



Committee of the Whole

Town of Truro
Thursday, November 30th, 2023 – 4:00 p.m.
Town Hall – Council Chambers

A Committee of the Whole meeting for the Town of Truro took place on Thursday, November 30th, 2023, at 4:00 p.m. in Council Chambers.

Present: Mayor W.R. (Bill) Mills, Deputy Mayor W. Talbot, Councillors B. Thomas, J. Flemming, C. Hinton

In Attendance: CAO M. Dolter, Director of Public Works A. MacKinnon, Director of Planning J. Fox, Director of Parks, Recreation & Culture A. Simms, Police Chief D. MacNeil, Fire Chief B. Currie

Regrets: Councillor A. Graham, Councillor I. McGrath, Director of Corporate Services B. Coulter

Mayor B. Mills called the meeting to order and began with a Land Acknowledgment, recognizing that we are in Mi'kma'ki, the ancestral and traditional lands of the Mi'kmaq people.

1. **APPROVAL OF THE AGENDA**

On motion of Councillor C. Hinton and Deputy Mayor W. Talbot, the agenda was approved as circulated. Motion carried.

2. **APPROVAL OF MINUTES**

On motion of Councillors C. Hinton and B. Thomas, the minutes of October 24th, 2023, were approved as circulated. Motion carried.

3. **UPDATE: MENTORING PLUS STRATEGY – G. MICHAEL & T. MINGO**

Gordon Michael and Terri Mingo provided an overview of the project and the future direction of the project. The presentation information is attached to these minutes.

4. **UPDATE: HURRICANE FIONA CLEANUP – A. SIMMS**

Director of Parks, Recreation & Culture A. Simms provided an update on the ongoing hurricane cleanup of Victoria Park.

5. **ADJOURNMENT**

There being no further business, the meeting was adjourned at approximately 4:40 p.m.

W. R. (Bill) Mills
Mayor

M. Dolter
Chief Administrative Officer



The Strategy



The **Mentoring Plus Strategy**

Knowledge is infinite...share yours.

Gordon Michael

Executive Director, The Mentoring Plus
Strategy

6/7/2023

Background:

In Atlantic Canada, there are more seniors than youth. It is anticipated that by 2040, there will be three seniors for every two young people. In that same time frame, the percentage of seniors aged 75 – 84 years will increase from 29% to 39%. Seniors volunteer over 200 hours/year, 50% more than the rest of the population (APEC Bulletin 2, January 2021).

The Mentoring Plus Strategy was designed to utilize the acquired knowledge, skills and community understanding that all seniors have acquired throughout their life. The Strategy is intended to reduce isolation of seniors and to help the senior population to become involved in their communities and to contribute their knowledge in a variety of ways.

Having developed pilot initiatives in the communities of New Glasgow, Truro and Kentville a proposal was submitted to the Federal Department of Seniors under the Pan Canadian Stream in 2019. The purpose of the proposal call was to develop and implement Collective Impact Plans (CIP) to increase inclusion of seniors within their communities.

To achieve the objectives of the Pan Canadian Stream (PCS), the concept of having retirees' mentor through Knowledge Exchanges was introduced into the 3 regions as the **First Phase** of the Mentoring Plus Strategy.

Through the mentoring process, the engagement of many sectors of the communities served has resulted in the willingness of many to come together under a Collective Impact Plan, the **Second Phase** of the PCS proposal.

The Mentoring Plus Strategy – Knowledge Exchanges

The Mentoring Plus Strategy draws upon the knowledge, experience, and skills of the retired and near retired (55+) population, to help support individuals (16+) with personal growth, career exploration and economic development through a variety of Knowledge Exchange initiatives.

The Mentoring Plus Question:

To what extent does the Mentoring Plus Strategy contribute to strengthening social inclusion of seniors?

