



Association of  
**Workplace  
 Educators**  
 of Nova Scotia

# CONNECTING...

Fall 2008

AWENS Newsletter is published twice yearly

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## Helping the Displaced Workers of Trenton Works

*By Robin Jardine, Skill Development  
 Coordinator, Northern-Strait Region*

Driving through the small town of Trenton you will notice a manufacturing plant running the entire length of the town.

In the 1950's and 1960's, if you drove through town at shift change, men would come streaming out of the gates carrying their metal lunch boxes ready for the walk home. In November 2005, there were 1200 people working at Trenton Works. Now the buildings all stand eerily quiet.



Trenton Works has been an economic mainstay of the town of Trenton and Pictou County since 1872. The first steel to be made in Canada was here and in 1912 the plant started to make railway cars. During World War I and II the plant built ships, produced gun mounts and shells. Over the next 100 years, through wars and depressions the

company changed hands and names a number of times.

In 1995, the company was taken over by Greenbrier of Oregon. On April 4, 2007, Greenbrier announced the closure of Trenton Works.

The closure of Trenton Works affected first and foremost the employees of Trenton Works. So who are those 1200 people? Fifty one percent of them are over 46; twenty percent are 56-59; eight percent are over 60. Thirty six percent of them have worked there more than 30 years; twenty three percent have worked there 21-30 years. There is no severance for the great majority. Their average pension is under \$350 dollars a month. Approximately 50% have less than grade 12 or a GED. Over half of the 1200 employees are welders with varying degrees of skills and certification. Many are from families where their parents and their grandparents worked at Trenton Works. They are people who care about their community. The employees recently contributed \$95,000.00 to the local food bank and other charities. Now those same people are out of work and some will need that food bank.

At the time of the Trenton Works closure a steering committee regarding possible diversification of the plant was already in place. This committee led by the local regional development authority, Pictou Regional Development Commission, was made up of government departments, agencies and organizations. After the closure announcement, this committee developed a transition plan, which included an organizational/educational needs assessment, a demand analysis and development of a transition centre. The

Pictou Regional Development Commission prepared the funding proposal for the transition centre and has provided overall management of the project.

The Trenton Works Transition Centre, jointly funded by Service Canada and the Department of Education, opened in June 2007. The purpose of the centre was to provide a visible and tangible support system to assist the displaced workers in finding new employment, identify training needs, and develop their personal transition plans.

The Trenton Works Transition Centre is truly an amazing facility run by staff who themselves are displaced workers from Trenton Works. When you walk through the door the first thing that you see is the success wall. Here are dozens of pictures and write-ups about people who have found employment, started their own small business or have successfully completed a certification test or exam. This centre has been the place to explore career options, research, study for your red seal exam, prepare a resume, attend a workshop on everything from debt counselling to a presentation from the NSCC on their programs, meet with work friends, study the job board and register for Essential Skills classes. The centre is the place where all displaced workers can go for assistance and support as they learn their way in this new world.

Approximately 100 individuals have or are taking part in Workforce Adjustment/Essential Skills programs implemented and funded by the Apprenticeship Training and Skill Development division of the Department of Education. Programs delivered

include Essential Computer Skills, Math Refresher for the Trades, and Essential Skills for Reading, Writing and Math. Funding has been provided for rental of classroom space throughout the project, bridge funding for staff and the purchase of equipment for the centre. In addition to hands on support from the Industrial Training and Certification Officer and the Skill Development Coordinator has been available to the transition centre.

Like workplace education, this centre has its base in a strong partnership. That partnership includes community agencies and organizations, the United Steelworkers Union, government departments and elected government officials. Like our strong workplace education project teams, everyone worked together for a common goal as politics and personalities were set aside. The project team members learned a great deal about the work of each other and for that our community is richer. This is tempered by the fact that there were those that we could not help. Closures like this extract a huge financial and emotional cost and as a community, we are poorer for that.

As the time for the centre draws to a close, I think all who have been involved feel a great sense of accomplishment and pride. We built something wonderful that served its purpose well.

### **Postscript to 'Helping the Displaced Workers of Trenton Works'**

On June 6, 2008 we held a barbecue at the Trenton Works Transition Centre to celebrate the accomplishments of the

past year. On June 12, 2008, the centre closed its doors.

