

The Employment Journey

News You Can Use

On Prince Edward Island



Many jobs in tourism available in 2022

by Heidi Riley



About 47 PEI tourism employers attended a job fair in March looking to fill more than 1,000 positions.

The Tourism Job Fair was hosted by the **Tourism Industry Association of PEI**.

The goal of the fair was to provide job seekers, students, employers, training institutions and government agencies a chance to network.

Employers are looking for staff who:

- want to work in the dynamic PEI tourism industry
- can work flexible hours, part-time or full-time

For more information about the employment options, visit www.choosetourism.ca

For the complete list of tourism operators who attended the job fair and the jobs they are offering, visit www.employmentjourney.com and search the article title.



Employers talk about job opportunities

2023 Canada Winter Games

From February 18 to March 5 next year, more than 3,600 Canadian athletes, managers, and coaches will gather on PEI to compete.

In total, about 70 people will be hired to plan, organize, and facilitate this event. Hiring has already begun. Currently, 47 people have been hired, and 10 more positions will be hired closer to the start of the Games as the need arises. Most jobs will end by March 31, 2023.

"We are looking for people who are super excited to be part of our team, eager to learn, organized, and happy to work in a fast-paced environment," says **Laura Huntley**, Human Resources.



Wowkwis (Whoa-quis), the 2023 Canada Games mascot.

To apply, visit the Careers section of the Canada Games website at www.2023canadagames.ca. Positions will be posted as they become available.

Volunteers will be needed at every venue, as well as at the operational centre.

"We need the enthusiasm, hospitality, and expertise of over 5,000 volunteers to help deliver a life shaping Games experience," says **Kim Munro**, Manager, Volunteer Services, Registration, and Accreditation. "We also need 500 bilingual volunteers to deliver the Games in both official languages."

To volunteer, register at www.2023canadagames.ca 

For the full interview, visit www.employmentjourney.com and search **2023 Canada Games**.



Northumberland Ferries

Wood Islands

The ferry crosses between Wood Islands, PEI and Caribou, Nova Scotia. The ferry service operates from May to December with two vessels.

The company is currently recruiting for the 2022 season and expects to hire 20 to 30 people. There will be opportunities for funded training in May for those that do not have all the qualifications.



"We have up to 175 employees from March to December," says **Andrea Bird**, Human Resources Director. "Employees return to work each year based on their seniority and we hire new people as well."

They are accepting applications for the following positions:

- Toll Booth Cashiers, Terminal Attendants, Parking Lot Attendants, and Maintenance. When hiring, the company looks for people with math skills and good communication skills who are personable and can provide good customer service.
- Jobs such as Cooks, Lunch Counter Servers, and Stewards. When hiring, the company looks for people with math skills, basic computer skills, and customer service experience. For Cooks, a cooking certificate is also desired.
- Deckhands assist with getting vehicles on the ship, directing parking, and maintaining the ship. Employees must complete a four-month Bridge Watch Rating program with an on-ship training component.

For more information, visit www.ferries.ca and click **careers**.

For the full interview, visit www.employmentjourney.com and search **Northumberland Ferries**. 

Stern's Launderers and Dry Cleaners

Charlottetown

The business was purchased in January 2022 by **Andrew Bonnell**, a lobster fisherman based in North Lake, and **Heather MacAulay**, co-owner of marketing agency Volume 18.

About 17 staff work in a wide variety of roles: a Manager, Labourers, a Maintenance person who maintains the machinery, Drivers, Office Support, Customer Service, and specialty positions in dry cleaning and pressing.

"The team at Stern's is a well-oiled machine," says Heather. "Some of them have been there 30 years. We are very fortunate to be walking into a business with such loyal, hard-working, and dedicated employees."

A few new staff have recently been hired, and there are plans to hire more full-time people in Production, as Labourers, and as Garment Pressers in permanent positions and seasonally for the busy time between May and October.

"We look for people to come in with passion and a team approach, and we are willing to work with them to learn the skills they need. A willingness to jump in when needed allows the operation to run seamlessly. The ability to work independently is also important."

To apply, submit your resumé in person to 234 Kent Street in Charlottetown, apply through **Facebook**, **Indeed** or **WorkPEI**, or email hello@sterns.ca

For more information about **Stern's Launderers and Dry Cleaners**, visit **Facebook**.

For the full interview, visit www.employmentjourney.com and search **Stern's Launderers**.  



With their children are Andrew Bonnell and Heather MacAulay, Owners of Stern's Launderers and Dry Cleaners. Submitted photo.

