



PeopleWorx
opportunity for more

ANNUAL REPORT 2024-2025

Coldbrook, Middleton, Annapolis Royal

Website: peopleworx.ca

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INTRODUCTION

History

PeopleWorx Society was founded in 1986 as a non-profit, registered charity. From the very beginning, our mission has been to help people overcome obstacles to employment. In other words, we work one-on-one with people to help them solve personal, financial, educational, and social challenges that are between them and the life they want. We employ close to forty staff members, all of whom are committed to building a strong and vibrant community one person at a time. People from various backgrounds access our programs and services at our three locations in Coldbrook, Middleton, and Annapolis Royal.

Our Purpose

Enhancing lives, supporting the economy and changing communities by maximizing personal and employment success.

We believe that every individual and every community has the ability to be successful

Contact Information

Coldbrook Office

Opportunity Centre
11 Opportunity Lane
Coldbrook, NS
B4R 0A5
Telephone: 902-679-7460

Website:

www.peopleworx.ca

Middleton Office

298 Marshall Street
PO Box 760
Middleton, NS
B0S 1P0
Telephone: 902-825-3118

Toll Free Number:

1-866-609-9675

Annapolis Royal Office

PeopleWorx @ the Hub
253 George Street
PO Box 298
Annapolis Royal, NS
Telephone: 902-532-0605

Business Hours:

Mon-Fri 8:30 AM - 4:30 PM
Atlantic Standard Time

PRESIDENT'S REPORT

It's hard to believe another year has passed. The year has been busy with exploration of new initiatives as well as activities which confirmed the strength and expertise that comes with nearly 39 years of experience and commitment to our mission and the community. Our Board welcomed Chris Manning in the fall, further growing the scope of knowledge and commitment to the community. Thank you to all our Board members for your dedication and leadership throughout.



A special note of gratitude and appreciation to Gwenyth Dwynd, past president and long-time member of the Board of Directors, who is stepping away after many years. Gwenyth brought leadership and lived experience as a former team member of the Annapolis Valley Work Activity Program and her expertise in community delivery of health programs to the transition to the Nova Scotia Works, significant program model changes to the Work Activity programs, a unique and respected CCA program, and the development of a diverse and skilled Board of Directors.

Collaborations with community partners to meet the needs of the community and deepen our commitment to diversity, equity and inclusion are a priority for our Board of Directors, management team and staff. We welcomed the Grief Library of the Valley Hospice Foundation to our Coldbrook location in June and we continue to value our collaborations with the Native Council of Nova Scotia - Family Resource Centre and APTEC. In May we collaborated with the Kings County Family Resource Centre on a proposal to provide a broader option for childcare in our area. While the proposal was not selected to move forward in the first phase of a federal/provincial initiative we continue to explore possible collaborations.

The implementation of recommendations on good governance policies and practices, including a very favourable assessment led by IONS, and the development of sector wide training for Boards and staff, involved Board members and the Executive Director. Thank you to all for your time and commitment.

As a Christmas tradition the Board supported the annual Holiday Hampers program, pay it forward and Holiday gifts to all program staff. Several of our Board members had the pleasure to participate in the holiday luncheon with staff.

In December, some of our Board members had the privilege to attend the graduation ceremony for the CCA class. This was definitely a proud moment for our CCA graduates and their family and friends. It was nice to see such a large turnout. Well done and good luck in the future.

We, as a Board would like to express our gratitude and thanks to Kim Aker, our Executive Director, who negotiated through the demands of new and revised contracts, shifting funder priorities and supporting the needs of our dynamic staff teams, while continuing to deal with and conquer major health concerns. Kim, your dedication and commitment to your job was greatly appreciated by one and all.

I would also like to take this opportunity to thank Kim Aker, our Executive Director, and the senior members of the management team, Vickie Petrie, Senior Manager and Manager of the Work Activity Centre, Julie Bibby-MacNabb, Nova Scotia Works Centre Manager, Peter Campbell, Chief Financial Officer and Jacquie Dale, Executive Assistant, for their hard work and commitment to Peopleworx. Your caring attitude is what makes a positive difference in our clients' lives.

I would also like to thank all staff and Board members for your dedication and commitment to Peopleworx and helping to make our community a better place to live and work.

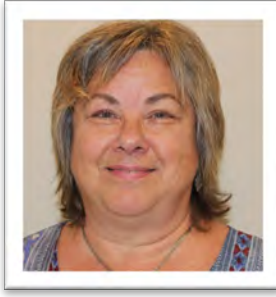
All the best in 2025-2026!

Mandeep Panesar
President, PeopleWorx Society
June 2025

2024-2025 BOARD OF DIRECTORS



Mandeep Panesar
Chair/President



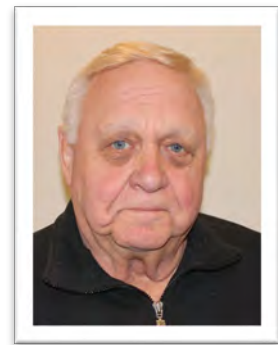
Gwenyth Dwyndale^{1st}
Vice President



Christina Bigelow-
Popowich
2nd Vice President



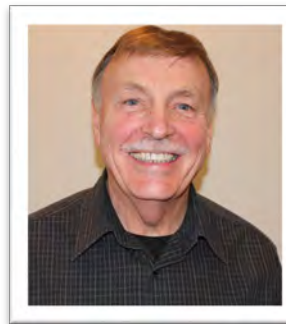
Mark Mander
Secretary/Treasurer



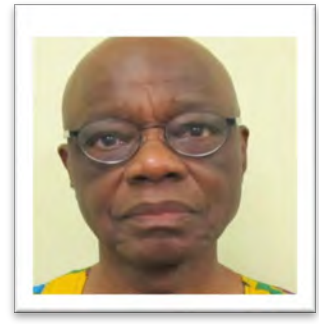
Peter Spidle
Director



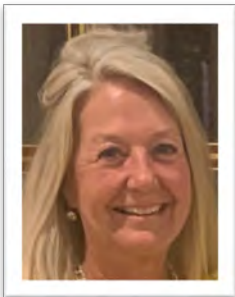
Earle Illsley
Director



Kevin Cleary
Director



Muhammed Abudulai
Director

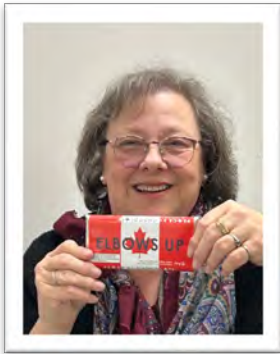


Susan Campbell-
Baltzer
Director



Christopher Manning
Director

EXECUTIVE DIRECTOR'S MESSAGE



As I think about the impact of PeopleWorx over the past year: achievement, collaboration and gratitude come to mind.

We collaborated with many other impactful organizations in our community and province to enhance the quality of life of our neighbours and residents of Nova Scotia. The needs of employers and job seekers continue to present as multifaceted with challenges in the economy and this Annual Report illustrates the significant results achieved by our clients, participants and students accessing funded programs with the support of our amazing teams. More than 450 individuals became new clients, participants, and students in our programs with more than 200 being employed as they left our programs, with many more accessing further education or becoming employed at a later date. Hundreds of students in three high schools in the Annapolis Valley benefitted from the services provided by the PeopleWorx School Liaison as they explored their pathways to post secondary, careers and employment.

The Executive Directors and Managers of the Work Activity Programs in the province collaborated monthly throughout the year to focus on service excellence and worked with local ESS and IA office staff to improve engagement while awaiting the opportunity to engage with the Department of Community Services, now Opportunities and Social Development, in program proposals and new agreements after multiple extensions. The AVWC team made a real difference in the lives of many this year, the success bell rang often with pride and confidence! Regrettably just at the beginning of the 2025-2026 fiscal year we were all notified that the Work Activity Programs across the province would cease to be funded in December 2025.

The proposal development and negotiations of a new three-year agreement with Labour Skills & Immigration to provide Nova Scotia Works services and the completion of a province wide program and financial audit and Good Governance assessment were all achieved with very favourable results through the support of our Board of Directors, the Management Team, the Finance Team and the monumental and creative efforts of the Operations Manager and Nova Scotia Works team members.