On September 8, 2008, the Trenton Works Transition Centre staff was recognized at the International Literacy Day celebration. Bernadette Aikens, Bonnie Matheson, Ernie MacInnis, and Fielding Smith were presented with the Workplace Education Ambassador Champion Award. The Champion Award recognizes those who act as a champion for workplace education.

### **Celebrating Success 2008 Workplace Education Ambassador Awards**

The Department of Labour and Workforce Development hosted Nova Scotia's 18<sup>th</sup> annual International Literacy Day celebrations on September 8, 2008 in Dartmouth..

“Adult learners are part of Nova Scotia's educated and highly skilled workforce, and their return to learning contributes to the growing economic prosperity here in Nova Scotia,” said Education Minister Karen Casey.

Four categories of Ambassador Awards were presented by the Department of Labour and Workforce Development and each recipient received a \$200 gift certificate for courses at the Nova Scotia Community College:

**Workplace Education Awards** were presented to *Earl Leslie*, Canada Bread, Bedford; *Margaret Pettipas*, Colchester Regional Hospital, Truro; and *Garnet Rafuse*, David Brown United Ltd., Kentville. The award is presented to Nova Scotians who are committed to

life-long learning through workplace education.

The **Champion Award** was presented to the *Trenton Works Transition Centre* staff including *Bernadette Aikens, Ernest MacInnis, Bonnie Matheson* and *Fielding Smith*. This award recognizes those who act as a champion for Workplace Education.

The **One Journey Program Award** was presented to *Clarke Garrett* from the Regional Residential Services Society in New Glasgow. This award recognizes an individual who is enthusiastic about learning, overcomes difficulties to participate in training, and achieves personal learning goals.

The **Alex MacDonald Award** was presented to *Sharon Hubley* from the Department of Transportation and Infrastructure Renewal. Sharon is a member of CUPE Local 187, Highway Workers. This award is presented to a recipient from a unionized work site who demonstrates the qualities embodied by Mr. MacDonald (who helped found the Federation of Labour's Literacy Program) and makes a significant contribution to the labour movement through workplace education.

Nova Scotia invests more than \$500,000 in partnership with business and labour groups to support adults who participate in education programs offered at more than 80 workplaces across the province.

Several other literacy awards were presented during the celebration.

*Excerpt from September 8<sup>th</sup>, 2008 news release.  
<http://www.gov.ns.ca/news/details.asp?id=20080908001>*

## Department of Labour and Workforce Development

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A bill formally creating the Department of Labour and Workforce Development was introduced in the legislature on April 24, 2008.

The new department will focus on building a highly skilled, competitive workforce and help ensure workplaces continue to be safe, fair and productive.

"The department will emphasize the recruitment, retention, repatriation and retraining of workers to meet the changing needs of the province's economy at a time when Nova Scotia is competing with the world for skilled workers," said Labour and Workforce Development Minister Mark Parent.

"It will also support Nova Scotia employers by helping them offer leading-edge working conditions and opportunities for skill development to make recruitment and retention easier."

The department is also responsible for enforcing regulations on much of the equipment, products and services Nova Scotians use on a daily basis, such as elevators, fuels and gas, boilers, firefighting services, alcohol and gaming.

Mr. Parent was sworn in as Minister of Labour and Workforce Development on April 1. Margaret Macdonald, who had served as deputy minister for the Treasury and Policy Board, is the department's deputy minister.

*Government Introduces New Department of Labour and Workforce Development*

## Shawna Sequeira, Manager Skills & Learning Branch



Shawna Sequeira has been Manager of Skill Development for the Apprenticeship Training & Skill Development division of the Nova Scotia Department of Labour and Workforce Development since the Department's inception in April 2008.

From 2001 until the fall of 2007, Shawna was employed with the Acadia Centre for Social and Business Entrepreneurship (ACSBE) where she served in several positions including manager of a Career Resource Centre in Bridgewater and project manager for numerous ACSBE initiatives. Before joining ACSBE, Shawna worked with the Lunenburg/Queens Regional Development Agency, Hants Regional Development Authority and the Centre for Women in Business after graduating from Acadia University in 1998 with her Bachelor of Business Administration. She has continued to capitalize on many professional development opportunities since university, earning certificates and recognition in various areas of study. Originally from New Ross, Shawna now resides in Kentville with her husband Darren. She enjoys music, reading, sports, spending time with family and friends and volunteering in her community.

