

CELEBRATING  
CANADA  
CAREER MONTH

# The Employment Journey

News You Can Use

On Prince Edward Island



NOVEMBER is Canada Career Month.

Read through this edition for information that can help you with your career plans.

## 2022 Career Development Association of PEI bursary winners

by Gloria Welton

November is **Canada Career Month** and we would like to take this opportunity to profile two winners of the **Career Development Association of PEI 2022 Phyllis Pitre Bursary for Adult Learners**.

Did you know that Career Development Professionals can help you make your career plans happen? These empathetic and trained professionals encourage and support job seekers and career planners across PEI to take steps toward a lasting and satisfying career. They meet with clients regularly and support them as they move towards their goals.

For more about **CDA of PEI**, visit [www.cdapei.ca](http://www.cdapei.ca)

### Two people making their career plans and dreams come true:

**Lisa Marmen** from Ellerslie PEI started out with a career as a laboratory technician after completing a Bachelor of Biochemistry. She and her husband moved from Toronto to PEI to run a convenience store. Lisa discovered her true passion when she was asked to tutor a student and do some substitute teaching. "That was a WOW moment!"

She earned her Bachelor of Education to teach high school science and math, and got a permanent position as a teacher. "I loved this role, but felt it was limiting when it comes to making a difference in the lives of struggling students. Back to school I went to complete my Master of Education in Leadership in Inclusive Education."

After 12 years as a Student Services Coordinator and then a Student Services Director, a role she found challenging and very fulfilling, she was laid off from this position due to restructuring. Her new position is Resource Teacher and School Counsellor, with some teaching or administrative tasks.

Lisa feels the silver lining in her career change is her decision to enroll in a Master of Arts in Counselling Psychology program to become a counselling therapist. "This program will help me better meet student needs as a school counsellor. I am also planning a parallel career as a counselling therapist outside the public school system."

A few years ago, difficult personal circumstances led her to suicidal thoughts. "I resolved to reach out to a therapist to help me find another solution. That was the best decision of my life. It took many years of counselling, reflecting, and taking small steps towards healing and building up my self-esteem and confidence.



Lisa Marmen



Carter Baird

Submitted photos

"I strive to learn from any situation, and I hope to never stop learning. My goal in life is to help others just as counsellors and psychologists have helped me overcome my fears and doubts and discover the value of being my authentic self.

"I am now living the best life I could imagine. I have built up my resilience, recognizing emotions and using them to change unhealthy situations, having a positive outlook and constructive thoughts, enjoying the simple things, and being authentic in all situations.

"Thank you for awarding me the Phyllis Pitre Bursary for Adult Learners," says Lisa.

**Carter Baird** turned 35 in October and is pursuing a Bioscience Technology Post Graduate Certificate at Holland College. "I've been a resident of Canada and PEI for over a year now, and my decision to leave Colorado and pursue a career here has been completely validated.

"My education and career goals are inextricably linked to each other. I received two Bachelor of Arts degrees with a double major in Biochemistry and Theatre in 2010 and I've been looking for a slight change in my career for the past couple of years. I didn't know exactly what I wanted aside from a change, so I experimented with different programs ranging from project management to medical lab tech."

Carter says it became clear, sometime in lockdown, that the change he and his partner needed wasn't just career and education but also location. He applied to multiple biochemistry programs across Canada.

"One big reason I chose Holland College was the PEI BioAlliance and its relationship with my program's on-the-job training. It looked like a pipeline to employment before I arrived and has proven to be so now that I'm here. For example, I found my full-time summer job at STEAM PEI at a PEI BioAlliance career fair!"

STEAM PEI is a program that teaches Science, Technology, Engineering, Art and Math to K-12 students across PEI. "They needed someone to teach a bioscience camp and I was their man. I had to create a curriculum and deliver it to east and west locations on PEI.

"I was able to create a detailed curriculum in a few weeks because planning and foresight are some of my biggest strengths. My students were in grades

4 through 6. While developing my program, I took time to remember my life at age 10 through 12. I obviously can't relate to their experience with technology, but I can remember what it felt like: the extreme highs and lows of emotions just on the cusp of a flash flood of hormones, the wonder and excitement of discovery, the joy, terror, and eventual boredom of recess.

"Most of all, I recall how excited I was for a no-school summer. I made it my goal to not just educate these students, but make it fun, like summer should be."

The summer job turned out to be more than he bargained for. There was a larger age range of students in the camp than he had planned for, and there was no Internet access. He needed to quickly tweak the curriculum, and with the help of his teammates, found a way to solve the Internet dilemma. "One of my coworkers had the knowledge and skills to set up a mobile wi-fi hotspot using her phone, which gave us just the amount of Internet we needed to deliver the program.

"I hope to continue collaborating with exciting scientific teams to discover best solutions throughout the rest of my career here on PEI."

Carter's goal is to graduate from the Bioscience Technology program, gain employment at a bioscience company on the Island, and leverage his passion and skills to continue the important work of PEI bioscience companies.

"I love this Island and the people here. With the help of the Phyllis Pitre Bursary, I will be better equipped to continue my education and put down roots so I might become a valuable fixture in the PEI bioscience community."

For the complete interviews, visit [www.employmentjourney.com](http://www.employmentjourney.com) and search the article title.





# Two Resident Care Workers talk about their decision to pursue a rewarding career in demand

by Heidi Riley

**Phalonne Makouteu** moved to PEI from Cameroon in Africa two years ago. In her homeland, she had worked for two years as a nurse.