The Department of Senior's and Long Term Care and the CCA Program Advisory Office introduced the new 2025 Curriculum and Standards in the summer of 2024 with considerable changes to the length of the program, delivery plan and content. I am very grateful to the CCA team who undertook the significant task of developing the implementation and lesson plan for

April 1, 2025 while I focussed on the scheduling of the programs for 2025-2026 and negotiating new funding agreements with both the Department of Labour, Skills & Immigrations, Work Place Initiatives, One Journey Initiative and Senior's and Long Term Care. More than 120 individuals participating in the Challenge Exam initiative and Prior Learning program with the HANS - CCA Advisory program were supported by PeopleWorx to access their required online palliative care course.

Beyond those funded programs there are many supports we deliver or facilitate access, in some cases it was direct supports while in other cases it was indirect or unseen. Whether it was the annual Holiday Hamper and Pay It Forward initiative, the onsite food pantry for those accessing our sites experiencing food insecurity, the daily "Breakfast" cart, the donations of clothing to and from the Grab and Go, the loan of computers and IT support to Kings Point to Point following the devastating fire to help with a timely return to service, providing connections to donated professional counselling, cost reduced dental services and transportation and haircuts and providing space for incidental meetings and events to community partners and groups. We also welcomed the Grief Library of the Valley Hospice Foundation to our site in Coldbrook which provides a very meaningful and valuable resource to our community.

We value the partnership with the Kings County Family Resource Centre initially developed to respond to a call for proposals for expanded childcare in the Valley, while we were not selected in the first round, we continue to stay connected and explore ways to work together for the mutual benefit of our community.

I was very humbled and proud to receive the King Charles III Coronation Medal in March along with other adult education leaders in the province. The highlight for me was the opportunity to feature the inclusiveness and creativity of not only CCA program but all services delivered by my skilled, talented and amazing colleagues at PeopleWorx. Inclusion has been a life long pursuit.

I am deeply grateful for the ongoing support I received from everyone at PeopleWorx and our partners, friends and colleagues as I continued to navigate the balance between work and the demands of my treatment, I couldn't have done it successfully without all of you!

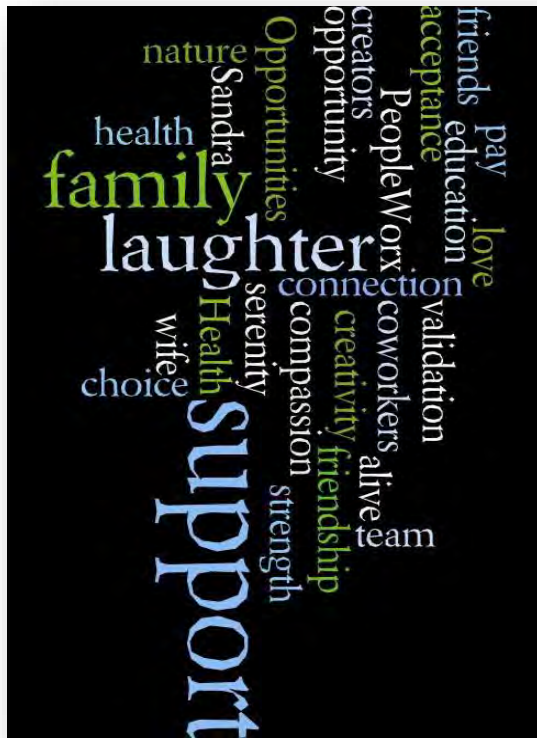
Kim L. Aker
Executive Director, PeopleWorx
June 2025

**The Outstanding
PeopleWorx
Team!**

2024–2025!



PAY-IT-FORWARD



Holiday Season

The commitment to a long-standing tradition and the contributions of staff and the Board, and the support of local businesses to waive limits allowed us to provide 75 hampers of food and extras to participants and clients over the holidays. It was particularly appreciated this year given the financial stress and food insecurity felt by many.

This year the PeopleWorx Staff participated once again in our Pay It Forward campaign providing Gifts to the following groups:

- Four youth were supported with gifts who were identified by organizations in the community.
- Chrysalis House received pajamas, slippers, journals, personal hygiene products as well as a gift card for M&M so they could all enjoy some special treats during the holidays.
- Both the Middleton and the Annapolis Royal teams once again selected clients from their respective locations who were in particular need and provided gift cards and Hampers to help these individuals through the holiday season.
- Last, but not least, for the ninth year we donated Teddy Bears and chocolates to Local

Emergency Support workers/ First Responders. The Chocolates were a small treat for the workers during the holidays and the Teddy Bears are comfort Bears for children that might have been affected by an emergency during the Holiday season.

The holiday luncheon on December 13th was well attended by staff and Board members as well as partner organizations in the Coldbrook site and as usual the pot luck was abundant and delicious. These traditional activities are a highlight of each year!





We would like to acknowledge that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq and Wolastoqiyik (Maliseet) people first signed with the British Crown in 1725.



OPERATIONS

PeopleWorx employs on average 30-32 individuals and manages an annual operational budget of \$2.6 million. The organization consists of multiple programs running simultaneously in various locations across the Valley region. Programs are supported by the management team and administratively by the finance team, Regina and Peter. Every team member brings a wide range of skills, abilities and experiences that contribute to the overall success of the organization. Our custodian has been a key player in keeping us all safe as we navigate the pandemic and other viruses in the past year, thank you Eric. Mike keeps everyone, clients, participants, students and staff, connected and humming with our IT!

Our social enterprise activities began to pick up this year, in particular our shop program continues to provide simple products to local businesses like Andritz giving broader experience for some of our participants.

Our facility in Coldbrook continues to be sought by outside organizations as an ideal location for meetings and workshops. We have been able to offer that service on an increasing basis during this period. We also have three community partners co-located, the Native Council of Nova Scotia, the Grief Library- Valley Hospice Foundation and Roman3.

Management Team

Kim L. Aker, Executive Director

Peter Campbell, Chief Financial Officer

Vickie Petrie, Work Activity Centre Manager

Julie Bibby-MacNabb, Nova Scotia Works Centre Manager

Jacquie Dale, Executive Assistant to ED

Finance

Regina Gould, Finance Clerk

Support Services

Mike Rueff, Information Technology Specialist

Eric Brown, Custodian

HIGHLIGHTS 2024-2025

Job Fairs

Nova Scotia Works Recruitment and Job Fairs - Event Summary

Nova Scotia Works Centres across the Annapolis Valley have collaborated with employers, community partners, and service organizations to host a series of successful recruitment and job fair events throughout 2024-2025. Below is a summary of key events and outcomes:

Fall Forward into a New Career Job Fair

Date: October 16, 2024 **Location:** Village of New Minas



While job seeker attendance was slightly below expectations (just under 100 attendees), employer feedback was positive. Employers reported connecting with quality candidates and expressed overall satisfaction with the event.

This regional event was a joint initiative between PeopleWorx, VANSDA, and Community Inc., with the support of the Village of New Minas (venue host), APTEC, Valley REN, and ISANS. A total of **29 employers and service organizations** participated.



Annapolis Valley Immigration Fair

Date: October 26, 2024

PeopleWorx supported this regionally coordinated Immigration Fair, which focused on newcomer engagement. **33 employers and service providers** participated, providing information and opportunities tailored to newcomer needs.

Newcomers were transported to the event from HRM and communities along the Fundy Coast. The fair offered meaningful opportunities for employers to connect with diverse talent and provide referrals and employment-related resources.



Spring Forward into a New Career Job Fair

Date: April 16, 2025

Hosted in partnership with PeopleWorx, Community Inc., VANSDA, APTEC, and ISANS, this job fair welcomed **over 150 job seekers** and featured **38 employers** from a variety of sectors.

Several service providers also attended, offering information on training and employment programs. The event provided strong opportunities for employers to connect with candidates for open roles and for job seekers to access career support.



