

OVERVIEW

In-person focus groups engaged 47 recreation professionals across Nova Scotia to collaboratively reflect on real program environments, share their personal and organizational experiences, and identify their values, priorities, and delivery methods for a provincial training.

TRAINING VALUES



Experiential & Practical

Grounded in real-life scenarios that mirror the daily work of staff.



Tailored for the Region

Adaptable for rural contexts where accessibility and resources vary.



Resonant & Relatable

Participants see themselves in the training to understand the "why" behind the "how."

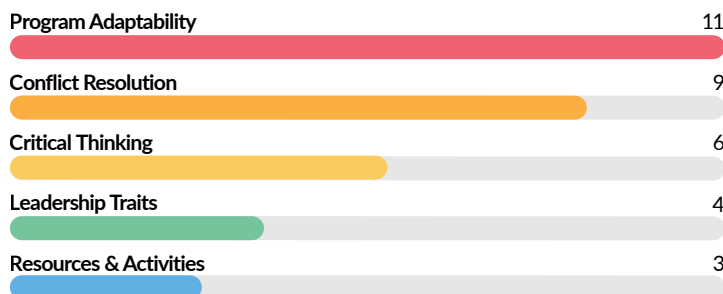


Inclusive & Supportive

French language options and a space that fosters a sense of belonging.

TRAINING PRIORITIES

The group participated in dotmocracy to vote on skills they felt should be priorities for provincial training. Below is a list of skills identified, and number of votes received:



PROVINCIAL VS. ORGANIZATIONAL PRIORITIES

PROVINCIAL ROLE

Shared Foundational Standards

- ✓ Consistent shared foundational leadership, critical thinking, trauma-informed and regulatory frameworks.
- ✓ Adaptive broad program planning, transition activities, and large group management.
- ✓ Cultural competency and communication: Mi'kmaq contexts, newcomers, family, and gender awareness.

ORGANIZATIONAL ROLE

Context-Specific Day-to-Day

- ✓ Staff work ethic, phone policies, and specific site expectations.
- ✓ Managing real-time disruptive behaviours and conflict within local programs through policy.
- ✓ Program-level planning and communication, group management, incident reporting, and safety training.

IDEAL TRAINING DELIVERY

Participants strongly advocate for **primarily in-person, hands-on** delivery to build rapport and facilitate group work/case studies.



Format

Max 8 hrs; split into 2-3 session blocks for flexibility.



Accessibility

Train-the-Trainer models to reduce rural travel costs.

Blended/hybrid models supported for rural access if paired with interactive tools and live facilitation.

ONGOING SUSTAINABILITY IDEAS

Could build structures that support practice, reflection, and connection after the initial session:



Relational Support

Mentorship, on-the-ground observation, feedback gathering, and multiple trainers per organization.



Communities of Practice

Communication channels to support regional and cross-organizational peer learning.



Certification Model

Renewal requirements to ensure training stays active and responsive.