PSC encourages people to apply for the many provincial government positions available

by Heidi Riley

Part of the **PEI Public Service Commission (PSC)**'s mandate includes providing staffing services to various government departments and Health PEI.

"There are jobs available in positions such as Administrative Support, Clerical, Accounts Receivable and Accounts Payable, Service Workers, Heavy-duty Mechanics, Youth Workers, Correctional Officers, Social Workers, and Engineers," says **Janet Horne**, Bilingual Recruitment Coordinator with the PSC.

"One of the main areas where we are targeting recruitment efforts right now is the Department of Social Development and Housing for positions such as Social Support Coordinators, who require education in social sciences. Social Workers and Youth Workers are also in demand."

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. There are also numerous opportunities for students who are looking for summer employment.

Positions can be casual, part-time, full-time, permanent, or contract. "You may not start off in a permanent position right away, but temporary or casual positions are a great way to network and gain experience and get your foot in the door," says **Andrew McCarville**, Staffing Consultant with the PSC.

To check all employment opportunities, visit www.jobspei.ca

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



Public Service
Commission

Members of diversity groups are encouraged to apply for provincial jobs

by Heidi Riley

The provincial government's **Diversity Employment Program (DEP)** was created to provide casual and temporary positions to qualified candidates from diversity groups who are registered with the Public Service Commission (PSC) **Diversity Talent Pool**.

The DEP also encourages departments to identify short-term summer job opportunities for students from diversity groups.

The DEP can also refer diversity applicants who meet job requirements to departments for term positions for which they are qualified, ensuring that the PEI Public Service is more diverse, welcoming, and inclusive.

"Our goal is to create a workplace which respects a wide variety of cultural and social identities, to create a safe workplace where everyone feels respected, recognized and has a sense of belonging," says **Thilak Tennekone**, Diversity and Inclusion Consultant.

Newcomers, immigrants from different countries, international students, Indigenous peoples, people with disabilities, gender diverse groups, sexual orientation and other types of diversity members may register with the Diversity Talent pool.

For more information, visit www.princeedwardisland.ca and search diversity talent pool.

Contact **Thilak Tennekone**, Diversity and Inclusion Consultant, at **902-368-4184** or email ttennekone@gov.pe.ca



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



Long-standing potato packaging & shipping plant looking to increase staff numbers

by Gloria Welton

Mid Isle Farms Inc. in Albany has been packing and shipping PEI potatoes for 40 years. This company is one of PEI's largest fresh packing facilities, providing potatoes to millions of Canadians and Americans under the FoodTrust brand.



They are looking to build the number of staff from 28 to 35. Most of the new positions will be for Material Graders and General Labourers. "We are very fortunate to have a good solid core staff which has been with the company for 10 to more than 25 years," says **Andrew Costa**, P.Eng, General Manager.



"We are one of the fortunate packers to have a strong Canadian retail market which supports us during the time of being banned from US markets," says **Jennifer Harris**, Director of Sales and Marketing.

"Our industry is experiencing such ups and downs, but Mid Isle is coming back on track, and we need to make sure we have the manpower. In the past and present day, we struggle to have enough staff to fully handle production needs.

"It is seasonal work with a short down time in the summer. About 15 staff work on location during the summer, and the balance return in the fall when farmers haul potatoes into our storage facilities."

Jennifer says the fall harvest is the most challenging time of the year, as potatoes are received and packaged at the same time.

"Our staff come from the Albany to Summerside region," says Jennifer. "We have a van that offers transportation to and from work. This service seems to work well.

"Wages start at \$15.34 per hour for 30 to 50 hours per week. Staff receives a bonus when the company has a profitable year."

"Right now we have one shift from 8 am to 4:30 pm," says Jennifer. "There are days when we require staff to work overtime. We make sure to give the staff notice when overtime is required. We want to respect our employees' time. It is challenging to strike the right work/life balance when there are staff shortages."

Jennifer says the company puts a high priority on taking care of the staff and their needs. "We try to keep morale high in the work setting, and we are lucky to have a great team that does a very good job of that. On-site safety and standard training is available to staff."

Staff members talk about their work experience at Mid Isle

"I like that it's a fast-paced job that keeps me moving around," says one staff member who has worked at Mid Isle for 25 years. "I also like that the company takes into consideration that I have obligations at home."

"I like grading," says another staff member who has worked at Mid Isle for 10 years. "The company provides a boot and glove allowance. If there is ever an issue it is easily resolved."

How to apply

If you require an accommodation throughout the recruitment process such as alternate formats of materials or accessible meeting rooms, Mid Isle will work with you to meet your needs.

