

# The News You Can Use Employment Journey

On Prince Edward Island



## Economic outlook for PEI in 2024

by Heidi Riley

The **Atlantic Economic Council** conference on PEI in November discussed the slowing growth of the Atlantic economy. But the good news is that the region will still outperform the rest of the country.

**Fred Bergman**, the Atlantic Economic Council's Senior Policy Analyst, provided an economic growth forecast for PEI, and described recent trends and future expectations regarding the economy in the region and across Canada.

On PEI, growth is expected to cool from about 2.7 percent in 2023 to about 1.4 percent in 2024.

"Reasons for the slowdown across our region mirror what has been happening across the country. The main factor is that the full impact of the interest rate increases have not fully materialized yet and will not do so until 2024. This will result in slower growth, consumption, and investment.

"Our labour market is aging and changing, influenced by current economic conditions like high inflation and interest rates." Total employment on PEI is up about 4.9 percent year to date in October and is gaining steam. The PEI labour market did well in 2023, but the job market will cool in 2024.

At the conference, the Council's economists tackled timely questions such as:

- When will interest rates start to fall again?
- Will population growth continue to drive our economy forward?
- How much construction is needed to reduce the housing shortage?
- Should businesses in the region be concerned about the conflicts in the Middle East and in Ukraine?

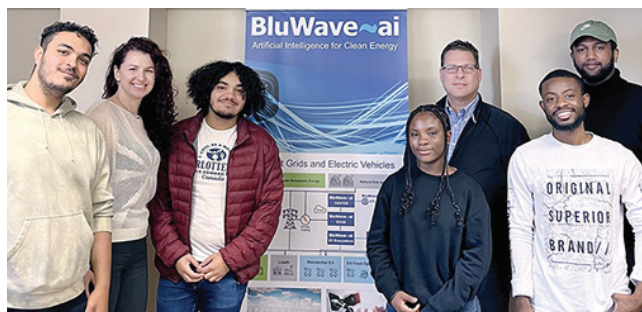
To read the full article, visit [www.employmentjourney.com](http://www.employmentjourney.com) and search Economic outlook for PEI in 2024.



### Using Artificial Intelligence in the legal, financial, and renewable energy industries

Also, at the Atlantic Economic Council conference, panelists discussed new business opportunities, how to leverage Artificial Intelligence (AI), and how to manage risks associated with adopting this technology.

**BluWave-ai** is a Canadian company based in Ottawa with offices in Calgary and Summerside. The company uses data and cloud-based AI to predict, optimize, control, dispatch, and manage how renewable energy is used by industrial and utility customers.



Staff and co-op students at the Summerside office of BluWave-ai with (third from right) Mike Thususka, City of Summerside.

Submitted photo.

"Our software service solutions improve the efficiency of renewable energy operations," says **Devashish Paul**, CEO/Founder, BluWave-ai.

The company's focus is on green technology such as renewable energy and electric transportation. Their solutions apply AI cloud software to optimize the cost, carbon footprint and reliability of renewable and non-renewable energy sources.

They work with customers such as utilities, fleet operators and electricity system operators to improve their energy-related decision-making to decrease costs and their carbon footprint.

"Software and automation are there to assist humans," says Devashish. "AI will not take all our jobs. Automation is there to enhance the quality, safety, and the mission criticality of many systems. With more and more business intelligence, we can use more renewable energy and decarbonize the grid."

Positions in the Summerside office include Software Developers, Machine Learning Developers, Technical Sales, and Quality Assurance Testers. Graduate and internship opportunities are also available.

For a list of open positions, visit [www.bluwave-ai.com/careers](http://www.bluwave-ai.com/careers)

**McInnes Cooper** is a legal service provider with over 200 lawyers in offices across Atlantic Canada.

"As with many law firms, we are seeing the opportunities AI presents and are asking ourselves how to leverage that technology for both our work and for our clients," says **James Mosher**, Partner, McInnes Cooper.



James Mosher, Partner, McInnes Cooper. Submitted photo.

Recommendations to consider when using generative AI

- Take time to understand the technology.
- Adopt a policy about AI to educate members of the organization on how the technology works.
- Establish parameters on how members can safely experiment with the technology.
- Specify what information is not to be fed into the software.
- An approval process is necessary. Designate a knowledgeable member of your organization to evaluate the risks associated with this technology and approve the software for use.

"I anticipate that having an AI policy in place will be a regular line of inquiry from parties we do business with. They will want to know if their private information will be exposed to generative AI software.

"In 2024, our firm will be pursuing client service offerings to provide advice to clients on developing their own AI policy and to help them understand the legal risks associated with the adoption of AI software."

For more about **McInnes Cooper**, visit [www.mcinnescoper.com](http://www.mcinnescoper.com)

**BDO** is a full-service accounting, tax and advisory firm with around 5,000 employees across Canada.

Among its services is a national data and AI practice with end-to-end implementation offers in data including strategy, governance, data management, AI and support. It is a recognized leader in AI in Canada.

**Jonas Slaunwhite**, Senior Consultant at BDO, works in technology consulting, specializing in data and AI.

Jonas suggests that organizations should consider the following guidelines when adopting AI technology:

- Keep your data secure. This includes IT controls, policies, and training on how you use your data and how people use this data, if at all, on public versions of an AI tool. For example, consider data literacy training on the importance of data quality and upskilling staff on the proper use of AI.
- Make sure the data used by AI is serving a specific purpose and consider the business outcome and how it affects people or customers when using that data. This is a core tenet of responsible AI.
- While there are countless benefits to AI adoption, there is a lot of fear around AI, its use and potential impact. Leadership plays an important role in easing those concerns. Defining an AI + People culture, and not an AI vs People culture is the best path to adoption.
- Take an honest look at your data and set some goals around a fast path to success and momentum. AI is an investment, and like all investments, the return should be clear.