AVRCE Recruitment Events

Dates:

- October 30, 2024 - Middleton
- March 5, 2025 - Middleton

Nova Scotia Works partnered with the Annapolis Valley Regional Centre for Education (AVRCE) to support recruitment efforts for roles including bus drivers, janitorial staff, support workers, cafeteria staff, and early childhood educators (ECEs).

Job seekers were encouraged to create profiles and upload resumes via the AVRCE website. To support this, NSW offered access to our computer lab, staffed with team members to assist candidates with online applications. AVRCE staff expressed appreciation for our logistical and technical support throughout both events.



Nova Scotia Works / NSCC Career Fair

Date: February 20, 2025 **Location:** NSCC Annapolis Valley Campus, Middleton



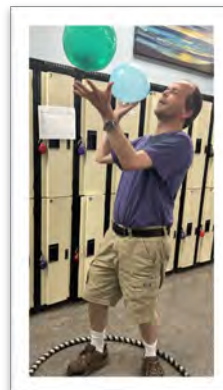
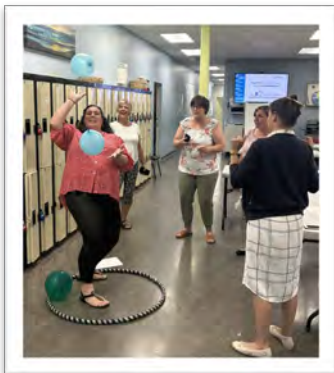
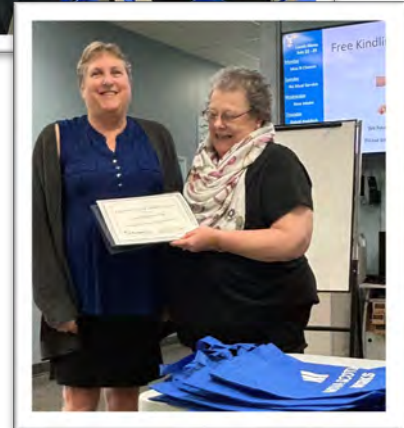
In partnership with NSCC, Nova Scotia Works co-hosted a career fair featuring **21 employers and service organizations**. Despite poor weather leading up to the event, **approximately 90 students and job seekers** attended.

Collaboration with NSCC management, including Gord MacKenzie and Jennifer Saklofske-Williams, contributed to a successful event focused on connecting students with local employment opportunities.



Staff Service Appreciation Awards and Celebration

In 2024 PeopleWorx presented service awards to staff in appreciation for their service and dedication to Peopleworx.



PeopleWorx Sunshine Committee

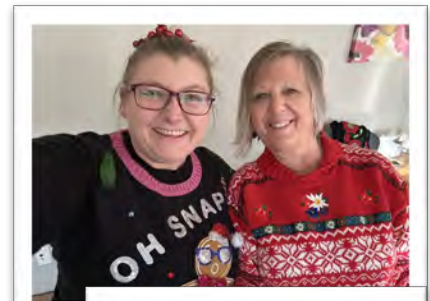
The Sunshine Committee held some fun events for staff in 2024/2025. In the summer we hosted a “Shake Your Mocktail” event when Sunshine Committee members blended and mixed up pre-ordered mocktails at the Coldbrook location in the ambiance of the tropics.



Pam, who had been on the Sunshine committee for many years, left her PeopleWorx position in July of 2024. Her vacancy on the committee was filled by Janet who has lots of creative ideas and energy.

During the Holiday Season, the Sunshine Committee

hosted the Ugly Sweater Contest and a pizza and trivia bingo event. This year, the Sunshine Committee gave contributing staff a unique ornament created by a local valley business. Other Sunshine Committee events included chocolate Easter bunnies distributed in April 2024, the annual “Drop the Plow” contest in December 2025, and the Valentine’s Day scavenger hunt in February 2025. We raised funds through 50/50 raffles, and a punch cup event. As in previous years, the Committee also sent out email notices of staff birthdays and providing cards and/or gifts for staff leaving, deaths, babies, and weddings during the year.



-Helen, Janet & Jacquie (and Pam)

PEOPLEWORX IN ACTION



PeopleWorx programs are designed to respond to identified employment related needs throughout the Annapolis Valley. PeopleWorx programs in 2024–2025 included:

- ♦ Nova Scotia WorksCentres
- ♦ Annapolis Valley Work Centre
- ♦ Continuing Care Assistant Program



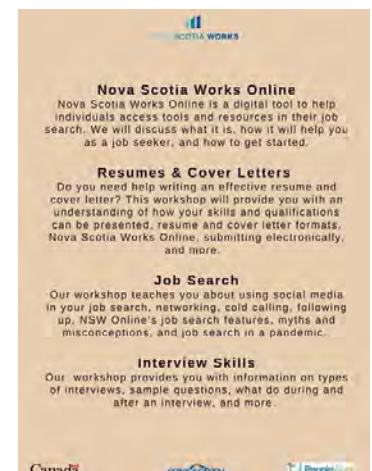
Nova Scotia Works Centres

April 1, 2024 - March 31, 2025

Nova Scotia Works Services



PeopleWorx Nova Scotia Works Centre's assists unemployed and underemployed residents in Kings and Annapolis Counties to meet their full employment potential, helps employers find the employees they need to prosper and helps communities develop well-balanced local labour markets. Various services to individuals are offered, including one-on-one résumé and cover letter development, interview preparation, workshops, career decision-making, career/employment counselling, employment maintenance, job coaching and employment-related certification courses such as CPR / First Aid, Food Handlers, and Traffic Control Training.



From April 1, 2024, to March 31, 2025, the Nova Scotia Works Centre provided services to a total of **328** new clients and offered continued support to an additional **445** individuals who started receiving services in the previous year. Across the 3 locations (Coldbrook, Middleton

and Annapolis Royal), with our assistance, we were able to assist **154** individuals in becoming employed.

Through one-on-one support, **Career Practitioners** assisted clients in accessing various funding programs to support skill and business development. Over the past year, the CP's case-managed over **711** new interventions, including **13** individuals who were approved for or completed skills development, **9** individuals who were approved for or completed START (wage subsidy program), **1** individual who were approved for or completed JCP (Job Creation Partnership) and **8** individuals who were in the process of or started a business through the self-employment benefit program!

Career Practitioners continued to support clients in receiving funding for employment-related equipment, clothing (work boots, work clothes, coveralls and scrubs) and training certification courses for which the client had no other funding source and leverage the assistance of our **Information Resource Specialists** to conduct workshops, assist with resume and cover letters, interview preparation and much more.

The School Liaison (SL) continues to provides various employment services for West Kings District High School, Northeast Kings Education Centre and Middleton Regional High School.

School Liaisons provide students with access to and understanding of Labour Market Information, access to potential employment opportunities for youth, delivery of workshops and sessions (one on one or group) related to career planning and LMI (in-person and virtually) and delivers workshops and info sessions for schools, community groups, families, workplaces both in school and community settings.

The Employer Engagement Specialists (EES) worked with **119** employers in this period. The EES supports employer needs assisting them directly or indirectly with referrals to appropriate community partners; industry/sector/business associations; funding or workplace training programs; job fairs and information sessions; organizations, and other government departments.

Some of our EES services include assisting employers with Job Descriptions and Job Postings, Attraction, Hiring, and Retention issues, referrals to various funding programs, HR Challenges, and Diversity and Inclusion Information and Resources, and referrals to the HR Toolkit,

Workplace Education, Innovation and Productivity, Welcoming Workplace, Inspired to Hire, and Industry Sector Councils.



Community Outreach Highlights

Throughout 2024-2025, Nova Scotia Works / PeopleWorx maintained a strong community presence by participating in over **35 outreach events** across the Annapolis Valley. These efforts brought career services into public spaces, increasing visibility and reducing access barriers, especially for those in rural or underserved areas.