To inquire about work at **Mid Isle Farms**, contact **Cheryl McNeill** at **902-315-3150** or cheryl.mcneill@midisle.com

A resumé can be dropped off on location between 8 am and 4:30 pm.

Visit www.midisle.com

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



PEI Seniors Homes - hiring practices

by Gloria Welton

PEI Seniors Homes includes Garden Home and Whisperwood Villa in Charlottetown, and Lady Slipper Villa in O'Leary. There are more than 350 staff at the three locations.

"I can't think of any long-term care home that is not hiring right now," says **Geoff MacLean**, Human Resource Manager. "A career in long term care is a safe bet."

Geoff says he has tremendously high admiration for people who work in healthcare. "My mom is in a nursing home, I work in a nursing home in administration, and my wife is a nurse, so I see the struggles, challenges, and rewards from many different angles.

"We work hard to have the number of staff that we need to create that work/life balance we strive for every day, and to offer the flexibility everyone needs. We realize that staff need leave time for sickness and other life situations, and they need time off to regroup and recharge, so we are always looking for ways to fill the gaps and address staffing needs.

"We have support in place to help people to get oriented in their role, to be supported along the way, and to work on skill development."

About the staff

Some staff members have been with them for the long-term, and 60 to 70 percent of their new hires are newcomers to PEI.

"We couldn't be happier with the commitment and loyalty of our staff, and there are opportunities to advance within their work," says Geoff.

Hiring needs

Staff work in administration, nursing, maintenance, dietary, recreation, and environmental services such as laundry and housekeeping. "We hire continuously in all departments.

"Resident Care Workers (RCWs) are in high demand as well as every position in nursing from LPN to RN.

"We regularly offer a Geriatric Worker (GA) program, which is geared to people who may not have previous experience. The training gives them a good start in the field.

"We introduced a new job called Resident Attendant (RA) which is for people with very little or no experience in this field. We are continuously looking for new hires for this position, which can lead to the GA and the RCW program. We like to graduate our RAs into the GA program because it is a natural progression."



Students are hired during the summer and throughout the year. "Summer employment and casual work throughout the school year is a way for students to explore this field or gain experience."

"The atmosphere is a drawing card. Once people start working here, they realize that it is a good place to work. The staff are genuine, caring, and want to help each other and the residents. They go to great lengths to make sure the residents feel at home."

Job Fair Days

Open House Job Fair Days are being planned at the homes. "With COVID-19 operational plans very much in place, we hope to open our doors to people interested in coming in and looking at the careers we offer. We will start with promoting our non-nursing jobs first, and then promote nursing as well."

With designated hours on Saturday afternoons, people can come in and become more familiar with the facilities and the type of work offered. There will be a guided tour and some on-the-spot interviews.

How to apply

To inquire about the **Open House Job Fair Days** and for more information about working with **PEI Seniors Homes**, email **Geoff MacLean** at hr@peiseniorshomes.com

Positions are posted on Indeed, WorkPEI, and Job Bank websites.

For more information, visit www.peiseniorshomes.com or visit **Facebook** at **Garden Home** or **Whisperwood Villa Seniors Homes**.

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



Geoff MacLean, Human Resource Manager.

Submitted photo.

Home builder looking to hire more carpenters

by Gloria Welton

Aaron McCardle, Owner of **A.C. McCardle Home Builders** in Cornwall, specializes in turn-key design and construction of new homes and cottages, renovations, and project management services across PEI.

Aaron's father started the business 39 years ago. "I worked alongside my father and took over the business in 2010."

At present, Aaron has labourers working for him, and subcontracts services such as roofing, plumbing, and electrical work.

Aaron is looking to hire more staff. "We are very busy and need to hire more skilled Carpenters, preferably Red Seal," says Aaron. "I have been relying on subcontracted Carpenters, but I would rather have my own employees, so that they are ready to work when I need them.

"I use many Carpenters who do not have their Red Seal, as long as they have experience, know how to build a house, and are professional and punctual.

"Communication is key with our customers and our staff. At a time when it is so busy, we still want to focus on the important aspects of each day.

"Having the right compliment of staff and everyone being on the same page is very important to us."

Pending experience, wages range from \$25 to \$40/hr.

To apply, call **Aaron McCardle** at **902-940-1460** or email a resumé to aaron@homebuilderspei.ca

Visit www.homebuilderspei.ca



More childcare workers needed as demand rises

by Ruby Arsenault

Childcare is now becoming more affordable, and with that the demand for seats is increasing. Rates per child have been reduced to \$25 a day with a future reduction to \$10 a day within the government's five-year plan.