"The combination of leveraging your data with AI is a clear way to differentiate your business from your competitors," says Jonas. "A recent report from BDO Global highlights that adoption of AI and other advanced digital solutions is the number 1 strategy that organizations are pursuing to gain a competitive advantage over the next 12 months."

For more information about **BDO**, visit [www.bdo.ca](http://www.bdo.ca)

For the complete articles, visit [www.employmentjourney.com](http://www.employmentjourney.com) and search each company by name.

# No-cost program helps youth gain skills and plan for their future

by Ethan Paquet

Are you between the ages of 15 and 18 and looking to make new friends, become active in your community, learn about the environment, and gain valuable knowledge, skills, and experience?

**WILD Outside** is a year-round, no-cost program that helps youth connect with nature through recreational and conservation projects that involve team-building and mentorship with professionals.

"This is a fun, flexible, and educational program where youth can do great things for their community and for wildlife," says **Samantha Mills**, Marketing Manager, **Canadian Wildlife Federation**.

The program is open to all youth regardless of skill level, experience, or ability. "Many participants didn't know how to canoe, ride a bike, or garden for wildlife before they started the program. We cover the cost of equipment, transportation, and training because we want young people to be able to enjoy the outdoors and nature."

Youth gain a wide range of transferable skills and volunteer experience. "The skills picked up through these projects look amazing on a resumé or a college application, especially for youth interested in a field such as community work, conservation, outdoor recreation, or education."

Adults ages 18 and over are encouraged to volunteer with WILD Outside, where they can take part in activities such as canoeing, hiking, bird watching, gardening, building bat houses, and more. No specific skills or experience are required to join.



Submitted photo

For more information about **WILD Outside** and to register or volunteer, visit [www.wildoutside.ca](http://www.wildoutside.ca) or email [patrickr@cwf-fcf.org](mailto:patrickr@cwf-fcf.org) or [samuelh@cwf-fcf.org](mailto:samuelh@cwf-fcf.org)

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



# Exploring careers and opportunities in the Creative sector on PEI

by Ann Marie Clow

"Creative sector careers are not what most people think," says **Mark Sandiford**, Executive Director, **Creative PEI**.

"Less than half of us work as artists creating new work from our imaginations," says Mark. "Many of us work as technicians, managers, teachers, and other types of professionals."

Creative PEI is the sector council working on behalf of PEI's arts, culture, and creative professionals.

"Our sector has lots of self-employment and contract work. More than 2,000 of us make our living in PEI's creative sector and we wouldn't trade it for anything."

"We want to create more opportunities for people in the creative sector," says **Devon Strang**, Digital Development Coordinator at Creative PEI.

"We make sure they are in a position to succeed, whether it is their mental well-being or financial well-being, and we want them to have the tools they need, such as marketing assistance."

Devon is a musician who worked in marketing and project management, which gave him the skills and experience needed for his present job with Creative PEI. Devon took marketing as his sideline. "Project management and good communication abilities are also important assets when you're selling yourself and your products."

"You could also take evening courses, online training, art classes, or mentor with other artists. That is a wonderful way to invest in yourself and your career."



Devon Strang, Creative PEI.

Submitted photo

For more information about **Creative PEI**, visit [www.creativepei.ca](http://www.creativepei.ca)

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



# PEI Tourism industry has a variety of training and employment options

by Stella Shepard

Working in tourism means different things to different people. It might mean flexible part-time or seasonal jobs, full-time positions, or rewarding long-term careers.

"With such a wide range of occupations and entrepreneurial opportunities to choose from, you can have a rewarding and fulfilling career," says **Alex MacKenzie**, HR Coordinator with the **Tourism Industry Association of PEI (TIAPEI)**.

About 8,000 people on PEI work in food & beverage, transportation, travel services, recreation & entertainment, and accommodations.

About 17,000 employees work indirectly with the tourism sector in jobs such as finance and employment assistance.

"Some occupations most in demand include housekeepers and light-duty cleaners year-round," says Alex. "We also see seasonal shortages in entry-level cooking positions. TIAPEI offers an entry-level cook training program to address the need for more staff in this area."

"The tourism industry is probably one of the most customer service-based industries on the Island. Therefore, when hiring, we look for people with outgoing personalities who enjoy sharing PEI with customers and want to give them a positive experience."

Tourism and hospitality training is available through a national body called **emerit**. Training is available for occupations such as Tour Guide, Front Desk Agent, Supervisor, Taxicab and Limousine Driver, Food & Beverage Server, and many more.

TIAPEI has partnered with **eForcePEI.ca** to provide tourism operators, employees and those interested in the tourism industry with free online training.

For more about training and career opportunities, contact **Alex MacKenzie** at **902-566-5008** or email [amackenzie@tiapei.pe.ca](mailto:amackenzie@tiapei.pe.ca) Visit [www.choosetourism.ca](http://www.choosetourism.ca)

For more about entry-level cook training, visit [www.tiapei.pe.ca/entry-level-cook-training-program/](http://www.tiapei.pe.ca/entry-level-cook-training-program/)

Watch for the 2024 Tourism Job Fair announcements for March 16 & April 6.



# Finding a creative career fit on PEI

by Gloria Welton

While making career decisions earlier in her life, **Julie Jones** was told that a career that brought out her creative side was not available on PEI.

"After high school, I settled into a government job. It was a good job financially, but it just wasn't for me. I talked with everyone I knew and struggled with what I could do with my skills and creative energy."

"Someone suggested I study public relations, which covers communications disciplines such as advertising, marketing, graphic design, and journalism. I did my research and discovered that employers considered it a sought-after skillset."

She enrolled in the Public Relations program at Humber College in Toronto. When she moved back to PEI, she worked in government, restaurants, and hotels, but was determined to find a better match. "I realized there are a lot of creative opportunities on PEI. You just have to keep searching and talking with people."