## The Age Advantage Program

By Leigh Faulkner

Elly Danica and Stephanie Lohnes, trainers with the Acadia Centre for Social and Business Entrepreneurship (ACSBE), co-facilitated a workshop in Bridgewater on February 28 and 29 (one of three held around the province), introducing job counsellors and instructors, including AWENS members, to *The Age Advantage: A Transition Program for Older Workers* program, developed by ACSBE with the support of the Skill Development and Training Division of the Nova Scotia Department of Education and Human Resources and Skills Development Canada.

The focus of *The Age Advantage* program is older workers who need skills upgrading in order to continue in the workforce. The program objectives are to provide self-exploration and entrepreneurial tools to older workers, to provide positive and empowering support, to present the ACSBE Entrepreneurial Cycle and philosophy, to help renew self-confidence and self-esteem, to co-create a positive view of aging, and to present older workers with tools and strategies to get them back to work.

For facilitators, a key to understanding their role in offering *The Age Advantage* program is a familiarity with the underlying program delivery philosophy that values and emphasizes respect, empathy, engagement, hopefulness, and humour, all realized within a flexible group structure that recognizes the group's collective wisdom and ability to come up with ideas and strategies.

Co-facilitators Danica and Lohnes gave an excellent demonstration of the delivery philosophy as they guided workshop participants through a series of group-experience activities designed to introduce a selection of the 20 stand-alone workshops in the six areas of the program, specifically, Overcoming Challenges, Personal Vision, Making a Living in the 21<sup>st</sup> Century, Focusing Your Job Search, Marketing Yourself, and Creating Opportunities through Self-Employment. Small and large group activities were met with enthusiastic response and participants left the two-day workshop feeling that the experience was very worthwhile and pleased to have broadened their collegial network.

Instructors interested in *The Age Advantage* program can obtain a copy of the CD by contacting Jill Webster, her e-mail is [webstegs@gov.ns.ca](mailto:webstegs@gov.ns.ca).

## **The Targeted Initiative for Older Workers (TIOW)**

*By Jill Webster*

In response to Nova Scotia's demographic and labour force challenges, the Nova Scotia Department of Labour and Workforce Development is administering a federal-provincial initiative, 2007-2009, called the Targeted Initiative for Older Workers (TIOW) to support Nova Scotia's unemployed older workers, ages 55-64.

The TIOW provides support to unemployed older workers in communities affected by significant downsizing or closures through programming aimed at reintegrating them into employment. In situations

where there is little likelihood of immediate employment, programming may be aimed at increasing the employability of older workers, and ensuring they remain active and productive labour market participants while their communities undergo adjustment.

In order to be eligible to participate, older workers must meet all of the following criteria:

- Be unemployed
- Be legally entitled to work in Canada
- Be from 55-64 years of age
- Lack skills needed for successful integration into new employment or marketable skills
- Reside in an eligible community

The Department of Labour and Workforce Development works in collaboration with community organizations on the development of projects suited to the needs of older workers and the labour market while meeting the terms and conditions of the TIOW. A Coordinator for the Targeted Initiative for Older Workers with the Department of Labour and Workforce Development reports to an Advisory Committee about the activities of the projects. The Advisory Committee consists of representatives from NS Department of Labour and Workforce Development, Service Canada, and other community organizations.

The 13 sponsors selected in 2007-08 were community-based organizations with expertise in delivery of employment programming and, in many cases, in addressing the special needs of older workers. In 2007-8, 173 older

workers attended a total of 13 projects (all outside Metro.) The primary objective of TIOW is to prepare participants for new and immediate employment. The client success rate in finding employment immediately after project completion was approximately 58%.

Negotiations between Human Resources and Social Development Canada and the Nova Scotia Department of Labour and Workforce Development are almost complete, and a number of new projects will begin fall 2008.

If you are interested in the Targeted Initiative for Older Workers program contact

Jill Webster, Coordinator  
Targeted Initiative for Older Workers  
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Department of Labour and Workforce  
Development  
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webstegs@gov.ns.ca  
Tel: 902-424-4404  
Fax: 902-424-0488  
Website: www.olderworker.ca

## **Instructor Profile - Peter Gouthro**

Peter Gouthro is a 10 year member of AWENS. He began teaching an Essential Skills program with the Department of Transportation.

Following that Peter taught programs for Devco employees when the mines were closing.

Peter has a Certificate in Curriculum

Development and throughout the ten years he has completed a number of curricula for AWENS. Peter developed curriculum for the Alzheimer's Association of Nova Scotia and the Department of Fisheries, as well as an Informal Assessment Tool for the Department of Labour, Apprenticeship Division.