"I love taking care of people, and I have a passion to make people happy," says Phalonne.

On PEI, she decided to pursue a career as a Resident Care Worker (RCW). "I chose to study at **Collège de l'Île** because it is a French school, and French is my first language.

"I really enjoyed every moment at Collège de l'Île. I learned what to do in situations where residents could be in pain or agitated. The school will teach you when residents need you to talk or walk with them, listen, or do an activity with them to calm them down."

She graduated from the RCW program in December 2021 and is now working at Beach Grove Home in Charlottetown. She works full-time hours and has a permanent bilingual position. "It was easy for me to find a job, because of the need for bilingual staff. In the future, I hope to become a Registered Nurse on PEI.

"I love seeing the residents get excited when I walk into their room and talk with them. When I make people happy, I make myself happy too. When you do this job, it is in your heart."



Phalonne Makouteu



Matt Perry Submitted photo

**Matt Perry** worked for many years in the restaurant industry and then on construction installation projects before making a career change.

"I decided to become a Resident Care Worker (RCW) because I always wanted to be in a career that helps people."

Last September, Matt enrolled in the RCW program at **Marguerite Connolly Training & Consulting** in Charlottetown.

After talking with Director of Training **Katherine McQuaid** and RCWs who had taken that program, he decided it was the best choice for him.

"It has smaller class sizes, more one-on-one time with the instructors, and everyone I know who took the program is now working as an RCW, enjoys the job, and has great things to say about the school," says Matt.

Matt graduated from the RCW program on June 1, 2022. Before he graduated, he was offered casual employment at Hillsborough Hospital in Charlottetown.

"Within a month, I was offered a temporary 60 percent position, and I am working more than full-time hours."

Matt is happy to be in a permanent position just four months after graduating. "RCWs in all areas of healthcare are in demand, including long-term care homes, hospitals, and mental health and addictions facilities."

## Duties on the job

RCWs help residents with the activities of daily living, such as getting out of bed, dressing, bathing, transfer to wheelchairs, mealtimes, and leisure activities.

## Wages

RCWs working with Health PEI start at \$23.82 per hour. Casuals, because they do not receive benefits, earn 12 percent more than that. Private employers have their own pay scales.

## RCW programs across the Island

- **Marguerite Connolly Training and Consulting** offers a 36-week program in Charlottetown and Summerside. For more information, call **Katherine McQuaid** at **902-566-9705** or email **info@rcwtraining.ca**. Visit **www.rcwtraining.ca**
- **Holland College** offers a one-year program in West Prince and in Charlottetown. Visit **www.hollandcollege.com** and search **Resident Care Worker**.
- **Collège de l'Île** offers a one-year program taught in French in Charlottetown and Wellington. For more information, call **1-877-854-3010** or email **info@collegedelile.ca**. Visit **www.collegedelile.ca/en/** and search **Resident Care Worker**.

## Financial help to enter and remain in this career

Through the **Resident Care Worker Support** program, **SkillsPEI** will pay 100 percent of tuition costs for individuals taking a Resident Care Worker program in the 2022/2023 school year.

For more information, call **SkillsPEI** at **1-877-491-4766** or visit a **SkillsPEI** office. Visit **www.princeedwardisland.ca** and search **Resident Care Worker Support Program**.

The **Retention Incentive Program**, announced October 17, will provide financial incentives to help stabilize the healthcare workforce and retain nurse practitioners, registered nurses, licensed practical nurses, paramedics, and resident care workers in exchange for a one-year return in service agreement.

One of the Retention Incentives will include \$2,500 for resident care workers, home support workers and patient care workers.

A **Retirement Retention Program** will also be launched providing a \$5,000 incentive program to retain those who are eligible to retire in exchange for a one-year return in service in key roles within the health system.

In addition, a **Priority Vacancy Incentive** program will also be implemented providing a further \$3,000 financial incentive aimed at filling key vacant positions throughout the system.

It is anticipated that 190 positions within the system will be eligible for the Priority Vacancy Incentive program.

For more information, visit **www.princeedwardisland.ca** and search **Retention Incentive Program**.

For the full interviews, visit **www.employmentjourney.com** and search the article title.

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# St. Peter's Bay General Store has reopened with new owners behind the counter

by Stella Shepard

The doors of **St. Peter's Bay General Store** have been reopened by brothers **Parth** and **Urmil Patel**, who took ownership in December 2021. "The store had been closed for two years," says Parth. "The community is very supportive and welcoming. Customers tell us every day that they are pleased the store is open again."

"We are open seven days a week and it's been very busy since we took ownership." The general store stocks a wide range of everyday items to satisfy the needs of customers. The Patel brothers have applied for a gas license, and plan to install tanks and sell gas in 2023.

Parth, originally from Gujarat, India, which has a population of more than 63 million, moved to PEI in 2013 for employment. Parth gained entrepreneurial skills through hands-on learning as he worked with his grandfather, who owned a business in India.

"I am a production specialist with a pharmaceutical company in Charlottetown," says Parth. "I decided to buy the store to have a side income that will grow to become full-time employment in the future." He balances employment with the pharmaceutical company and working at the general store with assistance from Urmil.

Five staff members work at the store, and more hiring takes place for the summer months.

**Community Business Development Corporation East (CBDC)** located at the Rural Action Centre on Main Street in Montague 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.

CBDC East is staffed by **Martina MacDonald**, Director, **Helen Antle**, CBDC Officer, and **Terri Taylor**, Accounts Officer.