Even before the price reduction, learning centres carried long waiting lists and struggled to find enough staff. There are many initiatives on the table to further educate individuals and bring new and seasoned staff into the sector.

The **Accelerated Early Childhood Education Program** is offered for current Early Childhood Educators who are eligible to upskill their education to a certificate or diploma.

For individuals interested in starting a new career, the Early Childhood Development Associations' **Steps to Success program** funded through SkillsPEI will provide six months of training and workplace experience to become a level one early childhood educator.

The **Return to the ECE Profession Grant** is new funding that will provide a one-time \$5,000 grant to eligible early childhood educators certified at a level three who have worked outside the sector for a minimum of two consecutive years and are ready to rejoin the early years sector.

For more information, contact **Doreen Gillis** at dgillis@gov.pe.ca

For more information about both programs, including eligibility, financial support and timelines, call Professional Learning Coordinator **Megan McPhee** at **902-368-1876** or email megan.mcphee@ecdaofpei.ca

For information about the field, visit the **Early Childhood Development Association of PEI** at www.ecdaofpei.ca

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



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"Relationships with the families is one of my favourite things about this career. You get invested in them, and their successes are your successes."

MELANIE COCHRANE
Tiny Tot Early Years Centre

Continuous learning offers better wages

Level 1 – 3 introductory courses: \$15.98/hr. After five years, pay goes up to \$17.55.

Level 2 – ECE certificate: \$19.05/hr. After five years, pay increases to \$20.78.

Level 3 – ECE diploma: \$24.11/hr. After five years, pay increases to \$26.06.

Level 4 – Director: a university degree is required.

"With the recent initiatives and investments into the field of Early Childhood Care and Education by both our provincial and federal governments, it is evident that high-quality accessible and inclusive childcare is a top priority," says **Jennifer Nangreaves**, Executive Director, Early Childhood Development Association of PEI.

Owner of childcare centre says the biggest concern is finding staff

Kati Smallman, Owner and Operator of **Wee the West Early Years Centre** in Bloomfield, says with the reduction in costs, they will see a growth in demand. They presently have 57 families on the growing waiting list.

"I am not overly concerned about the lack of space at this facility. I know if I were to open a second facility, I would have full support of government, and there would be enough children to fill the seats. My biggest concern is finding staff.

"This is an excellent field for individuals who love and want to care for children, with much opportunity for lifelong learning and raises in pay," says Kati.

"New hires can begin at entry level and work and educate themselves up to excellent wages.

"When hiring, a post-secondary education is an asset, but training can be provided."

Wee the West hiring process

"I presently have 15 full-time staff and I am always looking to add to my casual list," says Kati.

"The one important question I ask applicants is: 'can you walk the mile with these children?'"

These very special little ones require much attention and care!"

For more information about **Wee the West Early Years Centre**, contact **Kati Smallman** at **902-726-2126** or weethewest@gmail.com or on **Facebook**.



Early Learning Centre in Tignish putting a call out for more staff

Magic Moments Early Learning Centre has been in operation for more than 25 years and is looking for more staff to accommodate their growing wait list for children.

Tracy Doyle, Owner/Operator, says she is very excited to see the PEI government invest in PEI's Early Learning Centres. "This investment is making it more affordable for all parents to access these services for their children.

"We have always had a waiting list," says Tracy. "I anticipate the list will continue to grow as more affordable seats become available and more newcomers move to our area.

"We pride ourselves in being at the heart of the community, providing exceptional care and learning programs to our community's children. These children are our future and it is amazing to see their growth and accomplishments over the years. It takes a community to raise a child, and we are happy to be part of that community.

"In order to meet the demand for more seats, we are seeking to hire and train new staff," says Tracy.

They continuously accept resumés for casual work, part-time, or full-time. "I am also seeking to hire a janitor. If I could find someone to come in for a few hours a day or week to clean the facility, that would lighten the load for my staff."

Tracy says new hires don't have to be bilingual and she is willing to hire entry-level applicants who do not have a post-secondary education.

How to apply

"My staff and I look forward to many more wonderful years working here and I am happy to accept resumés from applicants," says Tracy. "Apply today and we look forward to welcoming you to become a part of our amazing team."

To apply, send an updated resumé with references to magic@pei.sympatico.ca

Applicants must also provide a recent criminal record/vulnerable sector check available at your local RCMP detachment.

How to apply

- Open positions are posted at www.workpei.ca
- To apply, email weethewest@gmail.com - no applications in person please
- Provide an updated resumé and cover letter detailing your interest, post-secondary education and training, certificates, criminal record check, vulnerable sector check, and references
- First Aid/CPR/WHMIS/Food Safety certificates are a great asset



For more information about **Magic Moments Early Learning Centre**, search them on **Facebook**.