Then she found a job with **Insight Studio**. "We help clients tell their stories and connect with their audience. We do marketing campaigns, video and graphic design and copy writing, content marketing, and social media."

The office in Charlottetown has 15 staff members. Julie was originally hired as a Social Media Specialist. About six months later, she became the Social Media Manager. Now she is a Copy Writer and Brand Manager.

Julie says the company loves to see students come in on placements to explore the industry and occupational choices.

For more information about **Insight Studio**, visit [www.insightstudio.ca](http://www.insightstudio.ca)

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



Alex MacKenzie, HR Coordinator with TIAPEI.



# Job opportunities with Veterans Affairs

by Heidi Riley

**Veterans Affairs Canada (VAC)** is a department of the Federal Government of Canada with its head office in Charlottetown and offices across the country.

The department supports the well-being of veterans and their families and promotes recognition and remembrance of the achievements and sacrifices of those who served Canada in times of war, military conflict, and peace.

VAC makes decisions on behalf of veterans who served in WWII, the Korean War, or current or past RCMP members. When there are disability benefits involved that are related to their service, VAC plays a part in obtaining benefits for them.

The **Bureau of Pensions Advocates (BPA)** is one division of VAC. If the veteran does not agree with the decision of Veterans Affairs as to benefits, BPA's lawyers advocate for the veteran and try to obtain the benefits the veteran is entitled to. Veterans in disagreement with their disability claim can use the services for free.

BPA hires students during the school year to work part-time hours and in the summer, students can work 37.5 hours per week.

For more about the **Bureau of Pensions Advocates**, visit [www.veterans.gc.ca/eng/veterans-rights/how-to-appeal/bureau-pensions-advocates](http://www.veterans.gc.ca/eng/veterans-rights/how-to-appeal/bureau-pensions-advocates)

The **Veterans Review & Appeal Board**, which operates at arms-length from VAC, provides hearings to ensure that veterans, armed forces, and RCMP members with service-related disabilities and their families receive the benefits they are entitled to.

The work environment offers flexibility and the opportunity for a hybrid model, working two days at the office and three days at home. Staff have the option to work a compressed work week.

For more about the **Veterans Review and Appeal Board**, visit [www.vrab-tacra.gc.ca](http://www.vrab-tacra.gc.ca)

For more about **Veterans Affairs Canada**, visit [www.veterans.gc.ca](http://www.veterans.gc.ca)

For the complete articles, visit [www.employmentjourney.com](http://www.employmentjourney.com) and search each division of VAC by name.



Veterans Affairs  
Canada

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The **Business Intelligence Unit (BIU)** is part of the Service Delivery branch, which is responsible for delivering benefits to VAC programs. BIU provides direct support to Service Delivery areas in Program Management and Field Operations. Field Operations provides direct support to clients (veterans, RCMP, and other clients and their families). The Program Management section develops the programs and needs information and data that informs their programs and services.

## Success stories in 2020

A student who was finishing a computer science degree started with BIU at Veterans Affairs in a co-op program. When their co-op term was completed, VAC was able to offer them a long-term AS3 position. They developed more technical skills and recently accepted a permanent position as an EC4 in the Corporate Human Resources Unit.

Another example: VAC was looking to fill a vacancy with a specific skill set, and one PEI graduate working there recommended a former classmate in her mathematics course. That person was quickly brought on in a casual position and after a few months, was able to move into a term position.

## Student opportunities

VAC supports student employment. Many graduates come in through co-op positions or FSWEF terms or they graduate and come on as a term or casual position and end up with a permanent position at VAC.

The Federal Student Work Experience Program (FSWEF) allows post-secondary students to work with the government of Canada while gaining an education. To be eligible for this program, students must be registered in full-time studies and plan to return to full-time studies in the next academic term.

## How to apply

Typically, all federal government jobs are posted at [www.jobs.gc.ca](http://www.jobs.gc.ca). Sign up for an account and set notifications for job postings that become available.

# Employment opportunities at Wind Energy Institute of Canada

by Heidi Riley

The **Wind Energy Institute of Canada (WEICan)** is a non-profit organization dedicated to testing, innovating, and advancing wind energy across Canada. Their research facility in North Cape PEI is home to five wind turbines, a solar array, and a battery energy storage system.

WEICan currently employs 12 full-time staff members. "We have a wide range of positions," says **Robbie Sanderson**, Data Quality Assurance Coordinator. "Our current team includes a CEO and a research group led by our Scientific Director. Our operations side maintains the wind park, and our administrative side looks after our day-to-day activities."

"Currently, two interns work with us. One has completed a Master of Engineering, and the other has completed a Bachelor of Physics. During this past summer, four students from various undergraduate programs worked with us."

Students who take part in an internship also have the benefit of a place to stay on site for free while they complete their work term.

"We want to build capacity in the industry. To do that, we need to understand how the turbines operate and how to operate them better. Through that understanding, we want to build tomorrow's leaders. People who are working and doing the research now will be the experts in the future."



For more information about the **Wind Energy Institute of Canada (WEICan)**, contact **Robbie Sanderson**, Data Quality Assurance Coordinator, at **902-882-2746** or [Robbie.sanderson@weican.ca](mailto:Robbie.sanderson@weican.ca)

For a list of open positions, visit [www.weican.ca/careers](http://www.weican.ca/careers)

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

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**Publication Manager/Owner:**  
Gloria Welton

**Queens County Reporter/Copy Editor:**  
Heidi Riley

**Administrator:** Stella Shepard

**Reporter/Public Relations:** Stacy Dunn

**EJ Promoter/Reporter:** Ethan Paquet

**West Prince Reporter:** Ruby Arseneault

**Design/Pre-press:** TechnoMedia Inc.

**Webmaster:** TechnoMedia Inc.

**The Employment Journey Inc.**

129 Harrod's Lane, Fairview, PE C0A 1H2

E-mail: [employ@employmentjourney.com](mailto:employ@employmentjourney.com)

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# Variety of roles to be filled within the Public Schools Branch

by Stacy Dunn

The **Public Schools Branch (PSB)** serves more than 19,000 students from Kindergarten to Grade 12 and employs more than 4,000 people across PEI.