"I had never heard of CBDC East before," says Parth. "The driver of a car saw me cleaning up the property around the store after I had purchased it. The driver turned the car around and pulled into the parking lot to talk with me."

The driver, **Roger Stedman**, past Chair of CBDC East, introduced himself to Parth. "I told Roger I bought the general store," says Parth. "He told me about the services CBDC East provided and suggested I contact the organization. I took his advice and booked an appointment with the staff."

The CBDC East staff provided Parth with business-related information. As well, a staff member of CBDC East took Parth next door and introduced him to the Executive Director of the **Eastern PEI Chamber of Commerce**. He is now a Chamber member.

"CBDC East provided a business loan, which was a very easy process. The staff also offered business-related information that has been very helpful."

The CBDC East staff followed up with a visit to the St. Peter's Bay General Store to ask how Parth is doing. "The staff at CBDC East are very approachable. It is good to know I can contact them if I have any business-related questions or concerns."



From right, Parth and Urmil Patel are the co-owners of St. Peter's Bay General Store, located in the heart of St. Peter's Bay in Kings County. Submitted photo

For more information about **St. Peter's Bay General Store**, contact Parth or Urmil Patel at **902-739-2088**. Search the company name on **Facebook**.

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

For more information about **Eastern PEI Chamber of Commerce** visit **www.epeicc.ca**



# Early Childhood Learning Centres need trained educators to meet the demand

by Stella Shepard

"There is a huge demand for trained ECEs and for substitutes with training and experience, especially in rural areas," says **Paige MacLaren**, Director of the **Morell & Area Early Learning Centre**.

The centre, located at Morell Consolidated School, is open year-round, and provides care and education for children as young as three months to kindergarten entry. "We currently hold a license for 40 children."

Paige holds a Level 3 Early Childhood Education (ECE) and a Supervisor certificate. She is currently taking a Bachelor of Education in Early Childhood Education at the University of New Brunswick.

"The number of spaces available for children depends on the number of staff," says Paige. "In total, we have 12 staff, including ECE Level 1, 2, and 3, a Cook, support staff, and substitutes."

## Hiring needs

"We are required to hire staff who are trained ECE's, and right now this sector has a shortage," says Paige. "I find it hard to stay optimistic about being able to find certified employees to replace anyone who may retire."

"We are always in need of substitute educators. We are not currently hiring for any permanent full-time positions but will be in the coming years as staff retire."

"When hiring, we look for certifications and experience," says Paige. "Our employees need to be team players, have strong communication skills, be able to problem solve, and be reliable, dedicated, and flexible."

## Wages

"Staff is offered a livable wage, and there is a yearly raise for five years," says Paige. "Currently, the starting wage for a Level 1 ECE, which consists of three Holland College Early Childhood Education courses is \$16.73.

"A Level 2 ECE who has a one-year diploma in Early Childhood Education earns \$20.05 an hour.

"A level 3 ECE who has a two-year diploma in Early Childhood Education earns \$27.11."



Paige MacLaren, Director of the Morell & Area Early Learning Centre, with children in the Pre-Kindergarten program.

For more information about the **Morell & Area Early Learning Centre**, contact **Paige MacLaren**, Director, or **Barb Thompson**, Assistant Director at **902-961-3234** or email **morellandarealc@gmail.com**

For information about funding and programs for those interested in the Early Childhood field, visit **www.princeedwardisland.ca** and search **Early Childhood Education**.

The **Early Childhood Development Association of PEI** offers a **Steps to Success** program. For more information, email your questions to **projects@ecdaofpei.ca**

For the complete interview, visit **www.employmentjourney.com** and search the article title.





# Atlantic Roofers celebrates 50 years in business

by Heidi Riley

In 1972, **Atlantic Roofers** was founded in Cocagne, New Brunswick. Now, 50 years later, the company headquarters is located in the Caledonia Industrial Park in Moncton. It has grown to 160 employees at peak times and there are seven offices across Atlantic Canada, including a metal siding company.

**Jean Allain**, Vice President, is a member and past president of the **Construction Association of PEI**. Both **Jean** and **Yves Bradet**, President of Atlantic Roofers, worked for the company before they purchased it in 2014.

Jean's first job with Atlantic Roofers was as a Labourer. A year later, he learned to run the equipment that melts the asphalt that was used on roofs, and then learned more of the skills needed to earn his Roofers License certification in 1995. Yves started with the company in 1991 as an Estimator.

About 17 people work on PEI, including **Karolyn Willis**, who has been with the company for 10 years. She started in office administration, and now she is the Manager of the PEI branch.

## Job titles

New hires usually start as Labourers. As they learn the skills, staff can move to different positions as Apprentice, Roofer, Foreman, Estimator, or Superintendent. "If someone is willing to learn and stick with it, we will work with people to help them progress," says Yves.

## Working conditions

The company works year-round on commercial or industrial roofs, which are usually flat, and therefore easier to work on than pitched roofs. Training and equipment are provided, and rails are installed on roof edges so that all can work safely.

## Changes to the industry

"Roofing is no longer a dirty job - we don't use tar or asphalt as often anymore," says Jean. "We are switching to using membranes that can be torched, adhered or fastened over support boards or insulations."

In the past 50 years, technology has changed the roofing industry. "Now we all use smart phones," says Yves. "Our Foremen use an app to give us an assessment report, take pictures of the roof, make notes, and write a report to the building owner as to what needs to be done. There is also an app for repairs, including taking before and after pictures of the work done or what needs to be done. We are also using technology to go paperless and to share files."