Organization promotes awareness and participation of people with mobility issues

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 achieve independence, self-reliance, and to promote community awareness and participation.

A core staff of three provides peer support, community advocacy, and resources to its members and the community.

"I engage with SCI PEI's Board of Directors and support their initiatives," says **Glen Flood**, Executive Director. "I also do grant writing, fund-raising, and advocating for the organization's members. For instance, I am talking with the City of Charlottetown, taxi companies and other organizations to get bylaws passed that ensure there are more accessible taxis on the road.

"We offer peer support and are working on creating videos on accessible homes and vehicles. Our Administrative Assistant **Cassie McPhee** will be playing an important role in that kind of work. We also keep in contact with the provincial government to talk about resources SCI PEI can tap into for our clients to help fund controls for a vehicle, or the vehicle itself."

Their Needs Network is a hub for disability-related needs: accessible housing, assistive devices, and various aids for daily living. People are encouraged to call the SCI PEI office if they need help in acquiring necessities.

Another resource provides a no-cost accessibility audit to businesses and events. Community Outreach Coordinator **Alan Stanley** visits businesses and event venues to see if they comply with disabled access regulations. Alan says all employers should have a mobility inclusion plan.

SCI PEI partners with **ResourceAbilities** (formerly PEI Council of People with Disabilities) and other organizations to help clients who may be looking for a job.

"Unemployment among people with disabilities is high, thus poverty is high for this group," Alan says. "I tell them to look at what they are able to do, and what fits within their skillset.

"Our new recreation program Walk & Roll partners with UPEI, Parasport & Recreation PEI, and others to encourage people with disabilities to participate in activities at the walking track at UPEI."

"We have volunteering opportunities on committees such as peer support, education, and fund-raising, and we need general volunteer help with social events," says Glen.



Spinal Cord Injury PEI staff from left: Executive Director Glen Flood, Community Outreach Coordinator Alan Stanley, and Administrative Assistant Cassie McPhee.

For more information on **Spinal Cord Injury PEI**, call **902-370-9523** or email sci@sci-pei.ca

Visit www.sci-pei.ca

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



New levels of programs help entrepreneurs start and grow on PEI

by Gloria Welton

There are a lot of people with innovative business ideas across PEI. Now, there are two new initiatives which provide the environment and support to successfully validate and launch new ventures.

The new initiatives are offered by the **Startup Zone** in Charlottetown. The Startup Zone connects new or existing businesses to the support they need to grow.

The Startup Zone's new venture is **Startup School**, which offers the Innovator and the Launch programs.

The **Startup School Innovator** started in March. This nine-week program helps participants develop a business idea or validate the direction of their existing early-stage company.

"This program includes instructional sessions and one-on-one coaching, with the course material focused on helping entrepreneurs learn by doing," says **Sheryl MacAulay**, CEO.

"At the end of the program, participants will have a clearly defined value proposition and be able to confidently pitch their business to anyone."

The second offering is the **Startup School Launch** program, which starts in June and will be held bi-weekly.

"It is a natural progression from the Innovator program, but participants do not have to take the Innovator program before moving into Launch.

"The 10 sessions are delivered in person, and in the summer months there will be one-on-one coaching because that time of the year is very busy."

The Startup Zone has partnered with CEED Nova Scotia, the Centre for Entrepreneurship Education and Development, to facilitate the first two Startup School programs. It will be the first time that CEED Nova Scotia delivers its programming on PEI.

STARTUP ZONE

The Launch program will give participants the expertise to successfully bring their business ideas to the market.

"Participants will discover where their product fits in the market and how to reach customers. This support is needed to commercialize the product.

"At the school, participants will work with peers and also have a coach/facilitator who will work with them to ensure they have all they need to walk through the process."

Sheryl says entrepreneurship does not always progress in a straight line. "People might find very quickly that they need to change direction and pivot.

A lot of trial and error may be involved, and this program will allow people to be in a space where they can research and be supported to continue to find the best fit for them.

To apply for the **Startup School Launch program** which starts in June, connect as soon as possible because space is limited.

For more information, contact **Startup Zone** at **902-566-4213** or email shelby@startupzone.ca

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



Resumé tips to consider

by Stacy Dunn

The New York Times cited a Monster.com report that says while the pandemic changed many aspects of the world of work, the resumé has stayed the same.

Employment Counsellor **Sabrina Milligan** with the **Mi'kmaq Confederacy of PEI** agrees.