The 56 schools offer a variety of employment opportunities, including permanent, casual, and substitute positions. Many open positions are the result of a high number of retirements.

## Types of jobs PSB offers:

- Teacher
- Educational Assistant
- Youth Service Worker
- Administrative Assistant
- Cleaner
- Bus Driver

All external open positions are posted at [www.jobspei.ca](http://www.jobspei.ca)

Applicants are encouraged to apply online at [www.jobspei.ca](http://www.jobspei.ca). Click on the **Public Schools Branch Jobs** link. "If you are having difficulty filling out the application, please call us and we can help you," says **Jennifer Mancaster**, Human Resources officer with the PSB.

For more information, contact the Human Resources department **1-800-280-7965** or email [psb-hr@edu.pe.ca](mailto:psb-hr@edu.pe.ca)

Visit <https://psb.edu.pe.ca>

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



Jennifer Mancaster.

# Program helps newcomers communicate in the workplace

by Stacy Dunn

The **UPEI English Language Centre** offers a professional communication and job readiness skills course for newcomers.

This free course is open to permanent residents and refugees with an English language benchmark of Level 6 or above who want help transitioning into meaningful employment. They receive advanced oral communication language instruction, job-readiness training, and job shadow experience.

"It's 10 weeks of in-person classes as well as online instruction and resources," says **Rick Schneider**, Program Officer, UPEI English Language Centre. "In week 11, the final week, students do networking and job shadowing. We offer three courses throughout the year – in January, April, and September." The program accepts up to 18 students for each cohort.

There are two parts to the course. After an introduction to Canadian workplace culture, the focus is on communication skills such as the following:

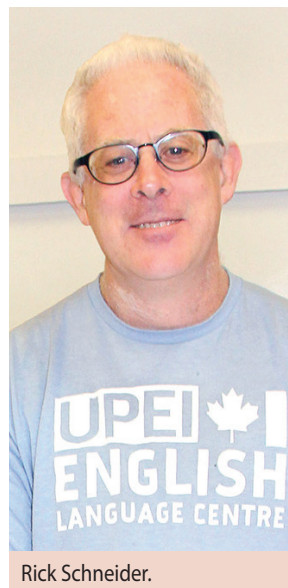
- improving clarity of speech
- enhancing vocabulary and grammatical forms at the advanced level
- building confidence in public speaking skills

Rick says students are busy with networking opportunities. "We have workplace visits, informational interviews, and panel discussions."

Students may do job shadowing to gain further insight and knowledge of various organizations within the local community. UPEI does not guarantee job opportunities or employment contracts after the experience is finished.

For more information, contact **Rick Schneider**, Project Officer, at **902-620-5061** or email [elcentre@upe.ca](mailto:elcentre@upe.ca) Visit [www.upei.ca/english-language-centre](http://www.upei.ca/english-language-centre)

This program is funded by Immigrant, Refugee, and Citizenship Canada (IRCC)



Rick Schneider.

# Scholarship winner says it is never too late to return to school

by Ethan Paquet

Recently, **Matt Perry** received a scholarship awarded by the **PEI Literacy Alliance**. "I wouldn't be where I am today without the Alliance and the Essential Employability Skills Health Sector program," Matt says.

He dropped out of high school at the age of 15. "As my children grew, it became my priority to finish school. I wanted to show them how important education is, and that it is never too late to correct your mistakes."

In 2010, at the age of 29, he completed his GED and upgraded his academic credits at Holland College, where he was later accepted into a post-secondary program. However, an illness forced him to put his education goals on hold.

By 2019, he enrolled in Open Academic Studies at Holland College. Soon after, he applied to the Alliance's **Essential Employability Skills (EES) Health Sector** training program.

He graduated from Marguerite Connolly Training & Consulting in 2022 and soon found a permanent position with Health PEI as a Resident/Patient Care Worker.

In addition to his job, he is also taking UPEI's Bachelor of Integrated Studies program, with a concentration on Psychology. "This will help further my career in the field of mental health and addictions."

"It is much harder to find the motivation to return to school as you get older," says Matt. "If you are struggling in school or have dropped out, talk to someone and find out about programs that can help get you on the right path."

For more information about the **PEI Literacy Alliance**, visit [www.peiliteracy.ca](http://www.peiliteracy.ca)

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



Matt Perry.

# Using technology to empower Canadians with disabilities

by Heidi Riley

**Neil Squire Society** is a Canadian not-for-profit organization that focuses on innovation, digital literacy, employment, and assistive technology.

The organization offers programs that help people with disabilities across Canada improve their computer and employability skills.

The **Digital Jumpstart Program** is a free online program that helps people with disabilities across Canada take their next steps to improve their computer skills.

"Participants have gone on to join a job placement or readiness program, return to school, join the workforce, or become more confident using a computer," says **Louise Poirier**, with the Neil Squire Society.

"Every participant goes through an assessment to determine what technology is required and to establish goals. All the equipment they need is provided through the program, which they get to keep after the training is complete.

"All the training is done virtually one-on-one to help participants focus on their needs. We cover skills such as email, word processing, Internet browsing, working with various virtual platforms, online safety, and social media related to employment."

**Creative Employment Options** is a program that helps clients get job-ready and land the job they want. Participants develop the skills needed to achieve their employment goals.

**Distance Computer Comfort** helps clients learn how to use their computer, tablet, or smartphone in a virtual classroom.