When installing a flat roof, different thicknesses of tapered insulation are installed to drain off the water. Roofers need to be able to understand which type of insulation is required at which spots on the roof. "This is where we could pair someone with years of roofing experience with a young person who is good with technology," says Jean. "We need the mentors, and we need the young people who are willing to learn."

## Apprenticeship

Roofing is a recognized Red Seal trade. With this designation, a roofer can work across Canada. The apprenticeship program prepares people to earn their Red Seal. The program combines on-the-job training with a qualified tradesperson (80 percent) and classroom training at a training establishment (20 percent).



At Atlantic Roofers, Yves Bradet, President (left), Karolyn Willis, PEI Manager, and Jean Allain, Vice President, are celebrating 50 years in business. The company is looking to hire even more workers to keep up with the demand generated by the damage caused by post-tropical storm Fiona.



Apprenticeship training for roofers, which consists of three six-week blocks, is available in New Brunswick and in Nova Scotia. In Saint John, New Brunswick, a new Roofing Training Centre is registered through New Brunswick Community College and is run by the New Brunswick Roofing Contractors Association. "At least 12 to 14 Apprentices are going through every block of the program at a time, but the industry needs many more," says Yves.

## Hiring challenges

"Years ago, we would hire seven to 10 students during the summer, and perhaps three would stay," says Yves. "We trained them, and they eventually became Roofers. However, these days, it is hard to find even one person to hire for the summer."

When they can't find the people they need, it affects the company's bottom line. "There are some jobs we can't even bid on because we don't have the personnel," says Jean. "We must be very strategic on how we work and how we pick our projects."

## Solutions to labour shortages

"We are trying to adopt new roofing construction techniques that don't use as many components but still give a good result, so that we can build a roof with fewer people," says Yves.

"We are also looking at hiring foreign workers, but it can be difficult to navigate the paperwork and costly to bring them in and retain them," says Jean.

As employers, they realize they need to think differently about hiring methods. "We need to make a profile of who might be suited to work on a roof and try to connect with those people."

Interested job seekers can contact **Karolyn Willis** at **902-368-1011** or visit [www.atlanticroofers.com](http://www.atlanticroofers.com)

For more about the **New Brunswick Roofing Contractors Association**, visit [www.nbrca.ca](http://www.nbrca.ca)

For more information on becoming a **Red Seal Roofer**, visit [www.red-seal.ca/eng/trades/r.4.4f.2r.shtml](http://www.red-seal.ca/eng/trades/r.4.4f.2r.shtml)

## Who is suited to being a Roofer?

Atlantic Roofers is looking for people who want to work, and who like doing physical work outdoors. "Many people are not suited to going to university or college, and do not like to sit behind a desk all day," says Karolyn. "They would rather work with their hands."

## Wages and benefits

Wage levels depend on experience and designation. Yves says a newly hired Labourer earns about \$17 to \$18/hr. A Foreman can earn up to \$33 or more. "It's a matter of learning and sticking around long enough to get that promotion. As you learn the trade, there is opportunity to work as a Foreman or an Estimator or a Manager."

Atlantic Roofers pays for all safety training and equipment. Hardhats, ear and eye protection, harnesses, and other equipment are supplied by the company, and a yearly allowance is provided for work boots. A medical and pension program is available as well.

## Job satisfaction

"At the end of the day, when you see a finished roof and know you had a part in making it, you can be proud of that," says Yves. "If you put in the time, watch and learn, and are proud of what you are doing, you will grow with the company."

"We are proud of our accomplishments during the last 50 years, and we want to keep the momentum going by using new technology and new ways of working," says Jean. "Some of our staff have worked for us for 30 or more years, and we have formed a great bond between us."

Jean encourages people to consider the roofing trade. "We are happy to have a conversation. Talk to us and give it a try to see if you like it."





# PEI boat building is a strong trade choice, and more awareness is needed to attract more staff

by Gloria Welton

“The boat building industry on PEI remains on a steady course and it is a good trade choice that more people should consider,” says **Jay Campbell**, Project Manager of **Provincial Boat and Marine Ltd.**

The business is the oldest manufacturer of fiberglass fishing boats in Eastern Canada, and is located in Kensington, PEI.

Jay combined his trades background with a university degree in Political Science and a Master of Business Administration from UPEI. “The main reason for continuing my education is to address the human resource challenges in this field,” says Jay.

He says a career in the trades is a solid choice. “You can work in trades anywhere across Canada and make a good living. For me the combination of skills and education has guided me to continue to manage a successful business.”

Since no training for boat building is offered on PEI, Jay learned his skillset on the job with his parents **Gordon and Elaine Campbell**, who bought the company in the 1990s after working there since the 1970s.

The industry on PEI is relatively small but there are many employment opportunities in a year-round career that pays well. “About 12 companies on PEI build and repair boats,” says Jay. “Most likely 120 people are employed across the industry, and we need more. It is extremely challenging to attract people to the industry, and we hope to find more ways to get a strong message out about the opportunities.

“Provincial Boat and Marine is booked with orders about four years ahead. We are seeing a need for a steady supply of fishing boats to be built. Currently, most of our customers are from the Atlantic provinces.

“Even though we have orders booked a few years ahead, it goes year by year as we wait and see what happens with the industry economy. Now the fishing industry is faced with high fuel prices, recent interest rates hikes, and other cost increases.

“Our business has been here for a long time, and it has been a good stable business with great employment potential.”

