

Nova Scotia Provincial Insights

EXECUTIVE SUMMARY

The Provincial Recreation Training engagement in Nova Scotia aimed to get input on a comprehensive training framework for recreation staff leading youth programming. This initiative focused on identifying shared foundational training needs across diverse settings such as municipal, non-profit, rural, urban, seasonal, and year-round programs. The engagement process included in-person focus groups, virtual focus groups, and a provincial survey, ensuring a wide range of perspectives.

TRAINING VALUES & IDEAL DELIVERY



Experiential & Practical

Training should use real-life scenarios reflective of actual programs and communities.



Inclusive & People-First

Create psychologically safe spaces grounded in trust and belonging.



Relational & Collaborative

Value shared learning and peer connection.



Adaptive & Flexible

Training should be responsive to different learning styles and levels of experience.



In-Person Focus

Primarily in-person training is preferred, with support for blended models where necessary

GUIDING PRINCIPLES

BELONGING COMES FIRST

Creating safe, seen, and valued spaces for children, youth, and staff.

EVERY PERSON HAS A STORY

Responding with curiosity to lived experience.

RELATIONSHIPS CREATE SAFETY

Connection is our foundation.

ENVIRONMENTS FOSTER GROWTH

Learning without fear or pressure.

EQUITY SHAPES PRACTICE

Adjusting how we lead for real opportunity.

PROVINCIAL VS. ORGANIZATIONAL

PROVINCIAL TRAINING

Shared Foundational Standards



Focus on shared foundational leadership, behaviour management, program planning, and communication skills. It should establish core competencies and universal standards.

ORGANIZATIONAL TRAINING

Context-Specific Day-to-Day



Responsible for context-specific policies and daily program delivery, reinforcing provincial learning through daily supervision and mentorship.

TRAINING PRIORITIES



Behaviour Management & Emotional Regulation

Understanding behaviour as communication and de-escalation strategies.



Communication & Relationship-Building

Practical strategies for interacting with families, peers, and participants.



Inclusion and Cultural Awareness

Embedding belonging and accessibility into practice.



Leadership & Confidence

Decision-making, accountability, and mentorship for new leaders.



Planning and Adaptability

Program design, time management, and applying developmental goals.

Nova Scotia Proposed Training Design

METHODOLOGIES



CONSTRUCTIVIST & COLLABORATIVE LEARNING

Encourages participants to build knowledge together through scenario-based learning and case studies.

EXPERIENTIAL LEARNING

Includes direct instruction and task analysis for technical skills.

RECOMMENDED STRUCTURE



Core Module

3-4 hours covering Program Planning, Leadership, and Communication.



Add-On Modules

Optional topics such as play facilitation, leadership, and inclusion.

FUTURE CONSIDERATIONS

01



Train the Trainer Model

Develop a network of certified trainers to ensure consistent delivery.

02



Resource Library

Establish an online hub for training materials and resources.

03



Organizational Culture

Embed training principles into organizational practices.

04



Evaluation Framework

Assess training impact and refine the framework over time.

Overall, the proposed training framework seeks to enhance the quality of recreation programs by equipping staff with the necessary skills and knowledge, ultimately supporting a consistent, high-quality recreation sector in Nova Scotia.