"My advice to clients about writing a resumé has always been to carefully read through the job description and highlight your skills, education, and experience that are relevant to the job," Sabrina says.

In the last few years, Sabrina has seen some changes related to technology. "More of my clients are emailing resúmes to employers and are doing interviews over the phone or through Zoom."

References

Sabrina says the generic resumé should include three references. "It's good to have a handful of references to pick from because some references may be more tailored to the industry you are applying to."

Encouragement to apply to job postings

Sabrina encourages her clients to apply to job postings even if they don't have all the requirements listed. "Most employers have a high demand for workers and may consider somebody who doesn't have all the requirements they are looking for."

"I encourage my clients to include as much information in their resumé as possible. If they are concerned about employment gaps, sometimes we will do an informational resumé that doesn't focus on dates so much. When applicants get to the interview, they can speak more about their skills."

The Monster.com report says post-pandemic, employers may be less concerned with gaps in work history than they might have been a few years ago.

"Their gaps should not deter them from working in a field of interest," Sabrina says. "Help is available for people to work towards their goal."

For more information about **Mi'kmaq Confederacy of PEI Employment Services**, visit www.mcpei.ca



Sabrina Milligan is with the Mi'kmaq Confederacy of PEI. Submitted photo.



Connecting youth to rural based municipal & non-profit boards

by Stella Shepard

The **Youth-on-Board** pilot project is designed to encourage youth to volunteer in rural regions of PEI and to assist non-profits, including municipal administrations, to encourage youth to join volunteer Boards.

"The Youth-on-Board pilot aims to build capacity within rural municipalities and NGO boards. The youth will offer new skills and ideas and will potentially support succession planning by engaging them to become a potential future board member," says **Sonia Dixon**, Community Development Officer, Rural and Regional Development in Montague.

During the initial stages, Community Development Officers (CDOs) across the Island work to set the youth up for success by placing them with a rural board that matches their general interests.

The Youth-on-Board participants are not voting board members. CDOs educate the youth on board governance before the youth begin their volunteer experience.

Sonia is one of five CDOs across the Island. "We currently have 37 youth actively participating across PEI."

"PEI's NGO sector employs about 3,350 people," says Sonia. "The non-profit sector is a strong component of PEI's economy, and participating youth will gain knowledge that may entice them to become a future employee in the sector."

"The youth will have the option to add their experience to their resumé and could potentially use a board member as a work-related reference. It will build on their networking, leadership, and community involvement. Youth could utilize this seven-month learning experience as a career exploration endeavor."

Imogen Creed of Brudenell is a grade 10 student at Montague Regional High School with a passion for the arts and dance. She is a volunteer board member with the Kings Playhouse in Georgetown through the Youth-on-Board Pilot Project.

River Waterman of Caledonia is a grade 12 student at Montague Regional High School. She has a passion for wildlife conservation and is exploring a career in the field. As part of the Youth-on-Board Pilot project, she is a volunteer board member with the Wood Islands and Area Development Corporation.



Sonia Dixon, Community Development Officer, Rural and Regional Development in Montague. Submitted photo.

For more information about the **Youth-on-Board** pilot project, contact **Sonia Dixon**, Community Development Officer, Rural and Regional Development at sddixon@gov.pe.ca or call **902-838-0618**.

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



PEI is the land of dreams for an immigrant who opened a restaurant

by Stella Shepard

Cesar Muniz came to PEI in 2014 and a longtime dream became a reality when he opened **Lady's Slipper Restaurant & Cantina** at the Down East Mall in Montague.

The restaurant offers home-style cooked Canadian and Latin American cuisine made mostly from scratch. The restaurant is open seven days a week and offers sit-down and take-out service.

"I worked long hours for years saving money to fulfil my dream of one day owning a restaurant. I took a chance, and it's the best thing I have ever done. I knew I would not get rich, but I love my customers and it's enjoyable to see happy faces enjoying good food."

Cesar is the Head Chef and is training two employees to assist with cooking. There are nine employees, and most have been with the restaurant since the beginning. There is no plan for future hiring, but he is focusing on continuing to offer employment to the current staff during COVID-19 challenges.

Community Business Development Corporation East (CBDC) 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.

"Without the assistance of CBDC East, I would have not been able to continue operating the restaurant," says Cesar. "I launched the business, but CBDC East has helped to keep it going."

For more information, contact **Cesar Muniz** at cmuniz056@gmail.com or on **Facebook**.

For more information about **CBDC East**, call **902-838-4030**. Visit www.cbdc.ca

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



Cesar Muniz, owner of Lady's Slipper Restaurant & Cantina, Montague. Submitted photo.