## Staff recruitment needs

There are 10 people on staff, and Jay says they would like to hire a few more, but applications are just not coming in. “We have staff who have been with us from seven years to 40 years and we will be facing retirements in the next 10 years.

“We would like to make sure we transfer the knowledge and experience of our present staff on to the next generation of staff, but we need to find ways to bring new people in at a level that we can handle as training takes time and a lot of effort.



Jay Campbell and his parents Gordon and Elaine own and operate Provincial Boat and Marine Ltd. “I grew up working in every aspect of this business,” says Jay. “The demand for our product remains steady, and we want to be sure we have the qualified people we need to meet the demand.” Submitted photos

“It is hard to recruit qualified staff with the right aptitude because the industry is small and it gets overlooked as a strong career option. Our company offers stable, year-round work that provides good pay, a rewarding work setting with lots of room to develop skills, and work that is not routine and involves a multitude of tasks.”

Jay says that candidates with carpentry skills are the best fit, but trades experience in auto body or manufacturing can also be a match. “Some of our staff also do plumbing and electrical, which makes them well-rounded in trades skills.

“For those who have limited trades experience, we are willing to train on the job if the person has the right aptitude and interest.

“Our doors are always open to receive applications, and we welcome youth. We are always looking for the right fit.”

## Working with the community to train staff and raise awareness of opportunities

The company is working with Workplace Learning PEI to help transfer in-house knowledge and to offer other types of training.

Over the years, Jay has worked with **Workplace Learning PEI** to help the company develop standards and to train the company’s supervisors to help them work with the younger staff and communicate more effectively. The training has allowed conversations such as expectations of work priorities and how family dynamics affect work/life balance. “We are so busy, but we made time for this training, and it has made a difference.”

Jay says work needs to be done by the provincial government to include the boat building trade in the PEI Apprenticeship program.

“I think the industry would get good quality candidates looking for a career if we raised the profile and awareness of the profession. Making boat building a designated Red Seal trade would be a move in the right direction.

“Also, exposing more youth in the secondary and post-secondary systems to this trade is important. Awareness of the choices and opportunities would go a long way.”

## Wages and work schedules

At Provincial Boat and Marine, entry-level staff start at \$18 per hour and have a work week of 42 hours. “We offer competitive wages for journeymen with trades experience. This is full-time year-round work.”

## Future plans on hold until more staff are hired

Jay says they would like to look into using more automation, but at this point he does not have the right number of staff to make the time for training and transition.

“It is a real catch-22 right now - automation would help with production, but I need more staff before pursuing any kind of company transition.

“We are always looking for quality employees and are willing to talk with those who would like to take a look at a career with us.”

If you think you would be a good fit, call or send your resumé to [jay@provincialboat.com](mailto:jay@provincialboat.com)

For more information about **Provincial Boat and Marine Ltd.**, call **902-836-3533**.

Visit [www.provincialboat.com](http://www.provincialboat.com)





# The ABCs of becoming a Kindergarten Teacher on PEI

by Gloria Welton

There are about 91 Kindergarten Teachers that work for the Public Schools Branch, with about six teaching in French kindergarten classes.

There are eight Kindergarten Teachers on PEI working for the French Language School Board (La Commission scolaire de langue française).

**Carrie Marshall** from New Dominion is a Kindergarten Teacher at Glen Stewart Primary School in Stratford. She is originally from Illinois and has worked in the Early Learning Education field since she graduated from university. She has worked in the field on PEI for about 19 years since moving here in 2001.

Her family moved to PEI when her husband was offered the position of Academic Dean with Maritime Christian College, and they have three children. "When our youngest child started kindergarten two years after we settled on PEI, I started working at Parkdale Sherwood Headstart Early Learning Centre as a Kindergarten Teacher," says Carrie. "This was before kindergarten was integrated into the school system. Kindergarten has been integrated in the regular school system for about 12 years."

Carrie has a Bachelor of Arts in Early Childhood Education and a Masters in 21st Century Learning. When the opportunity came to work as a Kindergarten Teacher in the school system, she enrolled at UPEI in the three-year Bachelor of Education program, which was developed to meet the needs of Kindergarten Teachers as they transition from early childhood centres to the PEI school system. This was a temporary program that accepted just two intakes of students in 2010 and 2011.

"I love my job and I joke that I just fell into this field of work. I don't remember making a choice - it just appeared that was the path I was to take. It wasn't that all my life I planned to enter this field. It really just fell into place for me, and I am very pleased."

According to the Department of Education and Lifelong Learning Curriculum document the kindergarten program values the development of the whole child by recognizing the following:

- the individual and social nature of learning
- that children learn through active involvement and meaningful play
- the importance of developmentally appropriate practices that enhance children's learning
- the significance of all areas of development
- the early years as the strong foundation for lifelong learning.

The kindergarten program values educators and families as partners in a child's education. Educators and families collaborate to create a climate of respect, success, and joy for lifelong learning.

"Before kindergarten centres came into the school's system, play to learn was the ultimate focus. There is a bit more structure around how we must implement the curriculum in our present school system.

"We are continually talking about the importance of play to learn as being the core of the system as this is instrumental in development at this age. It is a constant balancing act not to lose sight of play-based learning when more programs with academic teaching are being introduced.

"One of our professional development days for Kindergarten Teachers was completely focused on play and although that day got cancelled because of the hurricane I hope they can reschedule."