For more about the **Neil Squire Society**, visit

[www.neilsquire.ca/contact-us/atlantic-regional-office/charlottetown-prince-edward-island/](http://www.neilsquire.ca/contact-us/atlantic-regional-office/charlottetown-prince-edward-island/)

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



Neil Squire staff, from left: Charles Levasseur, Tracey Biggar, Rebekah Cant, and Bev Grasse.

# Accounting firm's recruitment is on-going

by Stacy Dunn

**Fitzpatrick & Company** is a full-service accounting firm. The assurance division manages audits, reviews, and other financial statement preparation. The advisory division handles business planning, tax planning, and refinancing.

The staff of 38 includes five Partners and Principals, six Managers, seven Accounting Technicians, an Operations Manager, a Controller, and six support staff. The rest are Chartered Professional Accountant (CPA) students.

They are always on the lookout for experienced accountants and those new to the field. Job opportunities are advertised in The Guardian, Indeed, social media, and through word-of-mouth.

"We do a good portion of our business from March to June," says **Jamie Arsenault**, Partner. "It's a lot of overtime that translates to time off in the summer months."

"It is difficult to find qualified employees. We hire from universities and colleges, and we have hired many newcomers to Canada in the last few years. They may not have the exact designation we need, but they are able to work towards their CPA designation."

Accounting students work at the firm while participating in the 30-month CPA preparatory program. Fitzpatrick & Company gives them employment experience and time off to study and write the Certified Final Exam, which leads to the CPA designation.

For more information about **Fitzpatrick & Company**, visit [www.fitzandco.ca](http://www.fitzandco.ca)



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



Jamie Arsenault, CPA, CA, CBV, Partner.

# Canadian Mental Health Association hiring for variety of positions

by Ethan Paquet

**The Canadian Mental Health Association – PEI Division (CMHA PEI)** is a non-profit organization that offers programs and services to help individuals and families find mental health care.

There are more than 100 staff members across the Island.

Their community programs include housing, peer support, and community education programs for children, youth, and families. Through their Learning, Training and Support Hub, they also offer free courses, webinars, and events to those wanting to gain new skills in mental well-being.

There are clubhouse programs in Charlottetown, Summerside, and Alberton. They offer a variety of services and supports including housing, education, employment, skills development, social and personal development, advocacy, and more.

"Hiring is ongoing," says **Rubylyn Tabangin**, Human Resource Coordinator. "We're experiencing a shortage of candidates in this current labour market, and we need people who can help us in our mission of advocating for mental health for all."

Housing Support Workers are needed in Charlottetown and Alberton. Other vacancies in Charlottetown include the positions of Community Educator and Director of Finance, Administration, and Corporate Support.

When hiring, CMHA looks for individuals with skills, education, or experience in the social sciences field, including Psychology, Social Work, Human Services, or Youth Care Worker. "We are also open to hiring those who have worked in the field who can demonstrate the equivalencies, experience or education," Rubylyn says.

All current job listings can be found online on [WorkPEI.ca](http://WorkPEI.ca) and [Indeed.com](http://Indeed.com).

For more information about careers with the **Canadian Mental Health Association – PEI Division**, visit [www.pei.cmha.ca](http://www.pei.cmha.ca) or email [hr@cmha.pe.ca](mailto:hr@cmha.pe.ca)



Rubylyn Tabangin.

# He had a career as a lawyer in mind at a young age

by Gloria Welton

"I was always interested in how law shapes our world," says **Zach Geldert**, Associate with **Stewart McKelvey**.

"I enjoy helping people, and law seemed like an enticing profession that would allow me to live and work on PEI and have a great career."

Zach, who is from PEI, earned a Bachelor of Arts with a major in sociology at UPEI before going on to study law at Dalhousie University.

He started with Stewart McKelvey in 2019 as a summer student, then joined as an articled clerk after law school and became an associate in 2022.

Stewart McKelvey has six offices in the Atlantic provinces, with 240 lawyers and more than 500 team members. At the Charlottetown office, there are 24 lawyers and approximately 25 administrative staff.

Zach says there are opportunities for careers in the legal profession on PEI because of retirements and because of the need for specialists in different areas of the law. "You could go into private practice or work within government or for a business, institute or organization."

"The law is an incredible career. However, you should research this career path. This career takes a commitment, so it is important to talk with people in the profession before you make a decision. Before undertaking the time and financial investment, try to make sure it is a fit."

For more about the law profession, visit [www.lawsocietypei.ca/information-for-students](http://www.lawsocietypei.ca/information-for-students)

For more about **Stewart McKelvey**, visit [www.stewartmckelvey.com](http://www.stewartmckelvey.com)

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



Zach Geldert, Associate with the law firm Stewart McKelvey. Submitted photo

# A career journey with the RCMP

by Heidi Riley

"My story is not the typical pathway to a career with the RCMP," says **Corporal Gavin Moore**, Media Relations Officer with the RCMP in Charlottetown. He is originally from PEI and has 22 years of service with the RCMP.

While earning a business degree at UPEI, he joined the Federal Student Work Experience Program and worked with the Canadian Coast Guard. After graduation, he took a placement with Human Resources Development Canada in Ottawa as part of the UPEI Co-op program.

He wanted to pursue a career with a bit more adventure, and decided on a career with the RCMP. "Basic training is not a piece of cake, but it is a character-building experience you share in comradery with your fellow graduates. It truly helps build the foundation you need."

His first postings were in Newfoundland and Labrador. From there he moved to PEI.

"When a spot opened in the commercial crime unit, my business degree gave me the background to allow me to progress to a plainclothes job."

He went on to work in federal investigations involving organized crime, economic integrity, and national security. He also worked with the Major Crime Unit.