In 2004, Peter designed a training module on Conducting a Needs Assessment for the Department of Education and along with Skill Development Coordinators facilitated a training seminar for AWENS Instructors at Liscombe Lodge.

Last winter Peter delivered a Communication Skills for Small Business Supervisors and is presently completing an ONA in Sydney.

Peter is an avid golfer and loves to travel with his wife, Michele. He says he has just purchased a motorcycle and is trying to combine all three; golf, travel and motorcycling, into one trip.

**How do you get a bag of  
corn, a duck, and a fox...?**

*By Dale Kehler*

So, just how do you get a bag of corn, a duck and a fox across a river in a small boat? This question was part of an engaging activity demonstrating the thoroughness of the material presented to workplace educators, skill development coordinators and partners in workplace education as Chris Lewis facilitated an all day workshop highlighting the new Essential Skills for Small Business Curriculum.

This new curriculum, developed for Workplace Education programming and AWENS (coordinated by the Department of Labour and Workforce Development (formerly the Skills & Learning) is an exceptional resource for educators, coordinators, partners and other players involved with Workplace Education. Unveiled at the Curriculum Launch event held March 28<sup>th</sup> in Halifax, this new curriculum has been developed - among other intentions - to assist educators in the delivery of Essential Skills for Small Business and promote consistency of material being delivered across the province in the Workplace Education program, and is packed full of great teaching material, exercises and activities.

As an educator and a small business owner, I became more and more drawn in as the workshop progressed throughout the day. Working as a consultant I have seen first hand the tremendous need in many small businesses for quality Essential Skills development that would enhance the workforce of the business, increasing its ability to compete, to thrive, and to grow. As various elements of the curriculum were revealed, I could easily connect many instances where I believe this curriculum could potentially expand an existing business's ability to meet and surpass its strategic objectives.

I also feel I must pass on kudos to Chris for the fantastic job he has done in developing this curriculum and in delivering the workshop. The curriculum is extremely well laid out, easy to follow and designed in such a way that the various modules and elements can be used in a variety of classroom settings. Job well done. As to the corn, the duck and the fox? First, you take the duck....

## Personality Dimensions Workshop

*By Sheree Hamilton*

When I first read the description of this workshop, I groaned thinking that it would be another self-labelling event that would confuse me because I'd have to remember if I was MJPR or XYBT – assuming I could remember what the letters meant in the first place.

Boy was I wrong. It was great. The Personality Dimensions Workshop was clear, easy, and most of all, fun! Breaking the personality groups into colours put a nice spin on otherwise complicated groupings and made it easy for me to remember which groups I belonged to.

The fact that the self-assessment tools included both visual cards and factual questions was a bonus and served to keep my interest intact. Not an easy feat! I found that the analysis tools used in this workshop were more about my personality and consequently, more accurate than many of the other personality type testing that I had done before.

The facilitator was very well informed, friendly and open to discussion on the subject. I enjoyed this workshop very much and would be interested in seeing it offered again at a more in depth level.

The location was great, just the right size for the group; it was easy to find and included parking which is always a bonus. As always it was also a wonderful networking opportunity and a chance to see some familiar faces one more time. Well done to everyone

involved in making it happen! Keep up the good work.

**Personality Dimensions™** is a Canadian tool that was first launched in June 2003 by Career/LifeSkills Resources to provide an easily understood methodology for building effective communication strategies.



Cathie Panteluk, Personality Dimensions facilitator

The Personality Dimensions workshop is scheduled to be offered again January 30, 2009.

## **Update on Practitioner Supports Project**

There was a successful launch in March 2008 of the Small Business Curriculum and the Instructor Manual

AWENS practitioners and project teams are on the leading edge of workplace change. To ensure the ongoing growth and enhancement of Workplace Education programs to meet the needs of workers, we've updated the instructor manual. The WPE Instructor Manual and Administration Package is designed to help practitioners in their role of developing and instructing Workplace Education programs. This comprehensive manual provides practitioners' with the steps to follow in developing a customized workplace education program following the

underlying adult education principles and their application to program planning.

One of the characteristics of adults as learners is that "we make a commitment to learn based on a real need to know. It may be in order to complete a task, or to carry out a role, or to solve a problem. As an instructor, the implications for workplace program planning are that the content, learning processes and resources need to be relevant to the participants current needs and problems.

