



Annual Report

2022 – 2023



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2022-23 Highlights

A New Labour Paradigm for Nova Scotia

Message from our Chair

Our last fiscal year marked significant growth and change for Nova Scotia. Despite the pandemic approaching its endemic stage, it was no less busy. The pandemic revealed cracks across the economy, society, and businesses that were innovatively patched in those three years – now they need long-term approaches.

Nova Scotia has entered a new labour paradigm: there is more demand than supply, for the first time in decades. This labour shortage is not a blip on a graph. It is a long-term reality and presents uncharted waters for employers and workforce development. There is no one solution to this challenge. It will take a combination of labour market intelligence, innovative attraction and retention strategies, widespread IDEA programming, continual upskilling, and partnerships with like-minded organizations, to work together to solve complex problems.

Growth for Nova Scotia is the only way forward: growth in population, growth in innovation, and growth in productivity. Change is not easy. It demands new approaches with new partners, breaking old habits, moving at a faster pace than we're accustomed to, and generally managing higher demands in everything we do.

Nova Scotia has an intriguing and successful employment system that addresses the needs of both individuals and employers. Sector Councils are key to this success. It is not just about putting people in jobs – it's about putting the right people in the right jobs and supporting employers to onboard them, to provide perpetual upskilling, and ultimately to retain that capacity. To assist in connecting the right people with the right jobs, Sector Councils provide essential frameworks, tools, and many more resources for employers. AISC takes an industry-led and data-driven approach to human resource planning in Nova Scotia. We have always been proud of the work we do. AISC is uniquely positioned to amplify the impact of its member ISCs by continuing to solve problems, coordinating cross-sector initiatives, and celebrating shared successes.

I want to thank the AISC Staff, and all Directors for your passion for your respective industries, and especially for the significant contributions you have made to further our work as a collective this past year. Our collaboration is making a significant contribution to the prosperity of Nova Scotia and, in turn, the lives of Nova Scotians.



Trent Soholt, AISC Chair

AISC is uniquely positioned to amplify the impact of its member ISCs by continuing to solve problems, coordinating cross-sector initiatives, and celebrating shared successes.

The Whole is Greater than the Sum of its Parts

Message from our General Manager

AISC's role is to support Nova Scotia's Sector Councils and Sector Council-Like Organizations in everything they do to support employers across our province. It is AISC's job to leverage the power of the collective. It is *your* experience, knowledge and expertise that are relevant, and so we will continue to draw that from you for every initiative we execute on your behalf and on behalf of the employers you represent.

Workforce development is in an unprecedented era. There may not be another single element of the economy, nationwide, that is more significant than labour availability. It is not a time for any organization to attempt to solve this complex problem on its own. Our own provincial government is looking to us as partners, with our unique industry perspective, to contribute meaningfully to their initiatives and policy to bolster the industry. More than ever before, AISC Directors have been called on by organizations including government departments, consultants, and researchers, seeking the knowledge and expertise from those whose boots are on the ground: Sector Councils.

You are being called on to play a bigger role in Nova Scotia's prosperity, and AISC can help bring your collective voice to the table. AISC knows that the goals, activity, and time commitments of this collective have put great demands on our 14 member organizations. AISC intends to find a better balance of serving you, while still rising to this ongoing challenge from external influences. We are committed to recognizing the individual needs and capacity of each sector council, while still leveraging the potential of all of us working together.

AISC is proud to contribute to the important work of sector councils. Through LMI research, leading IDEA, project management of collective priority initiatives, and broad communications about the value that sector councils provide, members can trust AISC to raise the profile and reputation of all sector councils across Nova Scotia.