"There are so many opportunities and exciting adventures in this career. You could be a timber investigator in BC, a cattle investigator on the Prairies, a Diver, an Emergency Responder, a Dog Handler, or in Forensic Identification. It is a career well worth looking into."

For more information about applying to the **RCMP**, contact **Corporal Ellen Peters**, Proactive Recruiter, at [ldiv\\_recruiting@rcmp-grc.gc.ca](mailto:ldiv_recruiting@rcmp-grc.gc.ca) or call **1-877-726-7472**.

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



Corporal Gavin Moore.

# Volunteering builds skills and experience that can lead to a career

by Heidi Riley



Volunteering your time, skills, and resources is one of the best ways to help others, meet new people, improve your social network, and to develop a sense of purpose.

It is also a great way to learn new skills. Employers are impressed by applicants who have volunteer experience because it shows a good work ethic, time management skills, and a willingness to learn.

Volunteering will build skills that can be used throughout your career development. If you are considering a career change, volunteering in that new field can help you develop the skills, knowledge, and experience to make an informed decision.

Non-profit organizations depend on volunteers to deliver their services. You can give as much or as little of your time as you choose while making a difference in your community.

The Employment Journey website has posted a growing list of organizations looking for volunteers, as well as details about duties, time requirements, and more.

For a look at many volunteer options on PEI, visit [www.employmentjourney.com](http://www.employmentjourney.com) and search **volunteer options on PEI**.



# Seniors' navigator position first of its kind on PEI

by Stacy Dunn

**Spinal Cord Injury PEI (SCI PEI)** is a non-profit organization that offers programs and services to people with spinal cord injuries and other physical disabilities. The aim is to help people achieve independence and self-reliance, and to promote full community awareness and participation.

**Sara Abu-Itham** is the organization's new Seniors' Navigator. She works with adults 55 years old and up who have a mobility impairment and their families. A Seniors' Navigator specifically for persons with mobility disabilities is a first for PEI.

"I help people to be as independent as possible, identifying needs and exploring options to meet those needs, and I help them attain their goals or develop plans for the future."

The two-year pilot project is funded in part by a federal government grant. Sara is currently gathering resources to see what is available to help older adults who acquired their disability through a spinal cord injury, stroke, amputation, arthritis, multiple sclerosis, or at birth.

She is also promoting more public awareness of the needs of older adults with mobility issues.

"Solutions could be around healthcare, accessible housing, transportation, skills development, education, volunteering, income support, employment, or recreation."

For more information on **Spinal Cord Injury PEI**, call **902-370-9523** or email **Glen Flood**, Executive Director, at [glood@sci-pe.ca](mailto:glood@sci-pe.ca) Visit [www.sci-pe.ca](http://www.sci-pe.ca)

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



Sara Abu-Itham, Seniors' Navigator.

# Collaboration is key to helping students succeed

by Ethan Paquet

**Holland College** has 13 campuses and learning centres across PEI. They offer more than 60 programs to about 2,600 full-time students, including about 500 international students.

Their **Office of Retention, Part-Time Study & Career Services** helps students make informed decisions about their education and career by providing one-on-one support and informational sessions to assist in areas such as writing resumés and cover letters, job searches, career planning, and more.

"We help students in all aspects of their academic and career pursuits," says **Haley Doherty**, Employment and Career Advisor.

"We also help students connect with industry and resources on PEI to help maximize their potential."

Finding employment while in school can be challenging. "Due to busy class schedules, students are often limited to working during specific times like evenings and weekends. Access to transportation can also be a barrier when work sites cannot be reached by public transit."

Haley says the way to help students succeed is continued collaboration between support services on campus and in the community.

She says collaboration between the College and local industries can help close labour gaps and provide students with the income and experience they need. "Hiring students is an excellent strategy for companies to build their talent pipeline."

She invites service providers and industry leaders to reach out to discuss collaboration.

For more information, contact **Haley Doherty**, Employment and Career Advisor, at [hedoherty@hollandcollege.com](mailto:hedoherty@hollandcollege.com)



**HOLLAND**  
COLLEGE

Prince Edward Island



Haley Doherty, Employment and Career Advisor, Holland College.

# A variety of opportunities with the PEI Public Service

by Stacy Dunn

The **PEI Public Service Commission (PSC)** provides staffing services to various government departments and Health PEI.

## A sample of jobs available within the provincial government departments

- Administrative Assistants
- Youth Workers
- Social Workers
- IT Specialists
- Human Resources
- Policy Analysts
- Heavy Duty Mechanics

Health PEI has a significant need for Social Workers, Service Workers, Cooks, Resident Care Workers, Registered Nurses, LPNs, Medical Secretaries, and Administrative and Clerical positions.

"We are one of the largest employers on PEI," says **Monic Vokey**, Targeted Recruitment Coordinator with the PSC.

She also says the provincial government offers opportunities for mobility and advancement and continual learning opportunities. Some positions allow you to work from home, in the office, or a hybrid of the two.

"You will be able to apply for internal jobs after working one shift with Health PEI, or if you are with the civil service, you can apply for internal jobs after one year of continuous service."

Bilingual Recruitment Coordinator **Amber James** says there is a variety of opportunities for students and graduates.

"Graduates can apply for the new **Government of PEI Internship Program** up to 36 months after the successful completion of their program. The program offers a one-year placement with the province, and after that year, they can apply internally to other jobs."

The program will open in February 2024. Check the Government of PEI Jobs Facebook page.

For more information about **PEI Public Service Commission**, email **Monic Vokey** at [mvokey@gov.pe.ca](mailto:mvokey@gov.pe.ca) or **Amber James** at [amberjames@gov.pe.ca](mailto:amberjames@gov.pe.ca) Visit [www.jobspei.ca](http://www.jobspei.ca)

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



From left: Monic Vokey and Amber James.

