

**2021-2022**  
EDITION

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**ANNUAL  
REPORT**



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# We rose to the challenge!

## Message from the Chair

This past year was a pivotal year for the AISC, introducing full-time capacity into our operations for the first time. While highly anticipated, it was a significant adjustment for both the Board and Executive Committee. Changing mindsets and approaches from tactical to strategic within the AISC context was welcome, but an adjustment. That came with an investment of time. We not only grew the AISC, but also steered our own sector councils and industries through two additional waves and lockdowns of COVID-19, a supply chain crisis, soaring prices, inflating operational costs, and a labour supply challenges.

I appreciate that all Directors felt significant demand on their active participation in our collaboration. Our provincial partners see great promise in what started as a grassroots endeavour two decades ago and want to leverage the experience and knowledge we all have about the Nova Scotia labour force. Meeting these expectations is an opportunity for all of us.

I am proud how we rose to this challenge! Together, we launched and accomplished many projects that had been "on the radar" for years. The Workforce Insights Survey resulting in the LMI Dashboard, the inaugural AISC-NS Works Showcase & Conference, professional development for Executive Directors in strategic workforce planning, DEI practices, mental wellness, and more. Striving to strengthen the organizational foundation of AISC will serve us and our sectors as we forge into the future.

Our Sector Councils work hard to make a positive impact for the employers and workers in our industries. We are not just an association or a collection of councils, we are province-builders. Embedding strong DEI practices into every aspect of our work, both at the AISC and sector council levels continue to be at the forefront of our work for many years ahead. Upskilling Nova Scotia's workforce to adapt to rapidly changing conditions will continue to be foundational to our work. Surveying the labour market is the best way to know its current state, inform our efforts and industries, and measure the progress toward our goals. Effective communication among us, and externally to all our partners and industry is essential to sharing our ever-changing intelligence and expertise.

I want to thank all Executive Directors (and member Executive Directors) for your passion for your industry, and especially for the significant contributions, you have made to further AISC's work and one vision this past year. Our collaboration is making a significant contribution to the prosperity of industry and, in turn, the lives of Nova Scotians.



**Trent Soholt,**  
Board Chair

“ Our Sector Councils work hard to make a positive impact for the employers and workers in our industries. We are not just an association or a collection of councils, we are province-builders. ”

# Building the plane while we flew it

## Message from the General Manager

2021-2022 was a pivotal year for AISC as it was the kick-off of “AISC 2.0”. For the first time since its inception, AISC hired its first General Manager, followed quickly by three additional full-time staff members to support and coordinate exciting (and large) cross-sector priority projects. Being able to collaborate and work closely with our 14 member organizations over the past 12 months has been a privilege for our small team.

Our team of four, plus the 14 Directors, along with subject matter experts, have achieved so much in the past year. Highlights of our work include:

- Development of a Workforce Insights Survey and collection of 1,208 responses from employers across the province.
- Assembly of the survey data into an aggregate public-facing Dashboard.
- Organization of focus groups with equity-seeking communities on the theme of employee attraction and retention, to build a customized Inclusive Leadership training program with a “made-in-Nova Scotia” lens.
- Training of ISC leaders in Strategic Workforce Planning, Cash Flow Crisis Management, and Mental Wellness in preparation for disseminating training to each industry.
- Planning and hosting an in-person conference for more than 100 people, with the goal of bringing together the supply-side of labour force (employees) and the demand-side of labour force (employers) to launch the interconnection and alliance between Nova Scotia Works and Sector Councils.
- In partnership with NSAA, a project was developed for an Atlantic-wide Trades Mentoring Training Program. Bringing together representatives from sector councils, provincial government, training institutions, and unions.
- Continuing to build the plane while we flew it (a new favourite saying I have picked up this year).

I am excited about the work that we have accomplished thus far and look forward to building upon the solid base of work completed in 2021-22 with more challenging initiatives and solutions related to attraction, retention, and training of the labour force. I have the utmost confidence that AISC will continue to serve its member organizations with dedication so that they in turn can serve the workers who are here, the workers who left and are returning home, and the people yet to join the Nova Scotia labour force.