When talking about career development starting at the kindergarten level, Carrie suggested the importance of each child knowing their strengths, passions and talents at that age and being aware of the world of work to a degree that makes sense to them. "When children are more aware of who they are and what their interests are and are exposed to options, they can be put on career pathways that can continually be explored.

"I wouldn't have called myself overly creative growing up, but as I grew in my career, I discovered that side of me and I learned how to channel creativity into my work. We can help young children to become aware of who they are and what strengths they can build on which will help them with their future plans."

Carrie spoke about diversification of education which for instance can help children speak confidently in front of their peers and build the skills needed to navigate through the school system and enter the world of work.

"Over the last few years, more children are coming into the classroom without speaking English. Since kindergarten is play based learning, those children should learn well in this setting.

"Language skills are developed through conversation with peers so giving these students a chance to talk and learn through group projects where they are interacting with each other is also very important.

"An Educational Assistant is assigned to work with children with learning challenges or a variety of special needs in the classroom and throughout the day. We also have Resource Teachers who help the students develop skills further."

This year, Carrie is teaching a class of 14. "This is the first time I have taught a smaller class size, yet we have extremely high needs within our classes."

## Testing out a career as a Kindergarten Teacher

Carrie suggests that volunteering in a classroom is a way to test out the profession. This could be arranged through the **Public Schools Branch**.

"Another great way to arrange to spend a semester in a kindergarten classroom is through a high school co-op program.

"Also, contacting the Early Childhood Development Association is a great way to connect and find ways to work for a childcare center for the summer and see if this is a pathway of interest."

## Impact and hiring needs on PEI

"There are opportunities to be hired as a Kindergarten Teacher on the Island," says **Kelly Drummond**, Director of Human Resources, Corporate Planning and Principal Support for the Public Schools Branch. "The 56 schools offer a variety of employment opportunities, including permanent, casual, and substitute positions.

"For the French Language School Board (La Commission scolaire de langue française), Kindergarten Teachers are of great importance and are in high demand," says **Nathalie Malo**, MBA, CPHR, Gestionnaire des ressources humaines. "Thanks to them, the first year of school will allow our students to become independent, to learn the French language and to make lots of discoveries. Kindergarten Teachers have a major impact on their socio-emotional development and on their learning of French."



Carrie Marshall from New Dominion is a Kindergarten Teacher at Glen Stewart Primary School. "I love teaching kindergarten and filtering my creativity through my chosen career," says Carrie. "I love observing my students learn as they play and I am always watching, listening, and thinking of ways we can build on their interests as a class." Submitted photo

## The rewards and realities teaching Kindergarten

"I love taking a group of children who don't know each other at the beginning of the year and becoming best friends by the end of the year," says Carrie. "That building of community is very rewarding. Being able to watch kids grow and develop is incredible. I have students who are siblings of previous students, so building and keeping that relationship with parents is also important. We are partnering with parents to help raise the next generation."

Carrie says teachers can find it overtaxing and overwhelming when they have a lot going on in their personal life. "This career can take up a lot of your time and mental space so when you have a lot going on in your own home it is going to be very difficult to manage both.

"Normal life situations combined with the pandemic and disasters like this most recent hurricane can be very challenging for professions such as teaching, healthcare, police work, and the list goes on.

"We need a support system at home and in our social circle to ensure we can be there for our family and for the people we work with. This is a balancing act that is very difficult to address appropriately on a continuous basis. Taking good care of oneself needs to be a priority.

"In this career you can give and give and be pulled in so many directions, but you certainly get the reward of seeing the children learn and progress, and knowing that you have done your best."

## Educational options available on PEI

"For those interested in becoming a Kindergarten Teacher I suggest starting at a college and adding a university degree, and then a Bachelor of Education," says Carrie. "This would give you the play-based learning model and philosophy needed in this profession."

- Holland College offers a Early Childcare and Education program which includes an option for a degree pathway.
- Collège de l'Île offers a one-year program in French.
- The UPEI Bachelor of Education is a 12-month post-degree program that allows students to direct their studies in Primary/Elementary (K-6) or Intermediate/Senior (7-12) and also pursue optional additional study through a focus in International, Indigenous, Early Learning, or Adult Education.



# Young Millionaires Program helps youth gain entrepreneurial skills

by Ethan Paquet

The **Young Millionaires Program (YMP)** offers training, mentoring, and ongoing support to help youth aged nine to 16 explore and thrive in an entrepreneurial environment.

Over the last 30 years, the program, based at the Central Development Corporation, has helped over 2,000 Island youth develop and expand their business skills and supported them in turning their idea into a realistic start-up.

This year, 142 youth across seven regions of PEI launched a wide variety of businesses, including handmade jewelry and other creative, unique products.

“Our goal is to give everybody the chance to do what they want to do,” says **Cora Sonier**, Program Coordinator.

Cora knows the value of these skills firsthand. “I took part in the program the first year it was offered, and I built my career on what I learned,” she says. “The skills we are teaching the youth can be applied to every aspect of their lives.”

Last year, YMP began collaborating with schools to reach older youth through a microcredential course. This year, they partnered with COWS Inc. to obtain space for participants to set up shop each week in Avonlea Village.

“The average annual earnings of each business last year was \$400, and this year, that number increased to \$586. Many of our youth heard from business owners who were impressed and wanted to carry their products.”

Earlier this year, YMP launched **Shooting Stars**, which allows former participants to return to the program. Second-year participants have the option to receive additional funding for the same business, and both second and third-year participants can mentor new participants.