Helping Island youth overcome adversity while career planning

by Ethan Paquet

Connection 2 Employment PEI, a division of East Prince Youth Development Centre in Summerside, operates as an umbrella of services for youth to enhance their lives and their employment future.

Connection 2 Employment (C2EPEI) offers numerous resources, information, and skills to youth, including computer and Internet access, resumé and cover letter help, job interview preparation, job search support, seminars, programs, and more.

“For instance, we are here to help students who have left school without completing grade 12 and need support in finding employment or considering their options,” says **Lacey Crozier**, Career Practitioner with C2EPEI.

The centre helps bridge the gap to employment by providing group-based training sessions, resource connections, on-the-job training opportunities, reality checks, and positive support to participants ages 15 and over.

Once a youth joins C2EPEI as a client, they can meet with a career practitioner to discuss career plans, personal goals, and more.

“We do one-on-one case management, and we make referrals to other programs. We can also help with things such as SkillsPEI applications, for Career Connect, Training PEI, Graduate Mentorship Program, and Employ PEI. If people are looking to do their GED, we can certainly support them with their educational journey.”

At the centre, program participants can earn a variety of certifications, including First Aid/CPR, WHMIS, Food Safety, and more.

The centre offers the following programs for youth:

The **SEAM/STAR Program** is a summer program for students ages 15 to 17 who are returning to high school in the fall. The program encourages youth to complete Grade 12 and continue on to post-secondary education.

“Participants get to earn some certifications and try out different jobs. We also tackle things like resume and cover letter development and job interview preparation, and we get them more comfortable with computer use and the proper ways to job search.”

The **Solutions to Employment Program** is for those ages 15 to 30 who are unemployed and looking to make positive changes in their lives. Supports for childcare and travel are available for those who attend.



Left: Lacey Crozier, Career Practitioner and Barbara Broome, Executive Director with C2EPEI. Submitted photo.

“It offers many of the same options as our other programs, but there is a larger focus on mental health. “We encourage youth and/or their families to reach out to the centre. We will work with each individual to assist them in finding the answers they need.”

To learn more about **Connection 2 Employment PEI (C2EPEI)**, visit www.epydc.org or call **902-436-2815**.

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

For more information about community resources that can help job seekers find work, visit www.employmentjourney.com/resources-services-for-job-seekers/



C2EPEI is funded by the Department of Economic Growth, Tourism and Culture through the Canada-PEI Labour Market Agreements.

Holland College offers microcredentials to help industries meet skills needs

by Ethan Paquet

Holland College is now offering a way to help bridge the gap between post-secondary education and industry skills shortages on PEI.

Microcredentials are short, formal courses that recognize the achievement of specific skills, competencies, or learning outcomes as identified by industry sectors to meet specific employer needs.

Natalie Mitton, Vice President of Academic and Applied Research at Holland College, says the constant labour and skills shortages have driven the need for this offering as a way to help Island industries by training and upskilling their current workers.

“Industries are looking for specific, targeted skills. Through microcredentials, they can upskill, reskill, or introduce skills to their existing employees.”

The microcredentials can be delivered in person, online, or a combination of the two. The courses usually range from six to 25 hours.

“For students and job seekers, these courses can support and enrich our existing programming,” says Natalie. “For workers already in the sector, the courses can upgrade their skills. And for the industry, we can complete the training very quickly to meet their specific needs.”



Submitted photo.

The College currently offers eight microcredentials that were specifically designed with PEI's industry labour and skills needs in mind, which include the following:

The **Supportive Care Assistant** program is a fully-subsidized training opportunity that allows students to discover a new career and provide much-needed support to those living and working in long-term care.

Students complete six weeks of online training including learning modules such as professionalism, client and family-centred assistance, communication, supportive assistance, and infection control and safety.

They go on to gain work experience through a work placement in a long-term, community care, or home care setting.

The **New Manager Training** series contains seven microcredentials to help new managers excel in their workplace, including areas such as:

- communication skills
- leadership skills
- human resource management
- essential manager skills
- performance management
- organizational behaviour
- team building skills

For more information about microcredentials offered by **Holland College**, visit www.hollandcollege.com/about/customized-training/microcredentials.html

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



New food industry facility in Borden-Carleton: The Handpie Company is the first to sign a lease

by Gloria Welton

Recently announced by Atlantic Canada Opportunities Agency is a facility called **Food Works**, which is being developed by the Central Development Corporation in collaboration with the Food Island Partnership.