*Cassandra Baccardax*



**Cassandra Baccardax,**  
General Manager

“ Being able to collaborate and work closely with our 14-member organizations over the past 12 months has been a privilege for our small team. ”

# OUR BOARD



**Trent Sohlt**  
NSCSC & Board Chair



**Lisa Fitzgerald**  
NSFSC & Vice-Chair & Treasurer



**Kelly Henderson**  
THRSC & Past Chair



**Shannon Trites**  
ASC & Secretary



**Michael Montgomery**  
AHBRSC



**Mitch Raymond**  
CME



**Wayne Sumarah**  
DNS



**Heather Boyd**  
FSC



**Janet Everest**  
HCHRSC



**Annika Voltan**  
IONS



**Jan Fullerton**  
NSBA



**Carolyn Van Den Heuvel**  
NSFA



**Lisa Dahr**  
NSTHRC



**Chris Bourque**  
OTCNS



# AISC TEAM



## FAITH BOWYER



What an amazing first year this has been for AISC. Having spent the majority of my working life in a different province and in a very different line of work, I wasn't sure what to expect when I started this role last year, but it has exceeded all of my expectations. Our small team has accomplished a lot this year and I can't wait to see what we're able to tackle in this next year."

## ALLY MANNETTE



A year is a seemingly long time that flies by in the blink of an eye! And my first year at AISC has been just that. I could not be more grateful for the team of powerhouses that I have the privilege to work alongside every day. I can't wait to see what the year ahead has in store for us while we continue to strive for excellence individually and together as the AISC Team!"



## ELLE STEPHENS



I feel fortunate to share my work and voice with my amazing colleagues, who are as equally united, passionate, and committed to their outcomes as I am, and who help make AISC an exceptionally special place to work – a place where empowerment, collaboration, and innovation are valued, and people matter."

# MISSION & GUIDING PRINCIPLE





# THEMES & INITIATIVES

## AISC 2.0

In the past, the structure of AISC enabled quick and easy sharing across sector councils but has since matured beyond its forum of sharing and best practices. By launching AISC 2.0, we seized the opportunity to add more effective and efficient sharing and collaboration within the Association.



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## CROSS-SECTOR INITIATIVES

It is our goal to advance initiatives that are common across many of the sector council organizations that we support. Six priorities were identified in early 2020 and were designed to run parallel with individual sector council initiatives.

### PHASE 1

1. Labour Market Information Initiative
2. Diversity, Equity and Inclusion Initiative
3. Online Learning Platform and Leadership Training



### PHASE 2

1. Career Promotions/Videos
2. Succession Planning
3. Promoting Better Health and Family Supports

# 2021-2022 RECAP



**LABOUR  
MARKET**

## INFORMATION DASHBOARD

DECEMBER 2021 -  
FEBRUARY 2022



RESPONSES

**1,208**



VIEWS

**1,300+**

### DID YOU KNOW?

The Workforce Insights Survey is one of the largest employer surveys conducted in the history of Nova Scotia!

**12** PROJECT STEERING  
COMMITTEE MEMBERS



**14** ANALYTS



**100+ HOURS**  
OF MEETINGS

## TRAINING

COMPLETED COURSES:

**16 HOURS**  
STRATEGIC  
WORKFORCE  
PLANNING



**2**

INSTITUTE OF  
CORPORATE  
DIRECTORS  
COURSES

SCHEDULED COURSES:

**14** MHFA  
COURSES



**4** FINANCIAL  
LITERACY COURSES

## SHOWCASE & CONFERENCE



**2 DAYS 6** BREAKOUT  
SESSIONS

**FUN FACT:** This was the first event of its kind, bringing together the supply and demand components of the Nova Scotia Workforce.

ATTENDEES **110** SPEAKERS **13** PANELISTS **8**

**97%**

PLAN TO  
ATTEND  
NEXT YEAR



**DIVERSITY,  
EQUITY, &  
INCLUSION**

**TRIEC** PARTNERSHIP  
ESTABLISHED



**4** FOCUS  
GROUPS

**CCDI** PARTNERSHIP  
ESTABLISHED

**11** COMMITTEE  
MEMBERS

PEOPLE W/ DISABILITIES

IMMIGRATION

TRIEC

AFRICAN NOVA  
SCOTIANS

# RECAP CONTINUED..



*Dream Team*



*Instructional Skills Training Course*



*Showcase*



*Board Chair, Trent Schott & Deputy Minister, Ava Czupalay*



*Breakfast with BlueDrop and CBDC*



*Christmas '21*



*LM9 Wrap Up Lunch*

# THANK YOU TO ALL OF OUR MEMBERS!