With the launch of the updated Instructor Manual we are provided with a valuable tool kit of resources and materials with content that will enable practitioners to continue to create and develop customized programs. There are a variety of forms, worksheets, and materials from assessing learning styles to setting goals and objectives to lesson planning to program evaluation.

AWENS is excited because the updated materials and resources

- Continue to provide us with an understanding of our role and what we contribute to the overall achievement of the Workplace Education objectives.
- Help us to build stronger partnerships between the employees and workplaces and the essential skills programs that we deliver.
- It increases our expertise in the area of essential skills instruction; and
- It provides us with shared understanding of what is to be achieved and how to achieve it.

- The results are successful workplace education programs for all of our partners.

Currently, we're in the final phase of the project, piloting revised and new certification modules.

## Workplace Education Institute 2009

**The 2009 Workplace Education Institute is scheduled for the fall of 2009. Updates and information will be posted to the forum on our web site as soon as a date and location are confirmed.**

## Are You an Employee or an Independent Contractor?

If you “do work” for a company, are you an employee or an independent contractor? And why does it matter?

For tax purposes, it matters a lot. Generally, being an independent contractor is much preferable from a tax point of view. If your relationship is that of **independent contractor** (i.e., you are carrying on business), then:

- You will not have tax withheld at source. Instead, you can keep all the funds you collect until you have to pay your income tax to the Canada Revenue Agency, next April 30. (However, by September 15 of the second year of doing this, you will normally have to start remitting

quarterly instalments.)

- You can deduct for tax purposes all legitimate **business expenses**, except those that are specifically prohibited by the *Income Tax Act*. Essentially, the way you calculate income is no different than General Motors or Bell Canada: total revenues minus the expenses of doing business.
- You will be more likely to be able to deduct the costs of a “home office”, which will be considered your principal place of business. (The company’s site, at which you do some or much of your work, is not *your* place of business, so it doesn’t prevent you from claiming home office expenses.)
- Your income tax return filing deadline will be June 15 instead of April 30. (However, any balance you owe must still be paid by April 30, or interest will run on the balance from April 30.)
- You will not be eligible for Employment Insurance, so you will not be charged premiums. However, you will be required to pay double Canada Pension Plan (CPP) premiums, which are collected on your tax return. For 2008, assuming your earnings are over \$44,900, you’ll save \$711 in EI premiums but will pay \$2,049.30 extra CPP contributions. (In Quebec, you pay Quebec Pension Plan (QPP) instead of CPP.)
- You can choose a year-end for your business that is not December 31, but there is generally no tax advantage or saving in doing so.

- Your income for tax purposes will include amounts that you have invoiced, even if you have not yet received payment, and may also include “work in progress”.

On the other hand, if you are an **employee**, then:

- You will normally have income tax, CPP (or QPP) contributions and Employment Insurance premiums withheld at source by your employer. If too much tax is withheld, you will receive a refund after you file your tax return in the spring.
- You can only deduct for tax purposes the expenses that are specifically allowed by the *Income Tax Act*. Very few expenses are allowed to employees (certain work-related travel expenses, for example).
- You generally cannot deduct expenses of a home office, unless, for example, the company requires you to have such an office and you spend *most* of your work time at home rather than at the company.
- Your income tax return filing deadline will be April 30. If you miss the deadline, a penalty of 5% (escalating by 1% per month to 17% for 12 months) automatically applies to any unpaid balance of tax.
- You must pay tax on all employment income you receive in the calendar year, but not on amounts that you have earned (worked) but not yet been paid for.

- You do not charge or collect GST on your income.
- You may be taxable on certain employment benefits that would not necessarily be taxable to you as an independent contractor.

Being an employee or an independent contractor doesn't just depend on what you and the company call your relationship. If you want to be an independent contractor, you have to establish that you are *in fact* independent and not an employee.

Not surprisingly, the CRA will often take the position that you are really an employee. This is especially likely if there is only a single company paying you income (i.e., you only have one “client”). However, you may be still able to show that you are not an employee.

There is no clear or definitive test to apply. The Courts have come up with a number of guidelines, but each case depends on its facts.

The following criteria are important:

- Do you receive typical **employee benefits**, such as sick leave, termination pay, a pension plan, group health plan coverage, life insurance and/or stock options? If so, you are more likely to be considered an employee.
- Who **controls** your work environment, what you do and when you do it? Are you required to be at a particular office from 9-5 each business day, or are you paid more for getting a task done than for

putting in time? If the former, you are more likely an employee.