Highlights included outreach at local hubs such as the **Berwick Library**, **Canning Library**, **Kingston Library** and **Middleton's The Spot Youth Centre**, as well as public events like the **Canadian Armed Forces Transition Centre Networking Fair**, **Community Immigration Fair**, and **Pathways to Apprenticeship and Supports for Providing Information to Newly Posted Military Families**. Seasonal and community-based outreach—including participation in the **Kingston Steer BBQ** and **Kingston Farmers Market**—allowed us to connect with residents in informal settings and engage with Small Businesses to promote Employer Services.

Collaborating with libraries, youth organizations, and local groups ensured our services were present, visible, and responsive to diverse community needs.

NOVA SCOTIA WORKS

NAVIGATING THE ANNAPOLIS VALLEY LABOUR MARKET

Are you a member of a military or veteran family looking for work? Want to learn more about the local labour market, your unique transferable skills, and how to connect with local employers? Then join us with your resume for a free interactive info session!

LABOUR MARKET INFORMATION
Explore current employment trends in the Annapolis Valley, key industries, and local employment opportunities.

RESUME CRITIQUES
Learn about tailoring resumes to reflect transferable skills and alignment with local employer needs. (Submit a resume for critique.)

TRANSFERABLE SKILLS
Identify transferable skills from your military family experience, then match these to local labour market needs.

NETWORKING
Review local organizations, service providers, and employment support programs to expand your networks.

MONDAY, NOVEMBER 4, 2024
GREENWOOD MILITARY FAMILY RESOURCE CENTRE
1:00 TO 3:00 PM
OPEN TO ADULTS 18 +

Canada NOVA SCOTIA NOUVEAU-ÉCOSSE PeopleWorx opportunity for more

NOVA SCOTIA WORKS

COMMUNITY CONNECTION EXPO!

Join us at the Community Connection Expo hosted by Family Matters!

You can connect with some of our wonderful staff and learn about our programs!

Family Matters
The Annapolis County Family Resource Centre

August 28th 10-11:30am
Family Matters Lawrencetown

Nova Scotia Works Centres
Annapolis Valley Work Centre

Continuing Care Assistant Diploma Program
Nova Scotia Works School Liaison

Canada NOVA SCOTIA PeopleWorx



Equity and inclusion were central themes in our outreach, reflected in participation and contributions at events such as **Autism Acceptance Month**, the **Include Me! Caregiver Info Session**, the **Queer Artisan Market**, the **Disability Pride Parade in Middleton** and the **Ability Rise EquitAbility Event Participation in Halifax**. These engagements allowed us to connect with persons with disabilities, neurodiverse individuals, caregivers, 2SLGBTQIA+ communities, and newcomers.



Workshop Highlights

Over the 2024-2025 fiscal year, Nova Scotia Works / PeopleWorx delivered a workshop series to strengthen job readiness and career development skills. More than 60 workshops were offered across our Coldbrook and Middleton locations and virtually, reaching a broad spectrum of clients.

Core topics included resume and cover letter writing, interview techniques, and job search strategies. Expanding beyond foundational skills, we also offered **Career Decision-Making**, **Career Exploration** and **Personality Dimensions** workshops to help clients explore personal strengths and career alignment. Responding to client needs, a new **full-day Job Search**

Essentials workshop was introduced in Middleton, providing an immersive experience that combined several job readiness topics into one intensive session.

Youth engagement remained a key focus. The **Career Canvas Vision Board** workshop provided an interactive approach to early career exploration for young clients, including high school students. This workshop, in collaboration with The Native Council and APTEC, promoted cross-cultural collaboration and opportunities for multigenerational learning. Our ongoing partnership with **Job Junction** enhanced our virtual workshop offerings, helping us reach rural clients and adapt content in response to emerging labour market trends.

These workshops equipped job seekers with practical tools, self-awareness, and the confidence needed to navigate an evolving employment landscape.

NOVA SCOTIA WORKS

**Career Canvas:
A Vision Board Workshop**

Open to anyone over the age of 15, with free food and refreshments!

Join PeopleWorx & The Native Council of Nova Scotia to create vision boards outlining your dreams for the future. To register, email workshop@peopleworx.ca or call 1-800-609-9675

11 Opportunity Lane, Coldbrook
Monday July 22nd, 1pm-4pm

298 Marshall Street, Middleton
Wednesday July 24th, 1-4pm

Canada NOVA SCOTIA PeopleWorx

The Power of a Career Canvas Vision Board

A career canvas vision board is a visual tool designed to help you map out and achieve your professional goals. By combining images, words, and other creative elements, it provides a clear and inspiring representation of your career aspirations. This engaging and personalized approach keeps you focused and motivated on your journey to success. We encourage multigenerational collaboration, bringing together individuals across all age groups to craft their vision boards in an engaging workshop with food and refreshments!



Drop-In and Information Sessions



To ensure clients had flexible, accessible ways to engage with services, Nova Scotia Works / PeopleWorx offered **Drop-In Job Search sessions** across multiple locations. These no-appointment-needed sessions provided real-time support for resume writing, interview prep, online job applications, and digital tools, meeting the needs of clients who preferred or required informal, on-demand assistance.

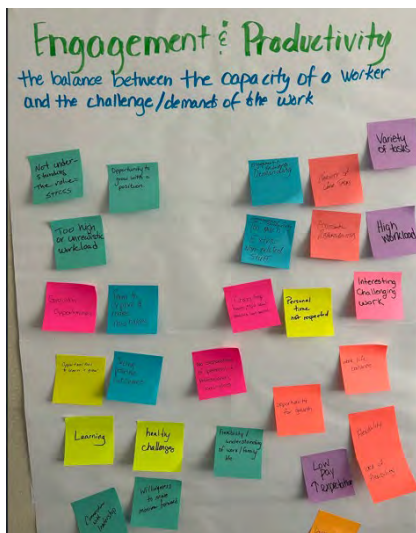
Complementing these sessions, we delivered over **20 targeted Information Sessions** in person and virtually. These focused on various topics such as Skilled trades training, home-based childcare entrepreneurship, paramedic info sessions and self-employment options, **to name a few**. By offering both flexible drop-in options and structured information sessions, we were able to meet clients where they were—both literally and in their employment journeys—offering timely, relevant, and empowering supports



Collaboration with Partners

Collaboration was at the heart of our work in 2024-2025. Nova Scotia Works / PeopleWorx built and sustained more than **50 active partnerships** with organizations across education, industry, social services, and government, ensuring that our clients had access to coordinated, inclusive, and impactful employment supports.

Our involvement in the **Business Supports Response Team** and **Nova Scotia Works Executive Director and Operations Manager Forums** ensured our local efforts remained aligned with broader labour market strategies. Our leadership also contributed to cross-sector priorities through participation in the **Workforce Alliance**, **Workforce Support Groups**, which addressed regional economic and social challenges such as workforce sustainability.



Locally, we led or participated in regular **case conferencing** and **partner planning meetings** with organizations such as **Opportunities and Social Development (OSD)** and the **Annapolis Valley Work Centre (AVWC)**, **Program of PeopleWorx**—ensuring holistic, client-centered service coordination. These collaborative efforts improved outcomes for individuals with complex needs by connecting them with tailored supports across agencies.

Our commitment to **inclusive employment** was reflected in ongoing partnership development with organizations such as **Inclusion Nova Scotia**, with whom we worked to support persons with disabilities through the **Ready, Willing & Able** program. We renewed **MOUs** to strengthen referral pathways and enhance service delivery for clients with diverse needs.



Through an **MOU with Geo Nova Scotia**, we also expanded digital access for clients by distributing mobile devices and connectivity tools—ensuring clients facing technology barriers could still engage with virtual services and job opportunities.

Our ongoing Collaboration with **ISANS** programming included collaboration at job fairs and hosting various **Information Sessions with ISANS**. We hosted information sessions in **Coldbrook and Middleton** on the **Work-Based Trades Practical Assessment Program**, which introduced internationally trained tradespeople to Nova Scotia credential recognition and employment pathways. This session supported newcomer integration and skilled labour force development and allowed staff members and the community to learn more about the program.



In the **skilled trades and construction sectors**, we continued active collaboration with the **Atlantic Home Builders and Renovation Association** and the **Nova Scotia Construction Sector Council**, providing case management and safety training for projects such as the **Tiny Homes Fundamentals program** that took place in Lawrencetown.

