants holding a Bachelor's or Master of Science degree in Biology or Chemistry, or a diploma from the Holland College Bioscience Technology program. However, applicants with other educational backgrounds with the required scientific skill sets are also welcome."

"We are looking for someone with a desire and ability to grow with our long-term vision for the company. The skill and intelligence of the candidate we hire is extremely important to us. For example, it is important that the person who we will train to operate our new qPCR machine is also able to understand, analyze, and interpret the results."

Why choose PEI?

"One reason we chose to start the company on PEI is the quality of the educational programs offered here, especially the Bioscience program at Holland College and the UPEI Chemistry and Biology faculties. The provincial government has invested heavily in the Biotechnology field to provide companies like us with personnel who have the skill sets we need."

"I don't think people are aware of how well the PEI government supports the biotechnology industry here."



From left, Pegasus Biotech Senior Scientists Daniel Wilson and Yimy Mena in their lab at the Regis and Joan Duffy Research Centre on the UPEI campus. Submitted photo

"In a larger biotech cluster located in Montreal or Toronto for example, we would just be another small company which would not even have an opportunity to form a close relationship with the provincial government."

"In contrast, Innovation PEI and Emergence PEI have been very supportive of Pegasus in this critical initial startup period, and we greatly appreciate that."

Open positions are posted on the **PEI BioAlliance** website at www.peibioalliance.com

Applicants can also send a resumé and cover letter to yimymena@pegasusbiotech.ca

Visit www.pegasusbiotech.ca



PEI Bioscience sector hiring new positions including some student opportunities

by Ethan Paquet

The **PEI BioAlliance** is a private sector-led not-for-profit organization dedicated to building the bioscience industry on PEI.

The bioscience industry is made up of 60 companies across PEI, including Charlottetown, Summerside, Souris, Victoria, and Kensington. Just over 2,200 people work in human health areas such as pharmaceutical and device manufacturing, as well as animal, plant and fish health products and services and natural products.

Vivian Beer, Manager, HR Strategy for the PEI BioAlliance, says about 350 jobs are advertised through the BioAlliance each year. "The PEI BioAlliance attracts talent to bioscience companies on PEI by promoting their job postings. My role is to connect potential candidates with these opportunities."

Opportunities include Scientists, Researchers, Quality Assurance and Quality Control, Production roles ranging from Process Engineers to Packaging Technicians, and many other manufacturing positions. There are also a number of business administration positions in areas like finance, accounting, sales and marketing. There are also some student positions including co-ops and summer placements.

Those interested in working in PEI's bioscience sector can submit a resumé to the Bioscience Resumé Library, where it will be shared with the senior hiring managers of PEI Bioscience companies. Open positions are posted on the PEI BioAlliance website. You can also sign up for job alerts to be the first to hear about new job openings.

For more information about the **PEI BioAlliance**, visit www.peibioalliance.com
A video describing the work of **PEI bioscience companies** can be found at <https://bit.ly/3cWQJW2>



Vivian Beer, Manager, HR Strategy for the PEI BioAlliance.
Submitted photo

Canadian Alliance for Skills and Training in Life Sciences: Financial Awards

by Stella Shepard

In 2020, the PEI BioAlliance alongside founding partners in industry, academia, and government, launched the **Canadian Alliance for Skills and Training in Life Sciences (CASTL)** for learners to acquire the technical and professional skills and the theoretical knowledge to be work-ready in the bioscience sector.

The initiative is bringing together Acadia University, University of Prince Edward Island, Holland College, Université de Moncton, PEI BioAlliance, Natural Resource Council, BioTalent Canada, as well as numerous local and regional businesses to address the future skills needs of the life sciences sector.

"The bio-sector is where some of the world's most complex problems are being addressed and solved, such as climate change, food security, and vaccine production," says **Christopher Gillis**, Executive Director of CASTL.

In the fall of 2020, CASTL announced Financial Awards of \$5,000 scholarships to 32 post-secondary students. This Financial Award program will support life sciences students enrolled in co-operative education from Acadia, Université de Moncton and UPEI, who will receive scholarships in their second and third years. "We will be issuing a fresh round of financial awards for the fall of 2021 and will provide information on these program and eligibility requirements soon," says Christopher.



Marcus Gauthier
Submitted photo

Marcus Gauthier is a second-year biology major at UPEI and one of the 32 recipients of a CASTL Financial Award. "After graduation, I was inspired to pursue a career in pharmaceutical research. The Co-op program at UPEI has already opened so many doors for me through connections to members of the bioscience field and has prepared me to enter the workforce through workshops and one-on-one meetings. With the reduced stress of financials, it has allowed me to focus my attention directly in my studies."

UPEI student **Niloofar Seifihesar** is also a Financial Award recipient. "Receiving the CASTL Financial Award brought me a great sense of accomplishment. The Co-op program has enabled me to gain many valuable experiences that will be useful for me at this moment, and helpful for my future career."



