

HCHRSC Learning Opportunities Inventory (2018)

This inventory has been organized into five major categories:

1. Human Resource Focus
2. Occupational Health and Safety Focus
3. Workplace Mental Health Focus
4. General Interest Focus
5. Workplace Education | Funding Opportunities

ORGANIZATION TYPE	OVERVIEW OF LEARNING OPPORTUNITIES	DELIVERY METHOD	FEE STRUCTURE	HYPERLINK
HUMAN RESOURCE FOCUS				
<p>Charity Village Active Learning</p> <p>CharityVillage eLearning is a series of self-paced, web-based courses. They're fun, practical, and easy-to-use. Best of all, you'll be building essential skills that you can start using immediately. Check out all of our courses or try a demo free today!</p> <p>Each course is chock full of solid information and practical resources that you can download and keep on hand for future reference. Throughout each course you'll also find short optional quizzes to help you make sure that you're retaining the information. At the end of</p>	<p>Courses include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Effective Policies and Procedures ▪ Event Planning ▪ Building a Great Volunteer Program ▪ Boards That Work ▪ Strategic Planning ▪ Budgeting for Nonprofits ▪ How Fundraising Works ▪ Proposal Writing ▪ Grantseeking ▪ Case for Support ▪ Starting in Planned Giving ▪ Attracting Corporate Sponsorship ▪ Receipting Charitable Gifts in Canada 	<p>Web-based Self-directed</p>	<p>Fees vary</p>	<p>https://charityvillage.com/cms/active-learning/overview</p>

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<p>most courses, you can take a final quiz to earn a completion certificate.</p>				
<p>CHRP Canada</p> <p>CPHR Canada represents 27,000 members in the Human Resources Profession across nine provinces and three territories in Canada. Established in 1994, CPHR Canada is the national voice on the enhancement and promotion of the HR Profession.</p>	<p>CPHR Canada and the member associations are constantly reviewing and accrediting post-secondary programs in each region.</p> <p>Follow the link for a current national list of accredited programs.</p>	<p>Online Classroom</p>	<p>Fees vary</p>	<p>https://cphr.ca/your-career/accredited-post-secondary-programs/</p>
<p>CHRP Nova Scotia</p> <p>Welcome to CPHR Nova Scotia. We represent, influence, and advance the Human Resources Profession to influence the workplaces in our communities.</p> <p>CPHR Nova Scotia is the exclusive granting body in Nova Scotia of the nationally recognized Chartered Professional in Human Resources (CPHR) designation - the leading standard for HR Professionals in Canada.</p>	<p>The program includes a variety of learning opportunities such as seminars, workshops, webinars, and our annual conference.</p> <p>Course topics include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Recruiting ▪ Succession planning ▪ Decision making ▪ Conciliation and mediation ▪ Workplace harassment ▪ Difficult conversations ▪ Payroll (beginner and advanced) 	<p>Webinars Seminars Workshops</p>	<p>Fees vary</p>	<p>http://cphrns.ca/#</p>
<p>Human Resource Professionals Association (HRPA)</p> <p>The Human Resources Professionals Association protects the public interest by</p>	<p>HRPA's Professional Development program group provides members and others with high performance learning experiences designed to help members meet the</p>	<p>Classroom Live internet broadcast</p>	<p>Fees vary</p>	<p>https://www.hrpa.ca/</p>

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<p>governing and regulating the professional practice of its more than 24,000 member registrants.</p> <p>In enhancing its status as a regulatory association, HRPA advances the professionalization of HR and acknowledgment of the profession as a key driver of organizational success.</p>	<p>demands of an ever changing and increasingly global work environment.</p> <p>Courses and certificates include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Human Resource Management Certificate ▪ Transforming Manager to Leaders Certificate ▪ Talent management ▪ Employment law ▪ Organizational effectiveness ▪ Compensation and rewards ▪ Interviewing 	<p>Live and on-demand webcasts</p>		
<p>Province of Nova Scotia Department of Labour and Advanced Education</p> <p>Skills Online NS</p> <p>SkillsonlineNS is a partnership between Nova Scotia's Department of Labour and Advanced Education, CBDC & Bluedrop that gives every resident of the province access to thousands of FREE online courses on the most important workplace topics to improve their skills and career prospects.</p>	<p>Learning opportunities are categorized into three categories:</p> <ul style="list-style-type: none"> ▪ Individuals ▪ Businesses ▪ Non-Profits <p>A number of courses are offered in French.</p> <p>SkillsonlineNS has a range of topics specific to Human Resources. Courses include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Human resource fundamentals 	<p>Self-directed Online</p>	<p>No fee</p>	<p>https://www.coursepark.com/ns</p>