Together, these partnerships created a more connected, resilient, and innovative employment support system. By working collaboratively across sectors and regions, we amplified our collective impact—ensuring job seekers could access the tools, training, and networks they need to succeed.



2024-2025 Highlight on School Liaison Role

Nova Scotia Works School Liaison role continues to have a trusted presence in all three local high schools that we are connected to -



Middleton Regional High School, West Kings District School and Northeast Kings Education Centre providing support and encouragement to students as they develop employability skills and connect to employment. The continued value is working beside students 1:1 taking time together to develop their marketing package, explore and understand the local labour market. Classroom-based workshops fit into the curriculum in a fun and engaging way, and we see an increase in students attending our job fairs in person and accessing the same labour

market information online if they can't attend. In addition to the regular Let's Talk Careers sessions and conversations with parents/guardians, highlights of this school year have been a growing connection to community and employers. We led a

successful career exploration event at school with 70 employers, industry sector representatives and employment support programs. Trusted community members, including our Nova Scotia Works colleagues, act as mock interviewers as the grand finale to an interview preparation workshop session. Students with learning differences are engaging as we use a strength-based approach to career exploration. The work of the school liaison role continues to grow connections

with evidence-based strategies and is supported by colleagues at each Nova Scotia Works Employment Service Centre location.



Nova Scotia Works – PeopleWorx Staff

Information & Resource Specialists

Sandra Martin (Coldbrook)

Ronda Spears (Coldbrook - to October 2024)

Emilie Townsend (Middleton - part time to July 2024, full-time October 2024)

Wendell MacKinnon (Coldbrook)

Sue Cranton (Annapolis Royal)

Tina Blenkhorn (Coldbrook - October 2024 - present)

Summer Youth Staff (IRS)

Emilie Townsend (Coldbrook and Middleton - July to August 2024)

Hannah Campbell (Coldbrook - July to August 2024)

Career Practitioners

Helen Carter (Coldbrook)

Tanya McCullough (Coldbrook - LOA October 2024 - present)

Theresa Smith (Middleton - to April 2024)

Ronda Spears (Coldbrook - October 2024-present)

Westin McMullin (Annapolis Royal - to March 2025)

Natalie Shykoluk (Middleton - April 2024-March 2025)

Employment Engagement Specialist

Deb Kendall (All locations - January 2025 0.8 FTE)

Westin McMullin (Annapolis Royal - January 2025 - present 0.2 FTE)

School Liaison

Melanie McCulloch

Nova Scotia Works Centre Manager (all Locations)

Julie Bibby-MacNabb

Executive Director (All Locations)

Kim Aker

Staff Professional Development Highlights 2024-2025

The "Foundation of Belonging in the Workplace" training provides a comprehensive overview of fostering diversity, equity, and inclusion within Nova Scotia workplaces. It explores the province's historical context, examines present-day discriminatory dynamics, and



emphasizes individual and collective accountability. Participants learn about biases, racism, power dynamics, stereotypes, and privileged aggressions while also gaining insights into creating accessible workplaces and practicing allyship. The training culminates in strategies for achieving lasting transformational change within organizations.

Staff Impact

"Completing the Foundations of Belonging in the Workplace training has been a positive experience that deepened my understanding of diversity, equity, and inclusion, particularly within the context of Nova Scotia. Through this program, I gained critical insights into the province's historical and contemporary challenges related to systemic discrimination and bias. I became more aware of how power dynamics, racism, and stereotypes can manifest in the workplace and learned practical strategies to address them with empathy and accountability. This training equipped me with the tools to contribute to more accessible work environments, and support a culture of belonging."

- Sue Cranton, Information & Resource Specialist

The **Case Management Training**, developed by the Nova Scotia Career Development Association, is designed to support the evolving role of case managers in career and



employment services. This six-month, self-paced program includes eight modules focused on core areas such as communication, needs assessment, case writing, time management, and working with difficult clients. Participants enhance their professional practice through reading,

reflection, assignments, and peer learning. The training aims to improve client outcomes by strengthening key skills, offering professional feedback, and fostering both the development of new competencies and the recognition of case management as a specialized field.

Staff Impact

“The specialized Case Management course offered by NSCDA allowed me to understand best practices for effectively supporting clients, including communication strategies, needs assessments, and case writing. The in-depth, thorough course included graded assignments and real-world scenarios, which helped present the material in a practical way. I appreciated the opportunity for professional development and to understand the skills of case management across a variety of professions, and especially the work of a career development practitioner.” Melanie McCulloch, School Liaison

Generating Impact with AI, offered by IONS, was a practical, virtual training program designed to build skills and confidence in using AI tools such as MS365 Co-pilot, Google Gemini, and ChatGPT.



Delivered through a series of 90-minute workshops, the program covered AI's strengths, risks, and ethical considerations, as well as how to implement safeguards, master prompt engineering, and apply AI tools effectively across an organization. As part of IONS' commitment to innovation and capacity building, this inaugural cohort provided a valuable opportunity to leverage AI for meaningful organizational impact.

Staff Impact

“Participating in the Generating Impact with AI training offered by IONS further enhanced my existing knowledge and use of AI tools such as ChatGPT and MS365 Co-pilot. As an avid user, I appreciated the opportunity to deepen my understanding of prompt engineering, ethical considerations, and practical safeguards. This training allowed me to approach AI integration more strategically within my role as Operations Manager at Nova Scotia Works. It reinforced best practices, provided valuable insights into organization-wide implementation, and strengthened my ability to support staff in using these tools effectively. I’m looking forward to continued team development and further integration of AI into support roles to enhance efficiency and client service.” Julie Bibby-MacNabb, Operations Manager

The Employability Skills Assessment Tool (ESAT) provides a process and online supports for the assessment and development of social and emotional skills. Developing skills such as attitude, accountability, confidence, adaptability, creativity and collaboration can be identified as outcomes in your training or employment programs.



Cover Letters



Effective Job Search Strategies



Staff Impact

"The ESAT training was a very engaging and insightful course. It serves as an excellent tool for tracking participant progress, particularly after the initial four-week assessment period. Additionally, it allows all staff members to contribute their observations, offering a well-rounded perspective on each client's development."

Sandra Martin, Administrative Assistant / Information and Resource Specialist,
Annapolis Valley Work Centre and Nova Scotia Works

"Over the past year, the trainings I completed have equipped me with valuable tools and resources that enhance both my job performance and my ability to support others. The resume, cover letter, and effective job search courses strengthened my ability to assist clients entering our centers with their employment needs. They also enabled me to support our career practitioners by helping craft tailored resumes and guiding job search strategies. These skills proved especially useful when facilitating our public Job Search Club. Additionally, the social media and job search training allowed me to help clients optimize their online presence, particularly their LinkedIn profiles to improve their visibility and success in today's digital job market." - Emilie Townsend Information and Resource Specialist

Exciting News - Our CCDP-Certified Staff Successfully Transitioned to National Certification

In late 2024 and early 2025, our dedicated CCDP-certified staff seamlessly transitioned to the new **National Certification** through the Legacy pathway. This process allowed them to convert their existing provincial certifications without needing to retake the certification process.

National Certification ensures career development professionals meet a recognized standard of practice, providing consistency across Canada. A Career Development Professional's (CDP) competence is qualified when their skills are demonstrated based on the **National Competency Profile for Career Development Professionals**. This reflects their commitment to advancing knowledge in the field and ensures their understanding and skills align with industry best practices.

We're proud of our team's dedication to maintaining the highest professional standards and excited about the new opportunities this national recognition brings!

Our CCDP Certified Staff for 2024-2025 Included the following:

- Helen Carter
- Tanya McCullough
- Wendell MacKinnon
- Ronda Spears
- Julie Bibby-MacNabb
- Westin McMullin
- Gina Ripley



Annapolis Valley Work Centre

The Annapolis Valley Work Centre has been making an impact for 39 years and 2024-2025 was no different!

One hundred and fifty-six people reached out or were referred to the program to enhance, improve or develop skills that would help them become attached to the labour force, to pursue further education which would lead to careers and reach their professional and personal goals!