Cassandra Baccardax, AISC General Manager

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Our Board



Trent Sohlt
Chair, NSCSC



Shannon Trites
Vice-Chair, ASC



Kelly Henderson
Past-Chair, THRSC



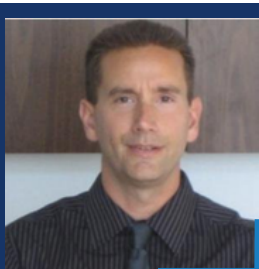
Lisa Fitzgerald
Treasurer, NSFSC



Jan Fullerton
Secretary, NSBA



Michael Montgomery
AHBRSC



Mitch Raymond
CME



Wayne Sumarah
DNS



Heather Boyd
FSC



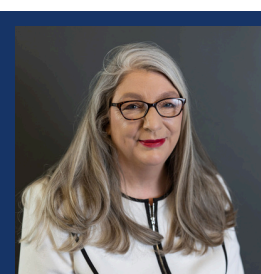
Janet Everest
HCHRSC



Annika Voltan
IONS



Carolyn Van Den Heuvel
NSFA



Lisa Dahr
NSTHRC



Chris Bourque
OTCNS

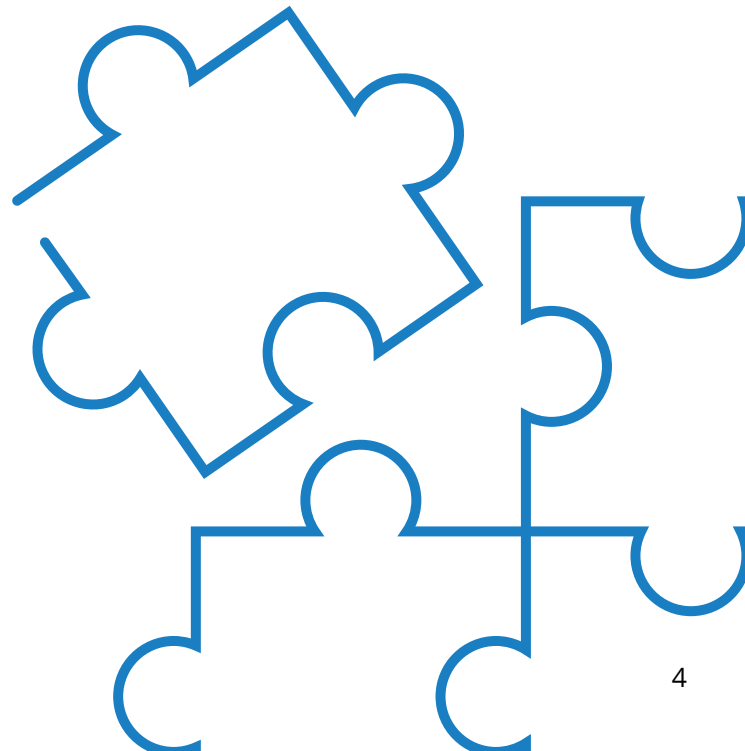
Our Team



At AISC, we are extremely fortunate to have a dedicated and hardworking team of individuals, all of whom bring a different set of strengths and skills to better serve our members.

We pride ourselves on being a thoughtful, positive, and respectful team who is always eager to take on the next challenge. We work in a collaborative environment to strategically execute projects that will see succession.

We are proud of what AISC has been able to accomplish so far and we are looking forward to what the future holds!



Mission & Guiding Principle

AISC's original values, mission and guiding principle continue to serve the organization well. Slight wording edits during the process of developing a new strategic plan clarify that its AISC's role to support our members to strengthen the Nova Scotia workforce. Purpose, focus, and integrity result from having consensus on these important foundations for our organization and we will continue to allow for these elements to lead us moving forward in the work that we do.



Statement of Inclusivity, Commitment & Values



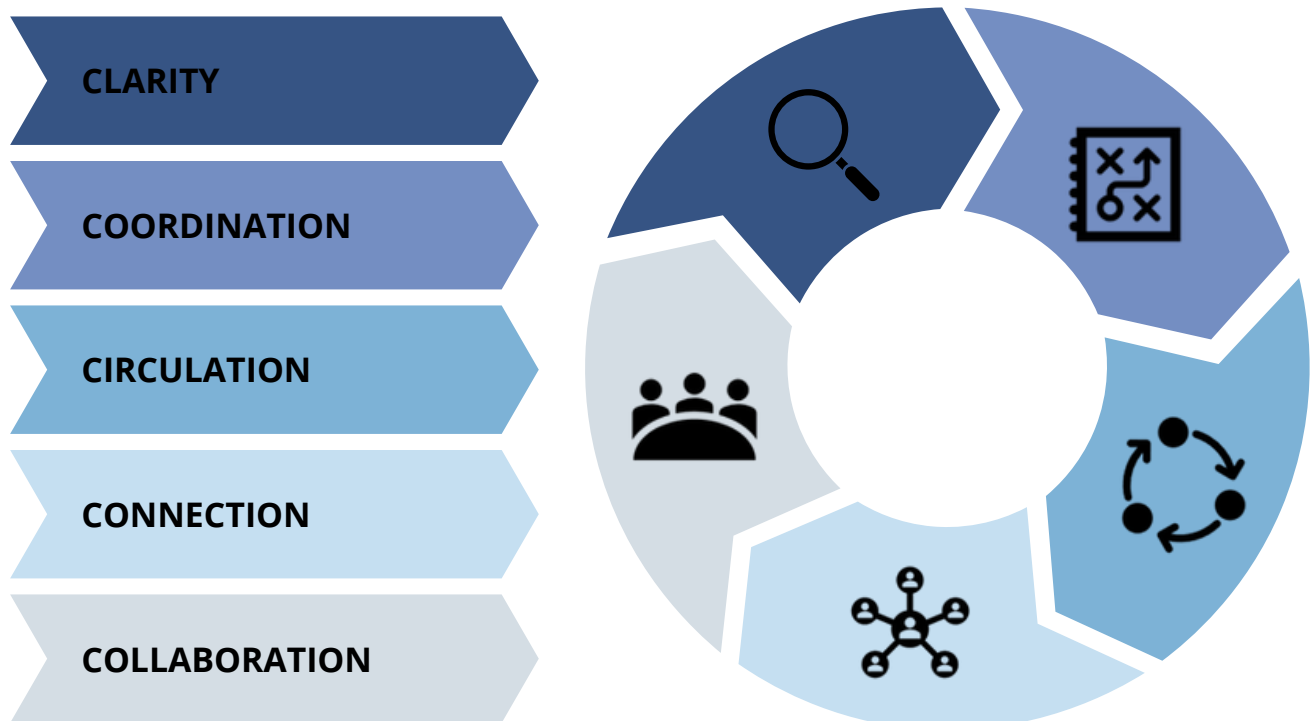
AISC drives social and economic growth by supporting a diverse, innovative, and engaged workforce through our member ISCs. We are committed to promoting the values of IDEA – Inclusion, Diversity, Equity, and Accessibility in all aspects of our work. We develop tools and training for, and build capacity with, employers in our 14 industry sectors, using strategies and approaches that center IDEA. We believe that this investment is vital to attract, onboard, and retain skilled and progressive workforces. We know that investing in people and building workplaces where employees feel a sense of value and belonging leads to innovative, resilient and, ultimately, successful businesses and organizations. This benefits us all by contributing to thriving, equitable Nova Scotian communities and a robust provincial economy.