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	<ul style="list-style-type: none"> ▪ The hiring process ▪ Performance management ▪ Compensation (direct and indirect) ▪ Alternative compensation solutions ▪ Engaging Generation Y ▪ Marketing ▪ Selling ▪ Customer service ▪ Financial literacy 			
<p>Saint Mary's University</p> <p>Certificate in Human Resource Management</p> <p>The certificate has been developed in cooperation with professionals in Human Resource Management and will prepare students for the Certified Human Resource Professional (CHRP) designation. Students should be aware that as of 2011, a bachelor's degree will be one of the requirements for the CHRP designation.</p>	<p>Course include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Organizational behaviour ▪ Human resource management ▪ Staffing and selection ▪ Wage and salary administration ▪ Training and development ▪ Accounting ▪ Communications ▪ Collective bargaining ▪ Occupational health and safety ▪ Interpersonal relations 	<p>Online Classroom</p>	<p>Fees vary</p>	<p>http://www.smu.ca/academics/cert-human-resource-management.html</p>
OCCUPATIONAL HEALTH AND SAFETY FOCUS				
<p>AWARE-NS</p> <p>The role of AWARE-NS is to add clear value to the occupational health and safety agenda and support our stakeholders to</p>	<ul style="list-style-type: none"> ▪ Safety for Supervisors and Managers ▪ Safe Handling and Mobility (SHM) ▪ Workplace Violence Prevention ▪ Joint Occupational Health & Safety Committee 	<p>Online Classroom Webinars Self-directed</p>	<p>No fee</p>	<p>http://awarens.ca/initiatives/</p>

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<p>champion safety excellence through our Mission fostering a culture of safety and well-being.</p>	<ul style="list-style-type: none"> ▪ Community of Safe Practice ▪ PACE Risk Assessment Education (pending) ▪ Self-directed learning (variety of topics) <p>AWARE-NS also has a detailed list of resource pages and links to other organizations who deliver learning opportunities on a myriad of topics</p>		<p>Determined by the respective organization</p>	<p>http://awarens.ca/learn/resource-pages/</p>
<p>Canadian Centre for Occupational Health and Safety</p> <p>CCOHS offers a variety of innovative and cost-effective products and services related to workplace health and safety.</p>	<p>Learning opportunities are categorized into the following sub-categories:</p> <ul style="list-style-type: none"> ▪ Aging Workers ▪ Hazards ▪ Health and Wellness ▪ Legislation ▪ Programs and Management Systems 	<p>Online Webinars Classroom Podcasts</p>	<p>Fees vary</p>	<p>http://www.ccohs.ca/products/&page=1#ctgt_details-panel_main3</p>
<p>Canadian Patient Safety Institute</p> <p>The Canadian Patient Safety Institute (CPSI) is a national patient safety and quality organization. The CPSI works with its partners to identify leading patient safety practices, develop safety competencies, and support the integration of leading practices into education, training and professional development for undergraduate, post-graduate and practicing healthcare professionals across the continuum of care.</p>	<p>Five education and professional development programs are currently delivered by CPSI.</p> <ul style="list-style-type: none"> ▪ Effective Governance for Quality and Patient Safety ▪ Canadian Patient Safety Officer Course ▪ Patient Safety Education Program – Canada ▪ Simulation Network 	<p>Classroom Online</p>	<p>Fee</p>	<p>http://www.patientsafetyinstitute.ca/en/topic/Pages/default.aspx</p>