Ninety-seven of those individuals engaged in the job readiness program, first completing a four-week assessment, with many continuing on by choice in one of the vocational focussed areas of Food Services, Customer Service, Introduction to Construction and Basic Office Skills as well as employability essential skills, personal development and job development. We teach not only how to find a job but also how to keep a job!

Participants in the program along with our dedicated staff team members are always keeping their eyes open for job opportunities doing active job search and some move into employment early in their time with us, while others will take advantage of a community placement to further hone their skills while continuing that job search. Our individualized and trauma informed approach reflects the pace most appropriate to our participants. The Job Developer works with a network of employers to secure great matches between the job seekers and the employers resulting in many long-term employment relationships. The Job Developer also provides maintenance classes on Wednesday mornings to those who are still job searching after completing the program. During these sessions, participants are encouraged to update their resumes, perform active job searches, or get additional Individualized help to maintain their current employment. They are also introduced to the services offered through NS Works. This concentrated time helps people to keep the momentum they experienced while attending the AVWC program.

The remaining **fifty-nine** referrals were provided tours, numerous telephone conversations and emails and networking opportunities, including referrals to other more appropriate community resources. We maintain a close partnership with the local Opportunities and Social Development Department offices (OSD), formerly Department of Community Services offices, and the Nova Scotia Works offices in Coldbrook, Middleton, and Kentville, as each person

entering our program also receive case-management by a Nova Scotia Works Career Practitioner. Those not engaging with the program referred by OSD, 32 individuals, would have continued to work with their ESS/IA worker.

Twenty-seven participants continue in the program as of March 31, 2025 and will be joined by new participants in April.

As a staff team, we remain committed to advocating for our clients. We've been working closely with community businesses to provide various services, including free private counseling, free haircuts, reduced-cost dental services, and transportation for our participants. We also provide a breakfast cart and reasonably priced lunches daily which are supported through funding from our social enterprise and donations, most recently a generous donation from the Coldbrook Lion's Club. Our Grab and Go also provides a selection of clothing, often with 'spiffy' selections for those important job interviews. We are very grateful to our donors!

Graduation is always a rewarding celebration of achievements. Each person is recognized for their unique contributions and qualities, focusing on their abilities, which make this program special. In the past year, we held **three graduations**, with **50 graduates** completing the program. Of those 50 graduates, **35 were employed** when they left the program, **6 went on for further training** at a college/university level, **7 actively sought employment**, and **2 were on medical hold**. The 7 still seeking employment attend our maintenance classes on Wednesday mornings after graduation.

These remarkable successes happened with the support of long-term team members and experienced newer members of the staff team. In the past year we bade farewell and thanked these staff members for their contributions as they moved to pursuits outside of PeopleWorx: Pam Spinney, Kaylee Dunn, Jessica Jarvis and Susie Wegernoski. Rachel Eisener is on maternity leave. Jane James moved into a Career Practitioner/Case Manager position in our Annapolis Royal Nova Scotia Works office. We welcomed Erika West, Laura Fisher, Jennifer D'Aubin, Glen Whitehead to the team in permanent roles and Tanya McCullough returned from a leave of absence to fill the maternity leave on a temporary basis and will then return to her permanent role with Nova Scotia Works in Coldbrook. The program continued to provide quality service through these transitions with the leadership of Vickie Petrie, Manager, long term facilitators Gina Ripley, Greg Saunders, and Janet Ross and the organizational skills of Sandra Martin.

In closing, here are the current team members and we want to thank them for the great work they have completed.

“Find a group of people who challenge and inspire you; spend a lot of time with them, AND it will change your life.” Amy Peohier

AVWC – PeopleWorx Staff

Greg Saunders - Food Service Facilitator

Gina Ripley - Basic Office Skills Facilitator

Janet Ross - Customer Service Facilitator

Glenn Whitehead - Introduction to Construction Facilitator

Jennifer D'Aubin - Personal Development Facilitator and Coach

Tanya McCullough - Personal Development Facilitator and Coach

Rachel Eisener - Personal Development Facilitator and Coach (maternity leave)

Laura Fisher - Job Development Facilitator and Coach

Elika West- Essential Skills Facilitator

Sandra Martin - ½ time Administrative Assistant

Vickie Petrie - Manager, AVWC

Kim Aker - Executive Director

AVWC Client Profile

Success stories

Alyssa is an intelligent individual who has a lot to offer any employer. Her desire to learn and ability to catch on quickly helped her increase her skills in many areas. Alyssa always showed up with a positive, never-give-up attitude. She was well-liked by her peers, known as someone easy to work with, and a great team player. Tenacity, strength, and resiliency are words I would use to describe Alyssa. A smile that brightened any room she entered. Alyssa was such a gift to the Customer Service and Basic Office Skills programs, providing so many insights and examples from her previous work experiences, but also so supportive and encouraging to all the job seekers when it came to money math, making change, and handling demanding customers. Alyssa also had the BEST advice for hair products and nail care. Alyssa experienced medical challenges but never complained and kept moving forward. Alyssa came into the program wanting to be a hairdresser and, as a result, rode many waves of change throughout her time in the program, and each time, she stood up and chose to keep pushing and not let her challenges define her. It turns out that Alyssa became a hairdresser after all, but for pets rather than people. She loves animals and jumped at the opportunity to go through a pet grooming program at PetSmart, where she was quickly hired as a pet groomer trainee and is well on her way to a satisfying career.

Taro began our program to brush up on her already solid skillset. She had suffered trauma earlier in life and needed our support and guidance to give her the needed strength to find her path. It was great to see her take all the advice from the staff and begin to apply this new knowledge. She began to shine brightly as she discovered new passions, strengths, and possibilities. She desired to work in the not-for-profit sector, organizing fundraising events. And, as luck would have it, an opportunity arose to help a local not-for-profit. Taro was tasked to create registration forms and sponsor sheets for a walk-a-thon event. She excitedly accepted this challenge, and after seeking advice and looking up some form ideas, she made the documents needed using her newly acquired Excel and Word skills. She did a fantastic job; the local organization was very pleased with the results, as they exceeded their donation goal before the walk-a-thon even took place. Taro has gone through so much personal and professional growth, has already achieved many of her goals, and is on her way to achieving more! Her commitment to bettering herself, family, and community is admirable, and she will

continue to have a positive impact as she pursues post-secondary education at NSCC in the Administrative Professional course. This is just the beginning of wonderful things on her horizon.

Brittany worked hard in all areas of the program to improve her skills in preparation for employment and to be a positive role model for her young boys. No matter what life threw at her, she appeared ready for the work ahead with a positive attitude. She always had a smile, and her attitude remained positive. Her patience and people skills will be a definite asset to her employment. Brittany had a clear goal and plan coming into the program about what she would need in a job. She had to find one that met the required parameters as a single mom. Brittany is very personable and has a lot of aesthetic experience and certifications. Brittany applied to many job postings, had a few interviews, and was offered an exciting opportunity to be an instructor at Elevate Beauty for the following school year. She was also offered a spot by the same employer for the summer months, working at Eau Spa to get her re-acquainted with the industry before her teaching position would take effect. This unique opportunity allowed Brittany to transition back to work while spending time with her family during the summer and preparing for her new instructor role as the school year starts. Congratulations Brittany! We know you have the skillset to be a great instructor!

Mackenzie arrived at the AVWC, hiding underneath hoodies and keeping to herself. Through time, we learned that she had much to offer her classmates, and when she discovered this skill set, the hoodies came off, and her confidence shone. Mackenzie was very good at working independently and would help a fellow participant with kindness and support without hesitation. She showed great strength and bravery in facing her fears and working hard. She used her Customer Service skills, tools, and scenarios regardless of her ongoing medical challenges and personal speed bumps. Mackenzie is a warrior who never gives up, even when the monster seems large and scary. We are so proud of Mackenzie, the work she did, the challenges she faced, and the successes she has had, but what makes us most proud is that she began to believe in herself and feel that pride, too. Mackenzie told us that she had a dream of being an EA. Things started to take shape when she immersed herself in our program and took all those essential customer service skills classes. She attributed her success to the confidence she gained during her time in the program, and despite some setbacks and necessary adjustments, she did achieve her dream! She started as a cafeteria worker with AVRCE in September, and within a couple of months, she climbed the ladder to a permanent

EA position in a school right in her neighborhood. Mackenzie was a positive role model for others, and we are confident she will succeed in her new role.