Niloofar Seifihesar
Submitted photo

For more information about **Canadian Alliance for Skills and Training in Life Sciences (CASTL)** visit www.peibioalliance.com/news/castl-launches-new-website/
For the **CASTL** video, visit <https://bit.ly/3cUTs2g>



COGSDALE by Heidi Riley

Cogsdale offers customer information systems to municipalities, electric cooperatives, and investor-owned utility providers.

"Cogsdale is an award-winning software company that operates out of the Harris Utilities Group, which is owned by Constellation Software Inc., Canada's largest software company," says **Jared Burry**, a fifth-year marketing student at UPEI and the Marketing Coordinator at Cogsdale Corporation. Jared did a work term for Cogsdale in 2019, and then joined Cogsdale as Marketing Coordinator in January 2021.

"As a graduating co-op student entering the first milestone of my career, I know first-hand what we UPEI students can do. Cogsdale is always looking for bright young minds with problem solving in their DNA.

"We are currently seeking new talent in the form of a Support Analyst who will help with client management and customer support resolution."

The ideal applicant for this job will have database knowledge, specifically with SQL Servers, and Microsoft Office knowledge, including Word, Excel, and Outlook. They also need an understanding of software troubleshooting techniques and an excellent analytical mind.

In addition to this position, they regularly hire OJT students, co-operative education students, and recent graduates of post-secondary institutions.

Harris and its various operating units have won Glass Door's Best Place to Work recognition awards for 2020 as voted by its employees.

"We offer comprehensive medical, dental, and vision benefits, competitive salary, stock ownership options, lifestyle rewards, learning and growth opportunities, and much more," says Jared.

For more information and how to apply, visit www.harriscomputer.com/en/careers for a list of job openings.

If you have any questions about Cogsdale, Harris, or future job openings, call **Jared Burry** at **902-626-6770** or email jburry@cogsdale.com or send him a message through LinkedIn.

For more about Cogsdale, visit www.cogsdale.com

Watch the video at <https://bit.ly/3cURwqw>



knóldus

knols . commitment . results by Heidi Riley

This IT company uses technologies and software such as Scala, Pascal, Clojure, and Rust. There are locations in Chicago, Toronto, Singapore, and two in India.

They work on high performance, highly complex systems which require quick response times, data strategy, and analytics.

They also provide intelligent decision-making systems based on machine learning and Artificial Intelligence, which allow clients to make sure that machines are thinking and behaving like humans.

They also develop platform strategy for clients, which includes building the infrastructure and the foundation required to develop high performance systems.

They work with clients in a high-tech engineering space, and with small and medium enterprises.

They are looking to hire engineers with zero to three years of experience, preferably with knowledge of Scala and Java.

Successful hires receive three months of training to become acquainted with the way the company develops software, best practices, and how they work with existing clients.

The hiring process occurs in three rounds: an online exam is followed by a technical discussion and then an interview to determine if you are a match for this organization. They are open to remote working.

To apply, send a resumé to hrcanada@knoldus.com

Visit www.knoldus.com/careers

For a video of **Knoldus Inc.**, visit <https://bit.ly/3cVDNjb>



Rodd

HOTELS & RESORTS

Career and job opportunities in the hospitality industry

by Stella Shepard

Rodd Hotels and Resorts has been part of Atlantic Canada's hotel industry for more than 80 years.

PEI hotels include the Rodd Charlottetown, Rodd Royalty, Rodd Crowbush Golf & Beach Resort, and Rodd Brudenell River Resort.

Mary Lou MacFarlane, Human Resources Manager, says there are employment opportunities full-time and seasonally at those locations. "It's an employment opportunity for post-secondary students while attending university and for anyone wanting a career in the hospitality field."

Job opportunities are listed at www.roddvacations.com/careers

Apply on-line or send a resumé to **Mary Lou MacFarlane**, Human Resources Manager at hr@roddvacations.com

For a video about the hiring needs at **Rodd Hotels and Resorts**, visit <https://bit.ly/3sZDwSb>

XMC Sponsorship and Experiential Marketing

by Heidi Riley

XMCM provides field marketing, online marketing, event staffing and sponsorship marketing programs for more than 35 companies.

This company works with clients to create and execute marketing campaigns supported by proprietary business tools and analytics. The XMC Group of Companies has five main business units: strategy, execution, staffing, promo items, and analytics.

The head office is in Toronto. There are more than 50 full-time employees and 2,500 part-time employees across the country. "We have part-time/gig work available on PEI," says **Madelaine Thomson**, Staffing Manager. "However, it's all event based. We had around five events on PEI in 2019 and we are looking to get back on the Island as soon as we can."