The project will turn the space previously occupied by Transcontinental printing company into a Canadian Food Inspection Agency (CFIA) certified food processing facility that can house multiple tenants.

Chef Sarah Bennetto O'Brien, Owner of **The Handpie Company**, is the first business to sign a lease. She plans to expand her business by adding to the capacity of her present facility in Albany by occupying space in Borden-Carleton.

"I have been planning an expansion for three years, so the opportunity to come into this food hub is ideal for me, my staff, and my business," says Sarah. "As a result of the expansion, I will be hiring 20 more staff."

"The current facility in Albany will be where all the sweet handpies are created. Any flavors that are just for distribution on PEI will stay at this location, and research and development and retail will be there too."

"The new location in Borden-Carleton will be for straight production. The head office team will also be there working on marketing, administration, human resources, sales and distribution, and food safety."

"Because of our new designation, we are now a CFIA-certified food processing facility. With federal food safety standards approved and in place, we will be distributing throughout Canada. The first year we will hit the Maritimes, and then to move into the rest of Canada."

"ADL Foods is our product distributor for the Island. They pick up from our facility once a week and bring it to their warehouse and distribute it across PEI to their wholesale customers. ADL cares about supporting local and are leaders in the industry."

About the staff

Sarah says since they opened in 2017, she has focused on offering year-round employment and operating as a close-knit group. "I love to be supportive and build a strong team."

"Day after day, our work ethics, company values, morale, and motivation is very strong. Staff really portray that it is not just a job. The company is engaged in the community and in the lives of our staff."

"One of my existing staff members will be the General Manager of the new facility. At least three Production staff will move to the new facility."

"I continuously offer my staff the opportunity to be heavily involved in the decision-making and direction of the company. It is amazing to me that we have come to this stage in the business. I credit my staff during a very difficult time such as the pandemic to keep working with me in amazing ways while expansion is taking place."

"It is certainly still hands on production, but I reward staff with leadership roles, more responsibly, and research and development potential. I need this leadership and I look for ways for staff to grow with the company."



Chef Sarah Bennetto O'Brien, Owner of The Handpie Company.
Submitted photo.



Submitted photo.

Hiring needs

Sarah has been able to work with **Detry Carragher**, an award-winning chartered professional in Human Resources and owner of a consulting company called Carvo Group.

"Detry was recommended to me while I was working on the expansion. I was running into challenges with hiring. When I met up with Detry, I knew her services were exactly what I needed as I gear up to triple my staff numbers."

"The Handpie Company truly lives its employee brand, and many people are already familiar with not just what they do, but who they are," says Detry.

"This says a lot about the work culture that Sarah and her team have created. This helps when promoting openings with the company."

"It is hard to find people to hire with any type of relevant experience and the food industry is very competitive for anyone who already has the skillset and experiences," says Sarah. "Many people have left the food services industry or are actively looking to leave."

"People my age who have been in the industry for about 20 years are at the make it or break point in their career. A lot of people are transitioning into advisory roles, or they are working in institutional food service. They are looking for more structure, better hours, and better benefits."

"I realize all of this, so we have worked hard to offer staff what is best for their career. Full-time employees receive health benefits after three months. That is something I have never found in this industry in my 20 years, up to the point when I created it myself."

Sarah says they need to get very creative with recruitment and retention. "I tend to bring in people who have a broad outlook on food services, so they know why they do what they do."

"We plan to hire a person to do a dual role of Human Resource and administration. I prefer to call this person a Company Culture Officer - someone who will make sure all aspects of hiring and maintaining staff are considered."

The new staff will cover areas such as production, marketing, sales and distribution, and food safety.

A career path that is right for her

"I feel that entrepreneurship really suits me," says Sarah. "It took me a while to figure out that owning my own business was even a possible path for me."

"I am extremely enthusiastic and an engaged person and I never found the right fit as an employee. So being a small business owner and being constantly involved and learning and getting better has been amazing."

"Everything that I put in I get out tenfold. It is incredible to be your own boss and get such reward."

How to apply

Hiring opportunities will be advertised at www.handpie.ca/jobs

For more information, call **902-437-3100**.

Visit www.handpie.ca

Follow **The Handpie Company** on Facebook, Twitter and Instagram.

For more information on the **Food Island Partnership**, visit www.foodislandpei.ca



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Publication Manager/Owner: Gloria Welton
Queens County Reporter/Copy Editor: Heidi Riley
Kings County Reporter: Stella Shepard
Reporter/Public Relations: Stacy Dunn
EJ Promoter/Reporter: Ethan Paquet
West Prince Reporter: Ruby Arsenault

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
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