# Filling the employment gaps in construction on PEI

by Ethan Paquet

The **Construction Association of PEI (CAPEI)** is an advocacy group with over 300 members. It works to promote, foster, and advance careers in construction, while also providing training opportunities for those looking to enter the industry.

"We help fill the employment gaps within PEI's construction industry," says **David Elsinga**, HR Advisor.

One way to enter a trade on PEI is through CAPEI training programs such as Youth In Trades, the Newcomer and Ukrainian programs, and Discover Carpentry.

The programs offer 70 percent hands-on training and 30 percent classroom time, including safety training.

"Our industry and members are offering to provide on-the-job placements to participants of our programs," says **Sam Sanderson**, General Manager of CAPEI.

"They see this as a way to hire their next great employee."

"Also, we have brought virtual reality career exploration toolkits to several schools on PEI, and we hope to have them in every high school on the Island."

CAPEI's members share job openings on the **Island Builder** website. "Many listings are for Carpenters, General Labourers, Estimators, and Project Managers," says David.

For more information about the **Construction Association of PEI**, call **902-368-3303**.

Visit [www.capei.ca](http://www.capei.ca) or [www.islandbuilder.ca](http://www.islandbuilder.ca).

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



David Elsinga, HR Advisor.

# New clean economy internship program offerings for 2024

submitted by Lily Reaman, Clean Foundation

Fifteen Island youth received a hands-on introduction to the clean economy the summer of 2023 when **Clean Foundation** piloted the **Clean Leadership Summer Internship Program** on PEI. Now there are plans to run the program again in 2024.

Clean Foundation is a climate change, program delivery, non-profit that helps communities make real progress toward a cleaner future by taking on climate change challenges. Specialized teams work on complex problems, delivering clean projects and programming for communities.

Clean Leaders Summer Internships provide youth aged 15 to 30 with hands-on work experience and a chance to build their skills and confidence. Emphasis is put on providing mentorship, developing leadership skills, offering opportunities for networking, and helping with career exploration.

"We were excited to be able to work with SkillsPEI and the Department of Environment, Energy and Climate Action to offer this valuable program to PEI employers and youth," says **Ramona Doyle**, Vice President, Program Development with Clean Foundation.

"The program gives people a chance to meet experts and organizations and make important connections that will help them reach further milestones in their career," says **Jillian MacMillian**, an intern who worked as a Wetland Restoration Technician.

Registrations for Employer applications will open on February 1, and for Intern/Clean leader Intern applications on March 1.

For more information, contact **Lily Reaman**, PEI Manager of Engagement & Workforce Development, at [lreaman@cleanfoundation.ca](mailto:lreaman@cleanfoundation.ca)

Visit [www.cleanfoundation.ca/workforce-development/peicleanleadership/](http://www.cleanfoundation.ca/workforce-development/peicleanleadership/)

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



Clean Leaders Leah Meister and Jillian McAuley plant trees during their internship with Bedeque Bay Environmental Management Association. Submitted photo

# APM Group are hiring as they grow and take on new projects

by Heidi Riley

**APM Group** of companies includes **APM MacLean, Storemark, House of Excellence-Benjamin Moore, King Kar Auto Service, Fin Folk Food and Blackbush at Old Tracadie Harbour** resort. **Folk Fries** is now open at the Royalty Crossing Mall. There is also a commercial property development and real estate division.

**APM MacLean** does full-scale construction from start to finish, including design, planning, project management, and finishing.

This division employs Carpenters, Construction Labourers, Site Superintendents, Project Managers, a Project Coordinator, a Safety Manager, an HR Manager, Architects, a Director of Finance, Accounting staff, Construction Estimators, and more.

"We are always looking to hire Construction Labourers," says **Lilly Hayman**, HR Manager. Some experience working on a construction site would be a bonus, but it is not a requirement. Anyone with a good work ethic is welcome to apply.

"We are also on the hunt right now for Carpenters, Construction Estimators, Project Managers, a Safety Manager, and an Architect.

"There are many positions available as our portfolio of projects grows," says Lilly. "If you come with some experience, even in a different field, a lot of skills are transferable. If you can learn, communicate, and be a team player, we may have a spot for you.

"We value our staff by offering competitive wages, group benefits including medical and dental, and a pension plan."

Applicants are also welcome to stop by the APM MacLean office on 17 Union Road.

For more about **APM Group**, email [jobs@apm.com](mailto:jobs@apm.com) Visit [www.apm.ca](http://www.apm.ca)

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

# Harbourview Training Center plans to expand services

by Gloria Welton

**Harbourview Training Center** in Souris, PEI, provides vocational training, on-site employment and job training, and a broad range of support services to clients with intellectual disabilities.

Executive Director **Judy Hennessey** has worked at the center for 30 years. "We have expanded a few times over the years. We plan to break ground in 2024 to expand our services further.

"We plan to build a six-bedroom residential co-ed group home with one respite bedroom that will be staffed 24 hours a day. Attached to the group home will be a three-bedroom supportive apartment.

"We have commitment of some funding for the project and are currently working on securing the remaining funds needed.

"Our client numbers have been steadily growing. At the moment, we work with about 30 clients."

There are 11 staff members and currently there are no vacancies. "When a job comes open, our goal is to hire staff with a Human Services background or equivalent.

"We offer work placements through the Holland College Human Services program. Students get opportunities to practice their skill sets, advance their training, and gain further experience."

The center has a bakery, wood workshop, seasonal ice cream shop, a skills enhancement day program, and an employment transition program.

"We support our clients all the way through the stages and ages of their work lives."

For more information, contact **Harbourview Training Center** at **902-687-3032**.

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

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



Lilly Hayman, HR Manager, APM Group.



Judy Hennessey, Executive Director of Harbourview Training Center.

# Employment services have moved locations in Souris

by Gloria Welton

**C**areer Development Services (CDS) in Souris has moved to another office in the same building upstairs above the Main Street Home Hardware Building Centre.