- **Whose equipment** or tools do you use? Do you provide your own? If not, you are more likely an employee.
- Are you an **integrated part** of the company, or do you provide a separate service that can be easily dissociated from the company's core operations? For example, if you manage a plant, you are more likely to be considered an employee than if you provide occasional safety training to employees.
- Do you personally have any **chance of profit** or bear risk of loss, or will you simply be compensated for your time? If you are simply paid for your time regardless of the results, you are more likely an employee.
- How have you and the company classified your relationship? If you have a **contract** stating that you are an independent contractor, the Courts are more likely to accept that, provided the other criteria do not point strongly in favour of an employment relationship.

For example, you should decline most of the traditional employment benefits, and simply opt to issue regular invoices to the company to pay for your services, plus disbursements such as travel or long-distance phone charges that you incur. Of course, you will want to discuss with the company how your compensation is calculated; normally, as an independent contractor, you would charge a significantly higher hourly rate than as an employee, to make up for the

lack of benefits and the lack of severance protection if your contract expires and is not renewed.

You should have a contract signed by both parties that states that you are an independent contractor and not an employee. As well, you should avoid having a business card with the company's name on it, and appearing on the company's internal telephone list. That makes you look more an integrated part of the company, and less like an outside consultant or contractor.

Finally, if you are an independent contractor and your total billings exceed \$30,000 per year, don't forget to **register for and invoice the GST** as 5% on top of your billings. (If you're in Nova Scotia, New Brunswick or Newfoundland, this is normally 13% Harmonized Sales Tax instead of 5% GST; in Quebec it is GST plus 7.5% Quebec Sales Tax on the GST-included amount.) The company generally will not care about this; most businesses recover all the GST they pay out by claiming input tax credits, so the GST you add to your invoices will not cost the company anything unless it is in the business of making "exempt" supplies (such as financial services or certain health care services).

***Please note:***

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## Resources

### Websites

[www.lufthansa.com/useugame2007/html/play.html](http://www.lufthansa.com/useugame2007/html/play.html)

Geography becomes more and more a challenge as players race to identify the location of major world cities in this interactive game. Great for increasing general knowledge!

[www.hrsdc.gc.ca/en/workplaceskills/oles/olesindex\\_en.shtml](http://www.hrsdc.gc.ca/en/workplaceskills/oles/olesindex_en.shtml)

The Office of Literacy and Essential Skills (OLES) focuses on improving the literacy and essential skills of adult Canadians. Visit their Essential Skills Toolkit site that consists of a series of generic, easy to use tools that can help you take action on Essential Skills:

<http://srv108.services.gc.ca/english/general/toolkit.shtml>

**Skills Credentialing Tool for Individuals—A free on-line tool**

From the Conference Board of Canada, the Skills Credentialing Tool for Individuals is a self-assessment and portfolio-building tool for students, employees and job-seekers. This tool helps individuals self-assess their essential skills and employability attitudes and behaviours and create an evidence portfolio that they can share with an employment counsellor, instructor or workplace supervisor.

<http://www.conferenceboard.ca/topics/education/default.aspx>

Seeking to better understand shows you are open to feedback and care about your listeners.

-- L.C. Aguilar

### **SUBMISSIONS DEADLINE FOR AWENS NEXT NEWSLETTER:**

[Deadline](#)

[Print Date](#)

**February 28, 2009**

**March 15, 2009**

**Submissions, suggestions, and comments for our newsletter are always welcome.**

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**Your Editorial Board:**

- Virginia Schultz
- Pat Thompson
- Margan Dawson

### ***AWENS Objective***

The objective of the Association of Workplace Educators of Nova Scotia (AWENS) is: to provide a forum for the promotion and advancement of excellence in instructional practices by networking, creating professional development activities, responding to trends in the field, and representing the interests of educators.

***AWENS Mission***

To promote excellence in the field of workplace education

***AWENS Vision***

A strong professional network of partners, supporting workplace education in Nova Scotia

***AWENS Values***

**Collaboration** – We value collaboration with all sectors and regions of the province and with our partners at all levels.

**Forward Thinking** – We value forward thinking and maintain awareness of and are responsive to workplace trends with all our partners.

**Support** – We value the support of our membership by providing ongoing contact, networking opportunities, and updates.

**Commitment** – We will take on only those initiatives that fit with our goals, and we will incorporate our values into everything we do.

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