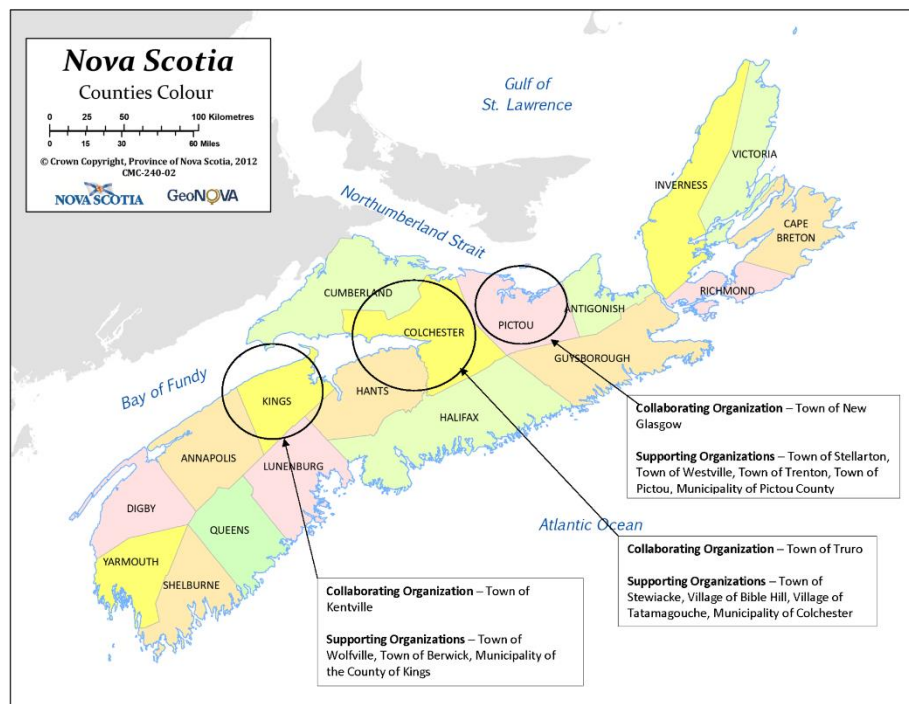
The Mentoring Plus Strategy Directive:

Knowledge Exchange activities that focus and relate back to career, whether that be within education, business and/or personal development models.

Program Description:

The Strategy is structured with three sites – Kentville, Truro and New Glasgow (and surrounding areas)– with Dalhousie University -Faculty of Open Learning and Career Development as the backbone organization. There is a coordinator and a program assistant in each site who works with the local communities and seniors in implementing the Strategy. To support the work as it pertains to the knowledge exchange model additional support staff have been hired in each region; facilitator, business mentoring, social justice mentoring, mentoring plus ambassadors, and additional contract staff to assist with communications and marketing. The backbone organization provides support and resources for the development and implementation of the Strategy.

Agreements with each of the collaborating organizations; Town of New Glasgow, Town of Truro, and Town of Kentville have been signed for the 4-year term of this strategy.



Knowledge Exchange Activities:

Education - High Schools

- Career / Education Advisory Committee
- Mentoring Program established within 10 high schools across the 3 regions.
- Partnership with Nova Scotia Works School Liaison and Schools Plus Coordinator to execute knowledge exchange mentoring sessions.

- Models include: one on one sessions, panel discussion sessions and guest speakers in classrooms.
- Mentor Lounges – mentoring discussions with mentors, NS Works Liaison, and teachers

Post Secondary:

NSCC Campuses

- Skilled Trades Mentoring Sessions with high school students.
- Bi-Monthly Mentor Lounges
- Mentoring of Community Roots program participants

St. F. X. University

- Integrated into University Mentoring Program
- Mentoring of nursing / health sciences students

Acadia University

- Mentoring The Path program participants
- Meet and mentor teams of entrepreneurial students.
- Partnering with Career Services Director to support career/job fairs.

Dalhousie University – Medical School

- Partnering with local health recruitment & retention organizations to support medical students during Rural Week programs.

Employment Agencies:

NS Works

- Partnering on the following initiatives led by NS Works:
 - Nova Scotia Employer Forums
 - Atlantic Mentor-Ability Pilot Program
 - School Career Events

Nova Scotia Co-operative Council

- Mentoring Plus is part of the two week annual skills development and employability opportunity for young people between age 15 and 19 who are connected to Community Services.

