

## 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



### Recognize Prior Learning

Respecting the existing expertise of participants to ensure meaningful engagement.



### Freedom & Choice

Person-centered approaches that allow learners to make mistakes in a safe space.



### Quality Facilitation

Focusing on high-level delivery where the messenger is as vital as the message.

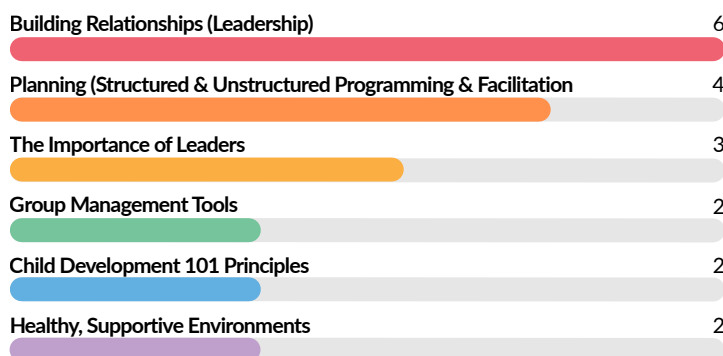


### Personal Growth

Supporting individual development alongside technical recreation skills.

## 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:



## COMPLEMENTARY TRAINING ROLES

### PROVINCIAL ROLE

Universal Standards

- High-quality facilitation of core modules: Leadership, Child Development 101, and Behaviour Management.
- Providing enduring resources and materials that learners can return to long after the session.

## IDEAL TRAINING DELIVERY

The preference is for a strong **in-person** component that allows for practical application, supported by **online elements** where they make sense.



### Practical Core

Mandatory in-person components for relationship building and real-time application of skills.



### Accessible & Affordable

Reliable internet access for any online components, keeping materials and training affordable.



### Blended Efficiency

Modular or compartmentalized training components to complete short pre-learning in advance of sessions.



### Post-Session Library

Ability to return to materials and resources after training to reinforce concepts.

## SUSTAINING QUALITY

Central's sustainability strategy:

ANNUAL GATHERINGS FOR TRAINERS

CO-DEVELOPED TRAINING MATERIALS

EVALUATION FOCUSED ON COMPETENCY

PEER BEST-PRACTICE SHARING

### ORGANIZATIONAL ROLE

Applied Context

- Supporting learners to identify program strengths and growth opportunities through ongoing evaluation.
- Fostering relationships with other community providers to co-develop materials and best practices.