Randy arrived with a strong academic background and abilities. He utilized his time wisely and set a goal to complete the CAEC (Canadian Adult Education Credential), which he worked diligently on while attending all required classes. With a positive and friendly nature, Randy is respectful, dependable, and always available to lend a helping hand. Randy was engaged in all his classes and encouraged others to join the conversations. During his time in the program, he helped instill confidence in others and brought many skills and life experiences that contributed to a positive learning environment. Randy is one of those hesitant individuals who does not like to ask for help. He chose food services because he has a family to care for and wanted to learn more about cooking and baking. He received his safe food handling certification and other certifications while here. His kind and caring nature permeated every workshop, demonstrating patience and understanding for his fellow participants. He was an active participant and always showed compassion in his contributions, willingly sharing his experiences and wisdom with others. Randy is now working full-time in an occupation he had never considered. He recently told me he is so lucky to have found his dream job as a companionship transportation driver with the VON. We know his clients are enjoying that warm, welcoming personality every day.

Mason consistently demonstrated a positive attitude and a commendable willingness to continue learning throughout his program. He took the initiative to start his work, requiring no prompts. His self-driven nature and ability to remain focused despite distractions showcased his maturity and composure. His unobtrusive nature was a rare quality. As his confidence grew throughout the program, so did his kitchen skills. Mason came to the work center after years of working in orchards in all kinds of weather; he wanted a change. Mason already has many of the good work skills employers seek. He suggested Scotian Gold as a placement option and worked very hard during his time there, never missing a day or arriving late. Even during storm days, when we closed our operations, Mason went to work. I should also note that his commute to work requires him to come down a mountain and drive over 40 minutes one way. Mason does not have his driver's license yet (his next goal), so his Dad did this for him twice a day. No wonder Mason is such a good person. He has such a positive role model in his life. His evaluations from his work placement were stellar, commenting that he gets along well with everyone at the workplace. He treats people respectfully, regardless of their positions, and doesn't get involved in drama or gossip. Undaunted by hard work, Mason approached all tasks

with enthusiasm and commitment, and we are pleased that this has resulted in full-time employment. Mason will be a valuable asset to his new employer, Scotian Gold, and a highly valued team member, just as he was here.

Noel demonstrated excellent capabilities in accurately completing tasks and a strong understanding of expectations. Noel came to the program with a goal in mind and never wavered. Though not all days were easy, he overcame them. His warm, friendly nature, work ethic, and determination ensure a bright future ahead of him. Noel has maintained a great attitude, even when dealing with difficulties. He has been determined to take a new direction in life, and he has done so, utilizing the program's resources to the best of his ability. He is kind and intelligent, and anyone he works with will be lucky to be in his presence. With his friendly demeanor, good work ethic, and eagerness to learn, Noel is expected to be a valuable addition to the health sector. He was growing in confidence by the day and regaining control over his life; Noel started to see that he had more options than he first thought and that taking those positive steps towards them would achieve his dream of joining the PeopleWorx CCA Program. Ideally suited for such a career with his kind and caring nature, Noel was always ready to support his fellow participants, whether with a kind word or a genuine inquiry about how they were doing that day. CCA work will be a perfect fit for Noel; he was the model participant in our program, and it's lovely to still have him in this building for a while longer, even if it is not in the AVWC. We are very proud of Noel and wish him all the best with the CCA program. We know that the residents he will serve will be in good hands.

EMPLOYMENT TRAINING PARTNERS

The following companies and organizations were job placement hosts and/or employers of participants at AVWC (March 31, 2024 - April 1, 2025)

Laura Fisher - Job Development Facilitator and Coach

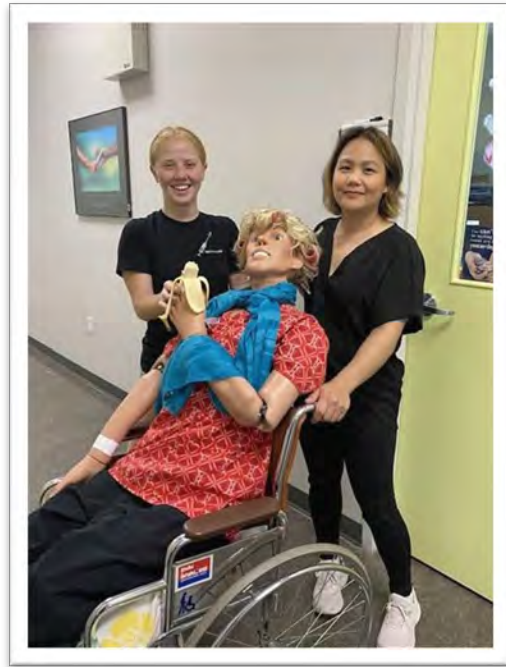
Giant Tiger -New Minas	Whites Funeral Home
Jeff's Independent Berwick	Sleep Therapeutics
Scotian Gold	Lightfoot & Wolfville Winery
Lisa's Independent Grocer -Kentville	Valley Regional Enterprise Network
Valley Regional Hospital -Food Services	Intentionally Tiny Homes
Black Cat Books	Haggerty Electrical Ltd
Acadia University Library	Butt's Auto Service
Massiah's Cleaning	NS Power
Family First Medical	NSCC
Red Cross	NS Construction Sector Council
Grandview Manor	Atlantic Home Building & Renovation Sector Council
Canadian Tire -New Minas	International Union of Operating Engineers
Brigadoon Village	Automotive Sector Council of NS
North End Market	Waterbury Newton Law Firm
The Flower Cart Group	Evergreen Home for Special Care
Canadian Red Cross	CJ's Taxi
AHBRSC	McDonald's Restaurant (Coldbrook/New Minas)
Chartwells/Compass Group/Wheelock Dining Hall	Commissionaires
Town of Wolfville	Fleetworx Inc.
Greenwood Military Aviation Museum	Roscoe Construction
Valley Credit Union	Sobeys (New Minas)
Greenwood Animal Hospital	Royal LePage Atlantic (New Minas)
CANEX	Plank Industries
ElderDog Canada - Kings County	Dept of Natural Resources & Renewables
Pflag Canada	Forbes Kia
Lake Pleasant Campground	CARSTAR New Minas
Nova Scotia Museum	YMCA Childcare Centre Greenwood
Kings County Museum	White Rock Mechanical
Annapolis Valley Regional Library (Kentville)	Old Orchard Inn
CBDC Kings County	Acadia University

The following organizations provided additional training and education to participants when they left AVWC: Kings County Adult High School; Nova Scotia Community College; NPower Canada

Continuing Care Assistant Program 2024

Operating as a private career college, the Continuing Care Assistant (CCA) program educates and trains targeted students with the necessary tools and skills to deliver appropriate, timely and respectful client-focused care. The 2024 cohort were the final class to receive the 9 month 2020 Curriculum with the planned implementation of a new six month Curriculum and Standards in 2025.

Through support from the *One Journey Initiative* of Labour, Skills and Immigration, this program was offered from April to December 2024 with 14 students graduating. These graduates worked very diligently to achieve the required skills while adapting to the continuing challenges within the health care and long term care sectors. Thirteen also achieved their provincial certification when they wrote their exam in January 2025 with the fourteenth planning to write later in 2025. Each is now contributing to the workforce. Congratulations! The graduation ceremony was very well attended by proud family, friends and special guests.



The dedicated and experienced instructors adapted and pivoted as well and can take

pride in delivering a quality program within the ongoing demands presented by the health care sector labour force challenges. A special thank you to Robin Eaton, RN instructor, who delayed her retirement plans to step in as Layla Noel, an LPN Instructor, left in



September 2024. The team dedicated the last quarter of the year to developing the teaching tools, lesson plans and simulations to be prepared to implement the 2025 Curriculum & Standards at the beginning of April. Thank you Keely, Carrie, Robin and Jacquie!



