

Bringing prosperity to rural communities by Stella Shepard

The Wood Islands and Area Development Corporation (WIADC) operates a complex of buildings at the Wood Islands Welcome Centre and at the Wood Island Lighthouse and Museum.

Currently, WIADC provides space for retail shops, a restaurant, a visitor information centre, and a woodworking shop. It oversees the operation of the lighthouse, a museum, an agency liquor store, and a community room with a community kitchen.

“The site provides seasonal employment for about 28 people in the community,” says **Audrey Shillabeer**.



Audrey Shillabeer,
Site Manager.

Some WIADC staff titles:

- Site Administrator
- Agency Liquor Store Assistant Manager
- Lighthouse Assistant Manager and Supervisor
- Maintenance Manager
- Agency Liquor Store Manager
- Lighthouse Manager and Supervisor
- Student Lighthouse Tour Guide
- Student Maintenance Assistant

“Our innovative ways of presenting space encourages activity, builds community, and ultimately attracts business interest.

“We have 80 acres, and if a business were a good fit, the Board of Directors is receptive to exploring new construction opportunities.

“Our annual 70 Mile Coastal Yard Sale brings tens of thousands of people to southeastern PEI. Accommodations are booked a year in advance of the event, restaurants are full, and money comes into the fishing villages and farms across eastern PEI. Churches and not-for-profits use the annual event to fundraise as well.”

For more information about **Wood Islands and Area Development Corporation**, contact **Audrey Shillabeer** at **902-962-3761** from May 1 to October 27. Off season, call **902-940-4784** or email wiadc@woodislands.ca. Visit www.woodislands24.wordpress.com or search **Facebook**.



Newly launched: Chartered Professionals in Human Resources Association of PEI

submitted by Detry Carragher, Chair of CPHR PEI

Effective human resource management is one of the most critical factors leading to the success of an organization and to the economic growth of PEI. Our people are our greatest resource.

In September 2017, the Chartered Professionals in Human Resources Association of Prince Edward Island (CPHR PEI), a newly formed not-for-profit corporation, was officially launched.

The Association is the exclusive granting body on PEI of the nationally recognized Chartered Professional in Human Resources (CPHR) designation, which is the leading standard for HR professionals in Canada.

Individuals carrying this designation are on par with other leading professional groups including accountants, engineers, and lawyers. The CPHR Competency Framework outlines 44 professional competencies organized in nine functional areas of knowledge that individuals must know to earn their designation.

Continuing professional development is a requirement for all professionals, further demonstrating the commitment toward staying current with leading practices and the ethical management of today’s human capital.

Our members make a significant impact across all sectors on PEI. Members include CEOs, VPs, Directors of HR, HR Generalists, HR Advisors, Consultants, educators, students, and small-business owners.

At this time, our Board is focused on building the membership, providing professional development opportunities, engaging with those working in the field of human resources, and building the human resources community here on PEI.

Membership with CPHR PEI is open to all individuals who work, or have an interest, in the field of human resource management.

For further details, email main@cphrpei.ca (Website coming soon: www.cphrpei.ca)



The Association’s volunteer Board of Directors, from left: **Andrew Thompson (Director at Large) – CEO, Public Service Commission / Kari Barnes (Director at Large) – Senior HR Business Partner, Invesco / Detry Carragher (Chair) – Principal and Management Consultant, CARVO GROUP / Susan MacPhail (Vice-Chair) – Human Resources Manager, MAXIMUS Canada / Matthew Crockett (Treasurer) – Chief Financial Officer, Key Murray Law**

Expanding residential services has ongoing hiring needs by Heidi Riley

Queens County Residential Services Inc. (QCRS) is a not-for-profit organization that has been in operation for almost 40 years. They deliver a range of programs and services to adults with intellectual and physical disabilities.

QCRS owns 13 properties and operates 21 programs in Queens County. The property at 39 Maypoint Road houses management and administration staff and the Community Supports program (CSP). The CSP encourages and supports each person to reach his or her full potential through a broad range of personal development activities and training opportunities.

An expansion of the CSP is under construction at 39 Maypoint Road which will offer a fully accessible area for additional programs to meet the specific needs of our growing population.



From left, **Danielle Rice, Project Coordinator, Barb Mullally, Program Manager, clients Eddie Fanning and Randy Shaw, Randy Holmes, Instructor, and client Timothy O'Connor.**

Hiring needs

“With the growth of our agency come ongoing opportunities for new staff to join our team,” says **Barb Mullally**, Program Manager. “The work is rewarding, and the skills and talents of staff are integrated into specific training opportunities for clients.

“In the last few years, we have hired 15 to 20 new union employees, and there is an ongoing need for casual employees. Our goal is to find people who are diversified and can work in a variety of programs with a variety of clients.”

About the staff

There are about 144 staff members. The number is higher in the summer to staff the Summer Camp for youth. Staff ages range from 19 to 63. About 70 percent of employees have worked at QCRS for more than 20 years. “Our employee turnover is very low. Our increased hiring needs are as a result of program expansion.”

All employees need to have a grade 12 diploma and pass a criminal record check. Preference is given to graduates of a Human Services, Resident Care Worker or Youth Worker Program. “However, we do hire people with other backgrounds, such as psychology or social work. Lately we have hired a lot of newcomers who were trained as RCWs, LPNs or RNs in another country. There is also a growing need for male staff.”

For more information about **Queens County Residential Services Inc.** or to apply, phone **902-566-4470** or email drice@qcrs.ca. Visit www.qcrs.ca

For the full interview, visit www.employmentjourney.com and search **Queens County Residential Services**.



Canada Career Month: tips for networking in the trades by Stacy Dunn



November is **Canada Career Month** and the theme is “What’s Next?” *The Employment Journey* on PEI asked the Construction Association of PEI what’s next for them.

“The shortage of skilled labour is a huge concern,” says **Sam Sanderson**, Executive Director of Construction Association of PEI. “Retirement is a factor now and for the next 10 years. Many of our members are looking for skilled workers and are advertising jobs on the WorkPEI website.

“Our latest recruitment and retention campaign is called www.IslandBuilder.ca. We will promote this website this fall through radio, newspaper and social media.

Networking in the trades

“Face-to-face contact between job seekers and employers is very helpful when looking for work,” Sam says. “I talked to one fellow who wasn’t having success sending resumés to companies, so I suggested he meet employers in person. After networking for three days, he found work for the summer as a Project Manager.”

“Not everyone likes receiving phone calls and emails,” says Sam. “They like people to come in, shake their hand, and introduce themselves. It shows initiative.”

He suggests limiting the meeting to three to seven minutes. The job seeker gives the employer their resumé, speaks of their interest and experience in the trade, knowledge of the company, and community involvement.

Construction jobs difficult to fill

- Flooring Installers
- Drywallers
- Managers/Site Supervisors
- Red Seal Carpenters
- Painters

For more information on the **Construction Association of PEI**, call **902-368-3303** or visit www.capei.ca

Canada Career Month 2017 is an initiative of the Canadian Council for Career Development.

For more information, visit www.careermonth.ca. Follow on twitter [@careermonth](https://twitter.com/careermonth) or [#careermonth](https://twitter.com/careermonth), and on facebook.

For **Canada Career Month** events on PEI, check out the Upcoming Events section at www.employmentjourney.com



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