Who they hire

- **Brand Ambassadors** are knowledgeable, hard-working, and enthusiastic individuals who can easily interact with the team, stakeholders, and clients in any environment.
- **Team Leads** have strong leadership backgrounds and problem-solving skills. They make sure the event activation is successful.
- **Promo Models** are polished, well-spoken, and professional. They attend consumer and trade events and execute VIP experiences.
- **Product Specialists** are custom trained, dedicated sales-driven individuals who can easily engage with consumers.
- **Field Merchandisers** conduct strategic retail visits to audit merchandising displays and troubleshoot vendor displays. They need to be comfortable working with tools.
- **Logistics Reps** are skilled and qualified for on-site event support, helping with set-up and tear-down and making sure the event is running smoothly. They need to be comfortable working with heavy machinery and driving larger vehicles.

To get an idea of what events **XMC** has recently been involved in, visit

www.facebook.com/xmcmktg

For a list of open positions, visit www.xmc.ca/jobs To apply, send your resumé to hr@xmc.ca

For the video about **XMC**, visit <https://bit.ly/3mq3v2u>



TOWNSHIP

 BUICK  CHEVROLET  GMC

by Gloria Welton

Township Chevrolet Buick GMC in Summerside says happy employees make happy customers, and every employee is absolutely critical to its success.

They offer a full line of quality new and used Buick, Chevrolet and GMC vehicles, plus everything from parts and service to financing.

Jobs posted lately include the following:

- Executive Assistant to the President
- Parts Specialist
- Business Manager
- Automotive Detailing Specialist
- Service Advisor
- Product Specialist

There are 50 staff members in departments such as Management, Parts, Service, Detailing, Finance, Accounting, Marketing, and Sales. "Since starting my employment here in 2016, I have been able to work my way up to my present position," says **Marlee Rae**, Payroll Administration and Human Resources. "When I started working here, I was welcomed by incredible staff. I was taught so much every step along the way, and I was able to reach my career goals."

Job applicants first complete an on-line survey. During the in-person interview, questions explore goals, aspirations, skill sets, and personality. "We look for honest genuine answers.

"We offer healthcare, dental, and life insurance benefits after six months with the company. At the two-year mark, staff are eligible for RRSP contributions. Employee discounts are also offered."

For more information, contact **Marlee Rae** at **902-436-4877** or marleer@townshipchev.com

To learn more about these exciting opportunities, visit

www.townshipchev.com/career-opportunities/

For a company video, visit <https://bit.ly/31XnPPe>



Hiring needs

- Housekeepers
- Room Attendants
- Maintenance
- Front Desk Agents
- Estheticians
- Line Cooks
- Supervisors
- Dishwashers
- Chefs
- General Managers
- Bell Staff
- Bartenders
- Food and Beverage Servers

Now is the time to start a career in construction

by Ethan Paquet



The Construction Association of PEI (CAPEI) helps foster, promote, and advance the interests and efficiency of the construction industry on PEI by acting on behalf of and for its members.

The construction industry on PEI has about 6,500 workers, and that number is steadily rising. It is estimated that roughly 1,500 skilled workers will be retiring by 2029, which will result in many more job openings in construction.

To help fill some of these positions, CAPEI offers entry-level training positions to youth with barriers to employment, youth at risk, the Indigenous community, and newcomers to PEI.

Recently, they have made plans to start their own trades training centre for entry-level positions to encourage more people to learn about the trades and the many opportunities on PEI.


Leading careers in construction include Plumbers, Electricians, Roofers, Bricklayers, Carpenters, Cabinetmakers, Engineers, Labourers, among many others.



Sam Sanderson, Manager of CAPEI, says those interested in entering the industry should act now.

"Construction has been a very exciting and rewarding career to date. There's no better time to choose a career in the trades than right now, especially with an industry that is so vibrant, as we continue building PEI one day at a time."

Those interested in a career in construction should email hr@capei.ca or **902-368-3303**.

For the video describing the work and future of the construction industry on PEI, visit <https://bit.ly/3vShuSW>  

Trout River Industries, Coleman, PEI

by Gloria Welton



Troutr River Industries have been designing, manufacturing, and servicing live bottom trailers since 1999. The trailers are sold across Canada and the United States, and are also exported internationally.

There are about 110 employees. Job titles include: Welders, Machinists, Finishers, Parts & Service, Material Handlers, Mechanics, General Labourers, Office Administrators, and Painters & Sandblasters.

Depending on the job, new employees first spend time in the training area. Before new employees are put on the welding floor, they are tested in the training area to see what they can produce.

Trout River Industries offers competitive compensation, including a group insurance plan.

To check out the career opportunities, visit www.troutrriverindustries.ca/careers

For more information, contact **Deidre Maré**, Human Resources Administrator & Payroll Clerk at deidre@troutrriverindustries.ca or **902-859-1200**.

To take a close look at what it is like to work at this company, check out this video: <https://bit.ly/39QEEjo>  

Calendar of Events

Check out all employment-related events online such as virtual conferences, workshops, courses, information sessions, training, programs, and much more.

www.employmentjourney.com 



Like us on Facebook  Follow us on Twitter 

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