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	<ul style="list-style-type: none"> ▪ ASPIRE - Advancing Safety for Patients In Residency Education 			
<p>Canadian Red Cross</p> <p>The Canadian Red Cross is a leading provider of first aid, water safety, health and wellness programs and has been offering training to Canadians for over 70 years. We offer a wide variety of courses for the general public, workplaces, schools and organizations.</p>	<p>Learning opportunities are categorized into four categories:</p> <ul style="list-style-type: none"> ▪ Aquatics ▪ First Aid ▪ Health and Safety ▪ Respect Education 	Online Classroom	Many programs are free and some are provided at a nominal fee	http://www.redcross.ca/in-your-community/nova-scotia
<p>LifeShield Fire, Medical and Safety Training</p> <p>Offering First aid and CPR certification training, LifeShield is the leading provider of Canadian Red Cross programs in the greater Halifax area. Our training courses include emergency and standard first aid, CPR/AED, Basic Life Support (BLS), re-certification and more. Our courses are delivered by Emergency Services professionals and satisfy all governmental requirements for Workplace First Aid.</p>	<ul style="list-style-type: none"> ▪ First Aid and CPR ▪ Basic Life Support, CPR for Health Care Providers ▪ Advanced First Aid ▪ Emergency First Aid, CPR and AED ▪ Standard First Aid, CPR and AED 	Online Classroom Blended	Fees vary	http://lifeshield.ca/onsite-courses/
<p>Province of Nova Scotia</p>	<p>Courses include but are not limited to:</p> <ul style="list-style-type: none"> ▪ Accident investigation 	Online	Free	http://www.ccohs.ca/catalog/courses_list_nova.php

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address the significant number of injuries taking place.				
WORKPLACE MENTAL HEALTH FOCUS				
<p>Mental Health Commission of Canada</p> <p>The Mental Health Commission of Canada (MHCC) is a dedicated and passionate organization, striving to make a difference in the lives of those living with mental health problems and mental illnesses. As a proud recipient of the Gold Recognition Award for Mental Health at Work® in the Canada Awards for Excellence, the MHCC promotes an environment with healthy work life balance.</p>	<p>The MHC has 19 focus areas. Programs vary and services vary.</p> <ul style="list-style-type: none"> ▪ Caregiving ▪ Children and Youth ▪ Diversity ▪ e-Mental Health ▪ First Nations, Inuit and Métis ▪ First Responders ▪ Housing and Homelessness ▪ Knowledge Exchange Centre ▪ Mental Health and the Law ▪ Mental Health First Aid ▪ Mental Health Matters ▪ Mental Health Strategy for Canada ▪ Peer Support ▪ Recovery ▪ Seniors ▪ Stigma and Discrimination ▪ Suicide Prevention ▪ Workplaces 	<p>Webinars Library Events</p>	<p>Fees vary</p>	<p>https://www.mentalhealthcommission.ca/English/focus-areas</p>
<p>Mental Health Works</p>	<p>Workshops are divided into three overarching areas:</p> <p>MHW Core (full day)</p>	<p>Classroom</p>	<p>Fees vary</p>	<p>http://www.mentalhealthworks.ca/what-we-do/</p>

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<p>Mental Health Works (MHW) is a national social enterprise of the Canadian Mental Health Association (CMHA). MHW provides workplace mental health training to organizations nationwide.</p>	<ul style="list-style-type: none"> ▪ These workshops introduce participants to workplace mental health, to specific common issues such as depression and anxiety <p>MHW In Focus (half day)</p> <ul style="list-style-type: none"> ▪ These workshops focus in on specific issues related to workplace mental health <p>MHW Essentials (1 hour)</p> <ul style="list-style-type: none"> ▪ These workshops introduce participants to the essentials of workplace mental health 			
<p>The Great-West Life Centre for Mental Health in the Workplace</p> <p>The Centre was established in 2007 and has three main objectives:</p> <ul style="list-style-type: none"> ▪ Increase knowledge and awareness of workplace psychological health and safety ▪ Improve the ability to respond to mental health issues at work ▪ Improve the Turn knowledge into action through practical strategies and tools for employers 	<p>Training topics include:</p> <ul style="list-style-type: none"> ▪ Guarding Minds @ Work ▪ On the Agenda ▪ Managing Mental Health Matters ▪ Working Through It ▪ Supporting Employees Success ▪ Building Stronger teams ▪ Workplace Bulling Awareness 	Online	No fees	https://www.workplacestrategiesformentalhealth.com/
GENERAL INTEREST				
<p>Canadian Institute for Health Information</p>	<p>Learning opportunities are categorized into the following sub-categories:</p>	Online Web conference	Go to https://www.cihi.ca/en/infor	https://www.cihi.ca/en/news-events-and-education/education