Economic Development/Business:

- Monthly Business Advisory Committee meetings.
- MOU with business agencies and organizations (CBDC, Chamber of Commerce, Ignite Atlantic etc.).
- Mentoring Plus is a member of local Business Resource Group. Working together to best support the business community.
- Speed Mentoring sessions with partners clients.
- One-on-One mentoring sessions between mentors and mentees.

Health & Wellness:

- Monthly Health & Wellness Advisory Committee meetings.
- MOU with Healthy Pictou County and continue to offer post secondary student mixers.
- Formation of an Interprofessional Health Team that is now being requested to speak to students at the high school level, post secondary level and support groups.
- STFX University has integrated this model into their university wide program. Currently supporting their Health Sciences Students.
- Partner with local organization for Dalhousie University's Rural Doctor's Week
- In discussion with the Faculty of Health, Dalhousie University
- Development of a health strategy to support the Province of Nova Scotia health initiatives.
- Working with a Community Learning Association on a microcredentialing opportunity for a health care training program, Cornerstone.

Social Justice Initiative:

- Collaborating with approx. 20 community organizations (advisory committee) on how the Mentoring Plus Strategy knowledge exchange activities can be integrated into the services they are currently providing.
- Knowledge Exchange activities will have an employment-based directive.

Mentor Recruitment & Development:

- Mentor orientation sessions.
- Mentor Lounges – Let's Talk – for mentors and potential mentors along with a guest speaker to discuss topics of interest and to learn more about mentoring.
- Community Conversations – connecting with more seniors within retirement living complexes, senior community centres etc.
- Peer Mentoring Guide
- Feedback Survey

Supporting Comments:

"I recently had the opportunity to attend an information session on the Mentoring Plus program in New Glasgow. At this session, the team presented on the mentorship program within the context of healthcare and had mentors from a variety of health backgrounds discussing their roles. As the Director of Academic and Community Partnerships, Interprofessional Practice & Learning within Nova Scotia Health, I was excited to hear about this program as it aligns so well with the work we are doing.

IPPL has developed a nursing mentorship model over the past number of months that needs to expand to other healthcare providers. The Mentoring Plus model would give us both the breadth of experience from various healthcare mentors that we could connect our new grads/employees/students and would also help us connect with communities throughout the province.

In addition, we have identified a gap in connecting with our local high school students to get them thinking about careers in healthcare at an earlier age – not to recruit but to help them identify the opportunities that exist within our province. The Mentoring Plus model provides that outreach and discussion.

I believe there is a real opportunity to work together to create opportunities for both the Mentors and the Mentees and I am excited to collaborate with this team to make it happen!"

Nancy MacConnell-Maxner
Director, Academic & Community Partnerships
Interprofessional Practice & Learning
Nova Scotia Health

"As a Nova Scotia Works School Liaison, I've been extremely lucky to have access to the Mentoring Plus Strategy. One of the most important parts of my role is exposing students to different career choices. Hearing from someone who has lived the profession, education and training is far more valuable than reading a job description from a word document. Students at the three high schools I support have been able to learn from mentors in various fields through: panel discussions, class sessions, "speed dating" with mentors and through 1-on-1 information exchanges. Being able to leverage the experience of our retired professionals has been an amazing resource that students have found very valuable."

Joey Desmond, CCDPcm
School Liaison
Nova Scotia Works
Employment Services Centre
Career Connections

“The Mentoring Plus program has provided our students with opportunities to learn, grow, and connect with skilled, experienced, and inspiring retired/semi-retired professionals from our community. Students have been exposed to careers of interest and others that they may not have previously even known existed. We, as a school community, feel fortunate to have a positive and purposeful partnership with the Mentoring Plus program and are appreciative of the time, care, and wisdom the mentors have generously shared with our students.”

Lia Lewis
Vice-Principal
North Nova Education Centre