CDS remains a much-needed service in the community. Career Development Practitioner **Nicky Perry** says they are available to help clients with every employment step along the way.

CDS first opened its doors in Souris in 2003, and later opened offices across PEI. They recently held an open house at the Souris location to celebrate 20 years of being in the community.

There are three staff members at this location: **Sue Hamiton**, Career Counsellor, **Nicky Perry**, Career Development Practitioner, and **Alyssa Runighan**, Administrative Assistant.

Meeting with a Career Counsellor at CDS can help you discover your skills, interests, and strengths, and will guide you through the career decision-making process.

Career counselling supports the discovery of a career path that suits your personality, strengths, and lifestyle.

Career Development Practitioners with CDS can help with the following:

- Create or update your resumé.
- Write a cover letter.
- Explore job opportunities.
- Identify potential employers.
- Prepare for a job interview, and more.

Souris staff invite people to visit the new office with their questions and requests.

For more information, call **CDS Souris** at **902-687-1526**.

Visit [www.facebook.com/cds.souris](https://www.facebook.com/cds.souris) or [www.cdspei.ca](http://www.cdspei.ca)

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



Staff at the CDS Souris location include, from left, Sue Hamiton, Nicky Perry, and Alyssa Runighan.

# Native Council of PEI offers employment support programs

by Heidi Riley

**T**he **Native Council of PEI** is an advocacy organization representing the rights, interests, and needs of Indigenous people living off-reserve on PEI.

There are more than 50 staff members, and they facilitate programs dealing with issues such as mental health and addictions, LGBTQ2S+, and employment and training.

**Nancy MacLean** is the Employment and Training Coordinator with the Native Council of PEI. She facilitates Indigenous Skills and Employment Training, helping to reduce barriers for people wanting to enter post-secondary education.

Nancy also works with the **Youth Employment and Skills Strategy (YESS)** program. This helps clients ages 15 to 30 gain employability skills, essential skills, and life skills. There is also a work placement.

The **Indigenous Skills and Employment Training (ISET)** program offers career guidance, educational supports, and employment opportunities to off-reserve Indigenous peoples who choose to live on PEI.

**Education support:** the ISET program covers some or all the costs (tuition, books, etc.) for one to two-year recognized college programs or for the final year of a university program.

**Career guidance:** the ISET and YESS programs offer clients assistance in writing cover letters, developing resumés, conducting job searches, and coaching.

The ISET and YESS programs support the employment of participants through wage subsidies to employers. This allows individuals to gain valuable work experience in a desirable field of employment.

For more information, contact **Nancy MacLean**, at **902-892-5314** or [education@ncpei.com](mailto:education@ncpei.com)

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

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



Nancy MacLean.

# Employment supports in the community for people experiencing mental illness

by Heidi Riley

**C**anadian Mental Health Association (CMHA) PEI Division **Clubhouse** programs provide recovery-focused rehabilitation supports for individuals who have experienced mental illness.

The program focuses on personal choice, relationships, community, collaboration, and contributing to meaningful work. Members can set personal goals and access supports such as education, employment, and housing, and become members of a supportive and restorative community.

There are three locations on PEI: Fitzroy Centre in Charlottetown, Notre Dame Place in Summerside, and Hope Centre in Alberton, with a total of about 40 employees.

“Supports include prevocational training, skill development, employment, education, housing, wellness and social programs, advocacy, referrals and more,” says **Lisa Chaisson**, Employment Unit Coordinator with Fitzroy Centre Clubhouse, Canadian Mental Health Association-PEI Division.

“Barriers clients face include cost of living, inflation, employment post-COVID-19, and mental health.”

“One program has clients working within the clubhouse, doing jobs such as receptionist, canteen worker, and culinary.”

“The Transitional Employment program is for people not ready to go out into the workforce independently. Clients work in short-term placements in the community for 2 to 12 hours per week. A primary person and a back-up person are selected, and the job coach will cover the position if necessary, which guarantees coverage for the employer.”

The Clubhouse also offers an Adult Education and Essential Skills program, visiting guest speakers, and health and wellness opportunities.

For more information, visit [www.pei.cmha.ca/our-programs/clubhouse-programs/](http://www.pei.cmha.ca/our-programs/clubhouse-programs/)

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

# Paving the way for international students to enter PEI's workforce

by Ethan Paquet

**T**he **Atlantic Student Development Alliance (ASDA)** is a not-for-profit organization that provides international post-secondary students and graduates with industry-based training, resources, and networks to help them start their careers in Atlantic Canada.

“Our goal is to ensure that international students and graduates have the tools, resources, skills, and networks that make them valuable candidates in our job market,” says **Daniel Ohaegbu**, Executive Director.

ASDA works directly with PEI employers to identify in-demand skills and competencies, industry talent gaps, and challenges. They use this information to develop their training programs.

So far, 700-plus students and graduates have joined ASDA, Daniel says. “Our training helps tailor their skills to match what our partner employers need.”

Daniel invites companies to reach out when they are hiring for a new position. “We provide a full cycle of recruitment services, including talent preparation, sourcing, screening, selection, hiring, and onboarding. We can help employers draft a job description, and we can match them with candidates within our system who have the skills they are looking for, who are then trained specifically for that position.”

They also provide workshops for employers on how to support a diverse workforce. “We provide training in Equity, Diversity and Inclusion and Anti-Racism. When we identify challenges, we help employers find the best solutions and strategies so that they can be more inclusive.”

For more information, contact **Daniel Ohaegbu** at [daniel@asdacanada.ca](mailto:daniel@asdacanada.ca)

Visit [www.asdacanada.ca](http://www.asdacanada.ca)

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



Lisa Chaisson. Submitted photo.



Daniel Ohaegbu, Executive Director, Atlantic Student Development Alliance.