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<p>CIHI is an independent, not-for-profit organization that provides information on Canada's healthcare system and the health of Canadians.</p>	<ul style="list-style-type: none"> ▪ Acute Care ▪ Ambulatory Care ▪ Analytical Tools ▪ Continuing Care ▪ Financial ▪ Home Care ▪ Job Aid ▪ Mental Health ▪ Population Health ▪ Rehabilitation 	<p>Video conference Workshops</p>	<p>mation-for-learners# prices for details regarding pricing of educational opportunities</p>	
<p>CHA Learning</p> <p>CHA Learning is the professional development division of HealthCareCAN, and Canada's only online healthcare learning provider for all Canadians.</p>	<p>Learning opportunities are categorized into eight primary groups:</p> <ul style="list-style-type: none"> ▪ Management and Leadership ▪ Health Information ▪ Food and Nutrition ▪ Quality and Safety ▪ Long-term Care ▪ Governance ▪ Health Research ▪ Lean Healthcare Certificate 	<p>Online Classroom Self-guided</p>	<p>Varies</p>	<p>https://www.chalearning.ca/programs-and-courses/</p>
<p>Continuing Care Association Nova Scotia</p> <p>The Continuing Care Association of Nova Scotia is a not-for-profit organization made up of more than 50 care providers that service the communities across our province. Together we provide long-term care and support services to the elderly as well as individuals with physical or intellectual</p>	<p>Seminars delivered cover the following topics:</p> <ul style="list-style-type: none"> ▪ Bullying in the workplace ▪ Grief recovery ▪ Health ethics ▪ Challenging behaviours ▪ Social media and privacy in LTC ▪ Care plans ▪ WCB and Labour Standards Workshops 	<p>Seminars</p>	<p>No fee</p>	<p>http://www.ccans.info/event-design/</p>

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disabilities and those with mental health issues.	<ul style="list-style-type: none"> ▪ Vision care screening for falls prevention 			
<p>Health Care Human Resource Sector Council</p> <p>The Health Care Human Resource Sector Council (HCHRSC) deals with human resource planning and development within the Nova Scotia health sector.</p> <p>The Council is committed to providing pathways for employers and employees to build valuable skills that help to find new ways of working and recruiting in the modern workplace.</p>	<p>Workshops and training programs include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Social media ▪ Diversity ▪ Leadership ▪ Compassion fatigue ▪ Creating diverse workplaces ▪ Building collaborative work environments ▪ Team development ▪ Optimizing workplace engagement ▪ Supporting productive and healthy workplaces ▪ The Working Minds (Workplace mental health and wellness) 	Workshops Training programs	Fees vary	https://hcsc.ca/
<p>ISANS - Immigrant Services Association of Nova Scotia</p> <p>ISANS recognizes the key role of immigrants in Canadian society. We work with newcomers to help them build a future in Canada. We provide a wide range of services to immigrants, from refugee resettlement to professional programs, from family counselling to English in the Workplace.</p>	Workplace Culture Program	Presentations Live stream workshops	Fees vary	http://www.isans.ca/employer-support/workplace-culture/

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<p>Mind Tools Club</p> <p>Established in 1996, Mind Tools is one of the world's most popular on-demand career and management learning solutions.</p> <p>Mind Tool builds their courses around 12 core learning areas.</p>	<p>Courses are built around 12 core learning areas. Mind Tools has over 2,500 skill building resources on a variety of topic which include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Leadership skills ▪ Career planning ▪ Communication skills ▪ Team management ▪ Project planning ▪ Time management ▪ Decision making ▪ Stress management ▪ Strategy tools ▪ Creativity skills ▪ Problem solving ▪ Learning skills 	<p>Online</p>	<p>Membership based Many resource are free</p>	<p>https://www.mindtools.com/</p>
<p>Province of Nova Scotia Department of Labour and Advanced Education</p> <p>Nova Scotia Works Employment Services Centres</p> <p>These centres offer an integrated bundle of employment services to</p>	<p>Employment services to help job seekers prepare for, and meet the needs of the labour market</p>	<p>Online Classroom</p>	<p>No fees</p>	<p>https://novascotia.ca/works/</p>