“This first year of Shooting Stars was even better than we expected. For example, one young lady was in the program this year after dissolving her partnership last year, and she has earned \$17,000 since January.”

With this success, Cora hopes to launch more programs, including a version of YMP for adults, and an employment program to teach youth about career development including resumé and cover letters, job search techniques, interview preparation, and employee rights.

“Not only are we addressing those entrepreneurial skills that are so important because they are transferable skills, we are also working to bring this program to a whole new level.”

Youth interested in joining the YMP program can pre-register online. YMP staff will reach out to applicants to discuss their business idea and to schedule a one-on-one intake interview.

While funding is only available in June and July, Cora encourages youth to reach out if they would like help in developing their business idea.

“Youth are welcome to begin their businesses prior to the start date of the program, and we can help them develop ideas, logos, and anything else they need to get their idea off the ground. Then they can register online to get funding.”

Cora says the most successful YMP participants have been the ones who kept an open mind to possibilities and opportunities.



At a recent Greater Summerside Chamber of Commerce event, awards went to the young entrepreneurs running J & J Grass Cutting and Snow Removal who are 13-year-old twins Justin and Jacob Bruce. They began J & J Snow Removal last winter and adapted to also offer grass cutting so they could operate all year long. “It was through an ad of theirs that we learned of them and their incredible work ethic,” says Program Coordinator Cora Sonier. “They bring something to the program we have never seen before: a viable four-year strategic business plan.” *Submitted photo*



“All we do is give them the skills that they need, and they do amazingly well all on their own. Anything is possible, whether you do it with the help of our program or on your own.”

For more information about the **Young Millionaires Program**, visit [www.youngmillionairesprogram.ca](http://www.youngmillionairesprogram.ca)



# Youth-on-Board connects students with rural municipal & non-profit boards

by Ethan Paquet

The **Youth-on-Board** Program encourages youth to volunteer in rural regions of PEI. It also assists non-profit/community groups, including municipal administrations, to encourage youth to join volunteer boards.

The program offers an opportunity for up to 40 high school students to become members of active Island boards within a rural region.

“The benefits are two-fold,” says **Sonia Dixon**, Community Development Officer. “Youth gain direct boardroom experience and education about the roles of non-profits within their community. As well, non-profit organizations gain youth perspectives with new ideas brought to the table, and they find potential long-term volunteers for succession planning.”

Youth are given training on boardroom mechanics, including Robert’s Rules of Order, meeting minutes, and the roles of non-governmental organizations (NGOs). Community Development Officers across the Island help the youth succeed by placing them with a rural board that matches their general interests.

“Last year Youth-on-Board began as a pilot project. Due to student demand, we expanded program intake from 20 to 37 students,” says Sonia. “This year, we have expanded further and are accepting up to 40 students.”

Youth-on-Board conducted an exit survey with participants following their initial pilot. “We found that 97 percent of participants would refer a friend to the program if it was offered again and indicated they gained skills that would be transferable to the workplace. All participants said the program increased their knowledge of the non-profit sector and of volunteerism in rural PEI.”

Another survey with the participating boards found that they would all recommend the program to another organization, with 80 percent indicating that Youth-on-Board assisted in building capacity at some level within the organization.

“We were excited to participate in the Youth-on-Board Program, as it allowed us a meaningful way to connect with youth in our community,” says **Haley Zavo**, Executive Director, King’s Playhouse. “Our youth board members offered valuable insights and an important perspective for our entire organization.”

## One youth provides their perspective

**Molly Robertson** is a student at Montague Regional High School. She volunteered with **TCAP Family Aquatics and Fitness Center**, a not-for-profit pool, gym and fitness centre in Montague.

“It was an amazing experience. I learned a lot about how much work really goes into non-profit boards and facilities. I really liked my placement because TCAP is a busy spot in Montague so there was always lots to talk about during meetings.”

While she is unsure of her plans after high school, she says Youth-on-Board helped her recognize she would like to become more involved in her community.

“My advice to somebody who is taking the program this year is to ask as many questions as you can and to really pay attention during the meetings, because you do learn a lot,” says Molly.



Sonia Dixon, Community Development Officer.

For more information about the **Youth-on-Board Program** and to apply, contact **Sonia Dixon**, Community Development Officer, Rural and Regional Development, at [sddixon@gov.pe.ca](mailto:sddixon@gov.pe.ca) or call **902-838-0618**. Visit [www.princeedwardisland.ca](http://www.princeedwardisland.ca) and search **Youth-On-Board**.



# November is Canada Career Month: many events to be held across PEI

by Stacy Dunn

“Amplify” is the theme for **Canada Career Month 2022**. How will you choose to amplify and strengthen your job search or career development? Whether you wish to grow your skills or connect with more people, you must always start with knowing your talents, values, and interests.

The *Employment Journey on PEI* continually promotes local career services organizations.

**Below is a list of events happening this month. Check social media for further details on these events and more.**

“**Holland College** is excited to be celebrating Canada Career Month this November,” says **Haley Doherty**, Employment and Career Advisor with the college. “Events and activities that celebrate and foster career development will take place in Holland College locations across the province.”

Detailed information and the schedule of events will be sent to students directly. For more information, please contact Haley at **902-566-9368** or **careerservices@hollandcollege.com**

**UPEI** events are free for all UPEI students and graduates. Visit the UPEI Experiential Education Department’s Canada Career Month page to find more information and to register.