CCA Staff:



Robin Eaton, RN, Primary Instructor (partial year)

Keely Hiltz, LPN Instructor

Carrie Woodworth, Professional Development Facilitator/Instructor

Layla Noel, LPN Primary Instructor (partial year)

Monica Franey, RN Instructor (Maternity Leave 2024-25)

Jacquie Dale, Exec Assistant/CCA Admin Support

Kim Aker, ED, Manager

From left to right: Carrie Woodworth, Keely Hiltz, Robin Eaton

CCA Program Student Profile

Graduating Class of 2024



Front row left to right: Chris Palmer (MLA Kings West), Paige Thibodeau, Kanako Macdonald, Jill Segovia, Lorena Bacamante, Amanda Brown
 Back row left to right: Camber Oickle, Shelby Johnstone, Breanna McGraw, Jessica Myra, Alyssa Hartt, Payten Eisenhauer, Liz Comeau, Kevyn Harris, Not pictured, Grad 14 (asked not to be named for confidentiality reasons)



EMPLOYER ENGAGEMENT

PeopleWorx engages with local businesses to provide opportunity seekers with a path to the hidden job market. The business supports are primarily focused on the recruitment, selection and retention of staff; however, the Employer Engagement Specialist also acts by connecting local businesses with all appropriate programs, agencies and supports. From April 2024 to March 2025, the Employer Engagement Specialist worked with the local businesses listed below.

Deborah Kendall, Employer Engagement Specialist

23 Papers Bookkeeping Services	Bruce Automotive Group NS Ltd
A.W. Construction Inc.	Burton's Towering Tree Services
Annapolis Brewing Company Ltd	C J'S Taxi Ltd
Annapolis Collaborative Practice	Candance Academy
Annapolis Golden Farms Inc	Careforce Home Care Workers Cooperative Ltd
Annapolis Valley Community College	Cat's Meow Custom Graphics & Signs
Annapolis Valley Exhibition Society	Cavendish Agri Services Limited
Annapolis Valley Home Care Ltd	Comeau Comfort Systems
Annapolis Valley Macdonald Museum	Community Living Alternatives Society (CLAS)
Annapolis Valley Montessori School	Community Lumber
Annapolis Valley Peat Moss Company Ltd	Doherty Lime Spreading & Excavating
Annapolis Valley Regional Centre for Education	Edelweiss Inn Nova Scotia
Annapolis Valley Regional Library	Ed's Take Out
AP Bookkeeping Services	EFR Environmental
Atlantic Automated Solutions Inc	ER Tree Care
Atlantic Poultry Inc	Evergreen Home For Special Care
B & B Car Clinic	Family Matters (Annapolis County Family Resource Centre)
Bainton's Tannery Outlet	Fleetworx Inc
Bee's Knees General Store & Bakery	Foodland - Middleton
Berwick Home Hardware Building Centre	Foodland Annapolis Royal
Birdies Clubhouse	Fox Hill Cheese House Ltd
Bistro 300	Garrison House Inn & Restaurant
Bonnie Baker Studio	Gary Parker Excavating Ltd
Brooks Levy Construction Ltd	Gaspereau Valley Fibres
Brown's Auto Salvage Limited	

Gates Insurance Agency Ltd	Portal Youth Outreach Association
German Bakery Sachsen Cafe & Restaurant	Province of Nova Scotia
Goucher's Farm and Market Ltd	R. C. Lawrie Enterprises Limited
Grand View Manor Continuing Care Community	Re/Max Banner Real Estate
Greenfields Indoor Air Solutions	Roscoe Construction Ltd.
H E Fancy Jewellery Ltd	Route One Market & Butchery
Harvest Wealth Management	Rupert & Son Plumbing
Heather's Your Independent Grocer	Safety First Contracting (1995) Limited
Heritage Machining Services Limited	Sean Keddy Masonry & WETT Technician
Jost Architects Ltd	ServiceMaster of the Valley
Just Us! Coffee Roasters Co-Operative Ltd	Shay Tire Limited
Kings County Family Resource Centre	Sights to Sea Landscaping
Kings Point-To-Point Transit Society	Sobeys
Kings Regional Rehabilitation Centre	Sobeys Middleton
Kingston Before and After School Program	Spurr Brothers Farms Ltd
L J Robicheau & Son Fisheries Ltd	Standard Aero Limited/Standaero Limitee
Luckett Farms Ltd	Summerland Plant Nursery
Macdonald Senior Home Care Ltd	Taproot Farms Inc
Mary Browns Fried Chicken	The Baxter Group
Middleton Home Hardware	The Noodle Guy Inc
Middleton Veterinary Services	The Perky Loaf
Moosah Foods Corp	The Shaw Group Ltd
Mountains & Meadows Care Group	Thompson's Moving & Storage
Municipality of The County Of Kings	Town of Kentville
Nathanson Seaman Watts	Valley Flaxflour Ltd
Nova Millwrights Limited	Valley Hospice Foundation
Nova Scotia Health Authority	Valley Temp Labour Services
Nova Scotia Provincial Housing Agency	Van Meekeren Farms Limited
Nova Seven Arts Council	Versatile Home Solutions
Open Arms Resource Centre Society	Victorian Order of Nurses for Canada-NS Branch
Osprey Angels Senior Living Inc.	Village of New Minas
Pamorama Cleaning and Care Inc	Vitis Vines Inc
Perfect Berries	Willow Box Manufacturing Ltd
Phinneys Clothing	WN Law Firm Inc
Pizzeria Robust	Yogi Bear's Jellystone™ Park Camp-Resort

COMMUNITY PARTNERS

PeopleWorx values collaboration with individuals, businesses, and community organizations in order to help make programming and services available and accessible for the community. Together we can make a real difference in the lives of individuals and the wellbeing of the community. Thank you for your partnership and continued support and we look forward to renewing and revitalizing our events, activities, projects and collaborations!

Aboriginal Peoples Training and Employment Council
 Annapolis Valley Regional Centre for Education
 Annapolis Ventures
 Association of Industry Sector Councils
 Braveheart
 Canadian Red Cross
 Coldbrook Lion's Club
 Commercial Safety College
 Community Business Development Corporation
 Hants-Kings
 Community INC.
 Continuing Care Assistant District Level Committee
 Community Health Boards-Eastern Kings, Central Kings, Western Kings, Kingston/Greenwood, Annapolis Royal
 Community Volunteer Income Tax Program
 Department of Community Services
 Department of Education and Early Childhood Development
 Department of Justice—Probation Services
 Department of Labour, Skills and Immigration
 Department of Advanced Education
 Department of National Defence
 Department of Seniors and Longterm Care
 Evergreen Home for Special Care
 Flower Cart Industries
 FutureWorx
 Grandview Manor
 Greenwood Military Family Resource Centre
 G&P Safety Training
 Grief Library/Valley Hospice Foundation
 HANS - CCAPAC
 Heart of the Valley

Horizons Achievement Centre
 Immigration Settlement and Integration Services
 Immigration Support Group
 Job Junction
 Kings County Family Resource Centre
 Wolfville - Mud Creek Rotary
 Municipality of the County of Kings
 Native Council of Nova Scotia
 Nova Scotia Career Development Association
 Nova Scotia Community College
 Nova Scotia Rainbow Action Committee
 Nova Scotia Works, Kentville and Windsor
 NS Human Rights Commission
 Open Arms
 Options Work Activity Program-Metroworks
 ROMAN 3
 Salvation Army Middleton
 Shannex
 Sheila Bower-Jacquard & Associates
 Solutions Learning Centre
 South Shore Work Activity Program
 Statistics Canada
 The Women's Place Resource Centre
 Town of Annapolis Royal
 Town of Kentville
 Valley African Nova Scotian Development Association
 Valley Community Learning Association
 Valley REN
 Valley Restorative Justice
 Village of New Minas
 VON
 Windsor Elms Village

NOTES