



## **Southwest Employment Services (SES), A Nova Scotia Works Employment Centre**

- There are 16 agencies (48 locations) across the province that offer the same services
- SES serves all of Shelburne County, the Municipality of Yarmouth & Town of Yarmouth
- In July 2016 three local organizations (West Nova Inclusive Employment Society, Career Resource Center & Black Employment Resource Centre) merged to form Southwest Employment Services

***Mission - Southwest Employment mission is to provide pathways to meaningful, inclusive employment for all. We do this by helping job seekers navigate the job market and by helping employers meet their human resource needs.***

### **Nova Scotia Works Centres:**

- Help all Nova Scotians meet their full employment potential
- Help Nova Scotians understand, prepare for, and fill the needs of the province's job market.
- Help businesses recruit, manage and develop the talent they need to be more productive here at home and around the world.
- Help communities develop well-balanced local labour markets

### **Services for Job Seekers:**

#### **Self-serve**

Self-serve employment services are those that can be accessed by a participant/client who is able to self-navigate to access information at a center and use the equipment and resources at the Centre with little or no assistance from staff

#### **Case Managed Clients**

- Job Search services and resources (cover letter and resume development, interview prep)
- Client assessment services
- Case management services including Return-to-Work Action Plan development, management and follow-up
- Career Counselling
- Diagnostic Referral
- Job Coaching, Job Development
- Job Maintenance
- Labour market information
- Workshops
- Support to apply for funding and programs

### **Employment Programs (Funded by Employment Nova Scotia)**

- **Skills Development** - A provincially managed employment program that provides financial assistance to unemployed eligible participants who require specific skills training to access employment opportunities



## Southwest Employment Services

- **Fast Forward** - This program provides an opportunity for individuals who are in receipt of regular Employment Insurance benefits to attend approved training
- **Job Creation Partnership** - Is an employment program designed to support projects that will provide eligible participants with meaningful work experience that will improve their employment prospects
- **Self Employment** - provides entrepreneurial support and financial assistance to eligible unemployed participants starting their own business.
- **START** - is an employment program that encourages employers to hire unemployed Nova Scotians requiring work experience resulting in good jobs for Nova Scotians and good employees for employers.
- **Support for Apprentices is also available through Employment Nova Scotia.**

### **Services for Employers:**

- Guidance in creating job descriptions & hiring plans
- Post job vacancies online and in-house
- Guidance and support in identifying recruitment and retention strategies
- Skills Development/Training
- Provide materials related to Human Resources
- Identify and aid in the organization of needed workshops and training
- Employ strategies to become a more inclusive workplace; information on accessibility standards
- Promote government programs that support human resource and business development. Provide guidance to employers in navigating federal and provincial funding programs
- Work with other partners including: Regional Enterprise Networks, CBDC's, Chambers of Commerce, municipal economic developers and other government departments

### **Services for Students (Student Liaison positions):**

*Regional Centres for Education (RCE), le Conseil Scolaire Acadien Provincial (CSAP), as well as in the community at Nova Scotia Works Centres.*

- Services offered to Grades 7 and 8 levels consist of school-wide group events.
- Services offered to Grades 9, 10, 11 and 12 levels consist of school-wide events including small group workshops or extra-curricular and individual sessions.

**Family Supports:** Access to external supports and workshops

**Student Supports:** Labour market information, Workshops & training, entry into the labour market

### **Community Coordinators:**

*Community Coordinators* are organizations that can be supported to design and deliver their own employment programs for eligible individuals.

### **YESS (Youth Employment Skills strategy) – Service Canada (Federal Funding)**

In this program we use a holistic approach to youth unemployment, addressing the mind, body and spirit. We adopt a comprehensive strategy to manage all the factors that impact participant employment opportunities, including general well being, mental health, support systems, addressing poverty, transportation, and more.



**\* Services for Persons with Disabilities:**

**Opportunities Fund for Persons with Disabilities – Service Canada (Federal Funding)**

This model allows Service Canada to provide funds directly to Southwest Employment Services in order to deliver program interventions for persons with disabilities in Yarmouth County, Shelburne County, Kings County, Annapolis County and the Municipality of Clare.

Community Coordinators...

- select their own participants
- enter into their own agreements
- monitor the programs activities (Wage Subsidies, Self Employment, and Skills for Employment)
- accountable for the results of programs

Opportunities Fund interventions include: Wage Subsidies, Skills for Employment (training), Self-Employment interventions. Funding for additional supports such as disability-related supports/accommodations may also be available when required.

***Our agency has received funding federally since 1997 and we have over 25 years of experience in delivering employment services and programs to persons with disabilities.***

**Member of the Collaborative Partnership Network (CPN)**

In 1999, Human Resources Development Canada put in place an implementation plan for the Nova Scotia Partnerships for Persons with Disabilities, which led to the official launch of the Collaborative Partnership Network (CPN) in 2001 with incorporation in 2006. The CPN has been a partnership of nine community employment agencies across Nova Scotia (including Southwest Employment Services), providing a unified voice on behalf of persons with disabilities and a common approach to ensure their full access to the labour market.

- Over the 23 years of its existence, the CPN has become a model for innovation in servicing and supporting the employment needs of persons with disabilities and providing related expert advice to government. Its accomplishments include Development of a Specialized Service Delivery Model for persons with disabilities.
- Centralized distribution of the Provincial Funding Skills and Training Subsidies.
- Initiation in 2008, and ongoing organization of the Ability Starts Here Symposium.
- Initiation and presentation of the Lieutenant-Governor's Persons with Disabilities Employer Partnership Awards since 2008 until 2019 when the pandemic hit.
- Launch in 2012 and ongoing delivery of the Ability Employers-Disability Confident Workplace Series.
- Addition of Employment Maintenance Workers (now known as Employment Support Practitioners) in 2008