Some of UPEI’s events include:

- Growth Mindset Workshop
- Volunteer Showcase
- Resume Writing Hands-On Workshop
- Presentation Skills Workshop
- Afternoons of Service with the PEI Craft Council
- Employer Showcase

For more information about **UPEI Experiential Education**, email **experientialed@upei.ca**

Check out resources and services that help job seekers find work and help employers find the right staff at **www.employmentjourney.com**  
See more Career Month events on our Upcoming Events calendar and on our social media.



## Celebrating 20 years of providing employment services

by Ruby Arsenault, Employment Coach/Facilitator with the Tignish EmploymentResources (ER)Centre

The **Tignish Employment Resource (ER) Centre** is located in the heart of Tignish at 211 Phillip Street. It is part of **Rural Community Learning Inc.**

Twenty years ago, I started working in a small space at the Tignish Library. It began with 20 hours a week for a one-year contract to see if there was a demand for employment assistance services in the community. The demand grew and soon the centre expanded to full-time hours Monday to Fridays year-round.

Now we have our own spacious location where on September 9th I hosted an open house to celebrate 20 years. It was a fun day with many people stopping by to express their thanks for the services offered during the years.

As the Facilitator of the centre, I obtained extensive training to better equip myself to assist others. Some of the training included Career Development Theories, Choice Theory & Reality Theory Certificate, Administrative Professional Development Certificate, Human Resources Management I & II, Career Employment Coach Career Planning, Job Search Coach, Resumé Development Coach, Interview Skills Coach, True Colors/Personality Dimensions Facilitator, Life Skills Coach Training Phase I & II, along with a post-secondary college diploma.

Each year brought in new trends and new clients. I have assisted many job seekers who travelled out of province for employment in the oil patch or to wind turbine farms. One of the first employers that visited the centre was a

fishing company from Newfoundland that owned and operated a huge shrimp vessel off Labrador. Local fishers who worked on the ship were flown to Newfoundland and then boarded the ship and headed out to sea. These jobs offered off-season employment to many locals.

And of course, there were years of assisting people to apply for local job opportunities, make career or job changes, and apply for post-secondary education. When I look back through old files, I am happy to see how many people accessed the services and then went on to become RCWs, LPNs, and Power Engineers, just to name a few.

### Free and confidential services offered to clients at the centre

- Job search
- Faxing, printing & photocopier
- Resumés & cover letters
- Resources
- Job applications
- High speed Internet
- Interview tips
- Job coaching
- Monthly job club
- Tours of various industries
- One-on-one coaching appointments
- Training such as employability skills, personality assessments, basic computers, essential skills, and more
- Employability/life skills workshops/training sessions/recruitment sessions/presentations
- Knowledge and contact info for local employers who are hiring

Over the last few years, a huge change has come to the labour market. All sectors and fields of employment are struggling to find employees. The centre began to assist local employers not only to create and post eye-catching job postings, but to also think outside the box to attract and retain staff.

### Services offered to employers

- Assist in creating and posting job opportunities
- Direct employers on hiring processes
- Assist in coaching employers/organizations with recruiting staff
- Provide supports in the hiring process

I have enjoyed each day of the past 20 years, and I look forward to at least 10 more years of assisting locals to the best of my ability. I love working in the town where my family lives close by and I love spring lunches sitting at the harbour watching the boats sail out to sea.



Ruby Arsenault Submitted photo

**Academy of Learning Career College (AOLCC)** is hosting career and program information days on **November 8** and **November 16** from 8:30 am to 4:30 pm at their locations in Charlottetown and Summerside.

The public can drop in to get information on AOLCC programming and find out about careers in demand. “They will be able to find out about funding available to attend college and get any questions answered that they are wondering about,” says **Katherine McQuaid**, Director of Training. “Our career counsellors will be available to answers questions and provide information.”

For more information on **Academy of Learning Career College**, call **Katherine McQuaid** at **902-894-8973** or email **info@aolpei.ca**

### Creative PEI’s Creative Well-Being Initiative Conference

will take place on **November 18**, 10 am to 5 pm at the Charlottetown Library Learning Centre. Artists, mental health professionals, and creative sector workers will gather to begin work on a draft strategic plan to address the mental well-being of artists and arts workers on PEI.

For more information, contact Project Coordinator **JoAnna Howlett** at **joanna@creativepei.ca**

**Career Development Services (CDS)** is a place people can go to talk about their talents, values, and interests and get help with mapping out their own employment journey with career development practitioners and career counsellors.

Contact your local CDS office to ask about their free, confidential services:

O’Leary – **westprince@cdspei.ca** | **902-859-2776**

Summerside – **sside@cdspei.ca** | **902-436-0706**

Charlottetown – **chtown@cdspei.ca** | **902-626-2014**

Montague – **montague@cdspei.ca** | **902-838-5453**

Souris – **souris@cdspei.ca** | **902-687-1526**

Visit **www.cdspei.ca** and search each location on facebook.

### The Workforce Employability Readiness (WERC) Certification

program is a three-week pilot program delivered by **Workplace Learning PEI** in partnership with the Department of Education and Lifelong Learning.

The program focuses on skills Island employers have identified as essential for today’s workforce. It will run from **November 21 to December 9** in Souris.

**INFORMATION SESSION will be held November 8, 1 pm at the Souris Legion**

Contact **Jacob Robar**, Workplace Learning PEI, at **902-670-8622** or **jhrobar@gov.pe.ca**

For more information, contact **Ruby Arsenault** at **rubysarsenault@rccli.ca** Phone: **902-882-2498** Facebook: **Tignish ER Centre**

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