Our Ecosystem

AISC serves as a two-way continual flow of information through our partners. We take on the role of providing a space for ISCs to share information with one another to better understand trends, provide insight on best practices, and develop useful tools for the industry to push through to employers and ultimately their employees. Information is also influenced by others in the workforce ecosystem when policy and programming are affected, as well as to aid in providing and gathering intelligence.



Themes & Initiatives



Areas of Focus



Labour Market Information

AISC and our members conducted our second cross-sector survey with common questions that were developed by all 14 ISCs working together. This data helps to build a more accurate and targeted picture of labour market conditions.

Key Projects: Second Annual Cross-Sector Survey



Inclusion, Diversity, Equity, and Accessibility

All ISCs participated in the Certificate in Inclusive Leadership training opportunity. This training was customized by conducting focus groups with equity-deserving communities. AISC provided ISCs with access to resources through the Canadian Centre for Diversity and Inclusion and also supported sector-specific small projects.

Key Projects: Certificate in Inclusive Leadership, Intercultural Development Index



Retention & Training

Training is a broad topic, and in 2023 AISC focused on professional development for directors and staff, succession planning for employers and the ongoing trades mentoring training project. AISC also supported sector-specific training delivery.

Key Projects: Strategic Workforce Planning & Business Succession Planning



Marketing/Comms

AISC strives to build brand awareness and reputation of AISC as a collective, to bolster the stature of all member organizations. Building upon our inaugural conference, producing two videos, and developing assets to support projects (in LMI, IDEA, and Training).

Key Projects: 2nd Annual WorkForward Conference, Dear Nova Scotia Video

2022-23 Highlights



LABOUR MARKET INFORMATION DASHBOARD



RESPONSES
1,400+

20%

RESPONSE
INCREASE

DID YOU KNOW?

Last year's data from the Workforce Insights Survey helped to inform many of AISC's projects!



OCTOBER 2022
- MAY 2023



12 PROJECT STEERING
COMMITTEE MEMBERS
13 ANALYSTS



70+ HOURS
OF MEETINGS

RETENTION & TRAINING



TOTAL

3,055

SKILLSPASS USERS

COMPLETED COURSES:

PROJECT
MANAGEMENT
40 HOURS

2 GUIDE
BOOKS
DEVELOPED

STRATEGIC
WORKFORCE
&
SUCCESSION
PLANNING

SHOWCASE & CONFERENCE



2 DAYS 12 BREAKOUT
SESSIONS

FUN FACT: This year we introduced sponsorship to the conference and we received over \$1.5K in funding and had 20 paid attendees.

ATTENDEES

SPEAKERS

180 20

PLAN TO ATTEND
NEXT YEAR

97%

PROVIDED FOR SECTOR-
SPECIFIC TRAINING PROGRAMS

\$200K

ADDITIONAL:

CYBERSECURITY
PRODUCTIVITY
MEDIA

DEAR NOVA SCOTIA

3.6K VIEWS ON
YOUTUBE

INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY



CIL DEVELOPMENT OF
TRAIN-THE-TRAINER

\$130K

PROVIDED TO ISCs &
SCLOs FOR SECTOR-
SPECIFIC DEI INITIATIVES

INCLUSIVE LEADERSHIP
21 CERTIFICATES
RECEIVED

INTERCULTURAL
DEVELOPMENT
INDEX
STATEMENT OF
INCLUSIVITY

Thank you to all of our Members!