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<p>help Nova Scotians understand, prepare for, and meet the needs of the provincial labour market. Centres also provide services to aid businesses in recruiting, managing and developing the talent they require to be more productive in a global economy.</p>				
<p>Province of Nova Scotia Department of Labour and Advanced Education</p> <p>Skills Online NS</p> <p>SkillsonlineNS is a partnership between Nova Scotia's Department of Labour and Advanced Education, CBDC & Bluedrop that gives every resident of the province access to thousands of FREE online courses on the most important workplace topics to improve their skills and career prospects.</p>	<p>Learning opportunities are categorized into three categories:</p> <ul style="list-style-type: none"> ▪ Individuals ▪ Businesses ▪ Non-Profits <p>A number of courses are offered in French.</p> <p>The SkillsonlineNS catalogue has over 6000 courses covering a range of topics which include but are not limited to:</p> <ul style="list-style-type: none"> ▪ NS Occupational Health and Safety ▪ Interpersonal Communications ▪ Advanced Leadership ▪ Supply Chain ▪ Social Media ▪ MS Office ▪ Human Resources ▪ Financial Literacy ▪ Welcoming Workplaces 	<p>Self-directed Online</p>	<p>No fee</p>	<p>https://www.coursepark.com/ns</p>

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<p>reachAbility Non-profit</p> <p>Many employers are partnering with reachAbility to engage the community, represent their values, and demonstrate commitment to diversity and inclusiveness. We help employers create a workplace culture that is healthy, positive and ahead of the curve through programs such as Diversity Awareness Training.</p>	<p>Courses include:</p> <p>Our Diversity Awareness Training (DAT) program comprises many different and separate training programs, which largely focus on:</p> <ul style="list-style-type: none"> ▪ Disability and diversity awareness ▪ Mental health ▪ Self-awareness ▪ Inclusive employment 	<p>Classroom Online</p>		<p>https://www.reachability.org/workplace-services/</p>
<p>The Conference Board of Canada</p> <p>The CBC is dedicated to building a better future for Canadians by making our economy and society more dynamic and competitive.</p>	<p>The CBC offers a variety of services including, but not limited to:</p> <ul style="list-style-type: none"> ▪ Professional Development ▪ Webinars ▪ Courses and Workshops ▪ Leadership Development 	<p>Online Classroom Webinars</p>	<p>Fees vary</p>	<p>http://www.conferenceboard.ca/products/default.aspx</p>
GENERAL INTEREST EDUCATIONAL INSTITUTIONS				
<p>Dalhousie University</p> <p>The College of Continuing Education develops and delivers innovative educational programs that assist:</p>	<p>Continuing professional development opportunities include, but are not limited to:</p> <ul style="list-style-type: none"> ▪ Business Analysis ▪ Computer Applications ▪ Continuing Technical Education ▪ Environmental Management 	<p>Online Classroom</p>	<p>Fees vary</p>	<p>https://www.dal.ca/faculty/cce.html</p>

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<ul style="list-style-type: none"> ▪ Individuals to prepare for and succeed in their academic experience ▪ Individuals to prepare for and succeed in their professional career ▪ Organizations and communities to expand capacity 	<ul style="list-style-type: none"> ▪ Ergonomics ▪ Leadership ▪ Negotiation & Conflict Resolution ▪ Occupational Health and Safety ▪ Project Management ▪ Quality Management ▪ Risk Management (Canadian Risk Management) ▪ Technical Writing 			
<p>Nova Scotia Community College</p> <p>NSCC is committed to delivering innovative, accessible and relevant programs for our students, employers and communities. NSCC has campuses throughout Nova Scotia.</p>	<p>NSCC offers over 150 courses throughout the year for personal and professional growth.</p> <p>Courses topics include but are not limited to:</p> <ul style="list-style-type: none"> ▪ Change leadership ▪ Communications ▪ Conflict management ▪ Dementia ▪ Emergency First Aid ▪ Foot care for nurses ▪ Foundations of leadership ▪ Palliative care ▪ Specimen procurement ▪ WHMIS ▪ Working with children with challenging behaviours 	<p>Classroom Online</p>	<p>Prices vary</p>	<p>https://www.nsc.ca/learning_programs/coned/default.aspx</p>
<p>Saint Francis Xavier University</p>	<p>Programs include:</p>	<p>Online Classroom</p>	<p>Fees vary</p>	<p>https://sites.stfx.ca/continuingeducation/node/702.html</p>

