

# South Shore/Valley Regional Insights



## 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



### Adaptive & Collaborative

Content and tools that shift based on group, setting, and program context.



### People-First & Relational

Recognizing both the trainee and the people impacted by programs.



### Experiential & Explorative

Hands-on learning using real-world local community scenarios.

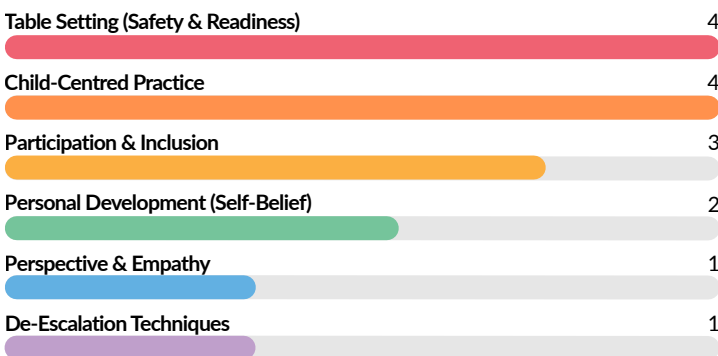


### Positive Learning Culture

Honesty, coaching, and learning from mistakes in an in-person setting.

## 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 Knowledge

- Establishing core values, shared language, and broad inclusion principles.
- Consistent frameworks for de-escalation and behavior guidance.

## IDEAL TRAINING DELIVERY

The preference is for an **in-person** format that uses hands-on, real-world learning within community settings as the classroom.



### Environment

Welcoming spaces that support conversation and reflection.



### Accessible & Affordable

Training options for rural communities and large regions



### Format

Modular or compartmentalized training components with reliable access to facilitators and tools.

"Training is valued most when it allows staff to practice skills using real examples and tools."

## STRENGTHENING PRACTICE

South Shore/Valley participants see learning as a cycle of reinforcement:



### Provincial Foundation

Establishes shared values and core approaches through resource libraries and certifications.



### Local Reinforcement

Organizations ensure foundations are practiced daily.



### Ongoing Coaching

Feedback and mentorship to sustain learning in the workplace.