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<p>StFX Continuing & Distance Education provides degree, non-degree, and non-credit learning opportunities for persons who wish to study on a part-time basis.</p>	<ul style="list-style-type: none"> ▪ Undergraduate Courses ▪ Master of Education ▪ PhD in Education ▪ Master of Adult Education ▪ Distance Nursing ▪ Intellectual Disability Studies ▪ Non-Credit Courses ▪ Programs for 55+ ▪ Previous Continuing & Distance Education Calendars ▪ Certificate in Outdoor Education ▪ Certificate in Organizational Leadership 			
<p>Saint Mary's University</p> <p>Executive Professional Development offers individuals and organizations training and skills development opportunities. From workshops to certificate programs, you can develop knowledge in everything from budgeting to project management.</p>	<p>Courses are built around eight core training areas:</p> <ul style="list-style-type: none"> ▪ Accounting and Finance ▪ Business Communications ▪ Managing Conflict ▪ Human Resources ▪ Management and leadership ▪ Project Management ▪ Consulting ▪ Policy 	Classroom	Fees vary	http://www.smu.ca/academics/executive-professional-development.html
<p>University of Fredericton</p>	<p>CMHA Certified Psychological Health and Safety Advisor Training</p>	Online	Fees vary	https://www.ufred.ca

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<p>University of New Brunswick</p> <p>The College of Extended Learning was established to provide continuing education and professional development to adult learners, as well as online programming for individuals within private and public organizations, locally, nationally and globally.</p>	<p>Career and personal development programs fall under one of eight core learning areas:</p> <ul style="list-style-type: none"> ▪ Occupational Health and Safety ▪ Management and Leadership ▪ Human Resources ▪ Project Management ▪ Behavioural Intervention and Autism ▪ Workplace Health and Wellness ▪ Nursing ▪ Art, Music, and Leisure Learning 	Online	Fees vary	http://www.unb.ca/cel/about/index.html
<p>University of Prince Edward Island</p> <p>We offer a wide range of intensive professional development courses and Certificate Programs specifically designed to address the needs of working professionals at all stages of their careers. Our programs are constantly reviewed and updated to ensure that the content remains pertinent to today's workplace.</p>	<p>Courses fall under one of eight certificate programs:</p> <ul style="list-style-type: none"> ▪ Administrative Professionals Development Program ▪ Canadian Aquaculture Institute ▪ Collaborative Leadership and Facilitation Certificate ▪ Communication Fundamentals Certificate ▪ Financial Management Certificate ▪ Interpersonal and Workplace Conflict Resolution Certificate ▪ New Managers Series 	Classroom	Fees vary	http://www.upei.ca/professionaldevelopment/professional-development
WORKPLACE EDUCATION FUNDING OPPORTUNITIES				
<p>Province of Nova Scotia Department of Labour and Advanced Education</p>	<p>The DLAE provides funding to employers to invest in skills development. The two primary programs are:</p>			

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<p>Funding programs for employers</p>	<p>Workplace education</p> <p>Workplace Education Programs are tailored specifically for each workplace to meet the needs of the employees in that workplace. Topics that could be included in your program are:</p> <ul style="list-style-type: none"> ▪ Document use ▪ Communication skills ▪ Computer skills ▪ Reading skills ▪ Writing skills ▪ Math skills ▪ Small business skills <p>Workplace Innovation and Productivity Skills Incentive (WIPSI)</p> <p>WIPSI supplements employer contributions to train full-time staff to:</p> <ul style="list-style-type: none"> • Improve productivity and profitability • Increase innovation • Adapt to new technology, machinery and equipment, or work processes • Increase inter-provincial and international competitiveness; and • Foster workplace diversity. 			<p>https://workplaceinitiatives.novascotia.ca/workplace-education/Default.asp</p> <p>https://novascotia.ca/programs/workplace-innovation-productivity-skills-incentive/</p>

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