



Message From The ACEC Managing Director



Yvonne Atwell
Managing Director, ACEC

I proudly take this opportunity to introduce you to the first issue of our monthly newsletter "The African Nova Scotian Worker". We were inspired

to develop this newsletter to provide information on employment to the African Canadian community and other interested parties in the community.

We hope to offer thought provoking topics that will focus mainly on work issues. Our aim is to convey working "news with a view" that keep community members like you in mind. We plan to provide some insight and bring you up-to-date on employment happenings that you may not be aware of. The newsletter is developed by The African Canadian Employment Clinic (ACEC) which is part of your local community.

In closing, I welcome old and new clients to please drop by to use our services, or just visit the Employment Clinic to say hello.

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*Newsletter editing and design
by Andrea David*

A Rising Community Employment Resource

Finally, an employment agency that African Nova Scotians can relate to

The African Canadian Employment Clinic (ACEC) first opened its doors for service on February 7, 1994. It is sponsored by the African Canadian Caucus of Nova Scotia and CEC/Black Community Workgroup. For those of you who are not familiar with our location, we are conveniently located in The Regal Building at 5663 Cornwallis Street, Suite 100, Halifax, 422-3391.

The Clinic represents an employment resource for members of the Black community. We encourage you to use the services and get information that will be beneficial to your job search. The focus of the clinic is to join with the community in an effort to help people who use the facility, acquire some of the skills they need to access jobs.

"Our philosophy states that by providing its members with practical tools for self-sufficiency through a community-based initiative, the African Canadian community will prosper."

As an employment resource, we have discovered that many individuals need assistance with job search techniques. We try to make certain they are exploring all the options available to them. African Canadian clients who are not job-ready have indicated the need for support in personal counselling and job search skills from agencies. They want access to programs designed to ensure their full participation in the job market.

"We believe that until we take full control of, and responsibility for our community's resources, we shall never be free to advance independently."

A connection must be made between the metropolitan corporate sector and the Black community to support employment equity. By encouraging ongoing education and training, job seekers will be better prepared to enter the workforce.

Clients who register with the clinic will be exposed to an environment designed to promote **pride and confidence** in the individual, as well as in the African Canadian community. This will enable individuals to make a positive contribution; therefore, stimulate the community with skills that will encourage economic growth.

ACEC Services

Community outreach is ongoing as the African Canadian demands more services and information from his or her community-based organizations. It becomes clear that the Employment Clinic must play an active and vital role in providing this service.

We will be offering this service by coordinating quality meetings and focus groups, conducting surveys, and writing newsletters on employment.

Additional Personal Assistance

- Résumé Writing Workshops
- Job Search & Job Interview Workshops
- Creation of Opportunities Between Client & Employer
- Life Skills

Employment Resource

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The corporate work environment and its cultural backgrounds may be unfamiliar to clients, and somewhat different than what they expected. We try to prepare clients by addressing their expectations and concerns.

We are dedicated to promoting positive self-esteem among clients.

ACEC's committed objectives:

- Encourage clients to develop a plan and take control of their job search
- Facilitate exposure to employment opportunities by networking
- Identify services of the Clinic to potential employers who seek African Canadian talent
- Provide the concept of self-worth in African Canadian communities

Our counsellors and other staff members are here to assist you in any way we can. We look forward to providing you with support and information about possible employment opportunities.

The Changing Workforce and How It Effects You

We continue to hear people say that the workforce is changing. What exactly do they mean by this, and is this something we should be concerned about?

What do you think of when you hear the term "changing workforce"?

This may mean something different to each person who answers the question. However, whether we like it or not the workforce and its surrounding environment are rapidly changing, and if we want to grab onto what it offers we may have to alter our routine way of thinking.

Continual changes in our economy may often lead to unpleasant changes in the

workforce. In these circumstances companies are forced to make significant cut-backs and unfortunately staff members can be on the receiving end of the axe.

Some employees may resist technological changes and this may slow down their learning ability to obtain the required new skills. Whether our view of this burst of technology is negative or positive, we cannot slow down a growing globalized economy.

As quoted from the book entitled "Excelerate" by author Nuala Beck:

"...you won't have to get a PhD just to get a job in a fast-food joint. This New Economy is big, and there are huge opportunities in it for you; so don't settle for just any job. Make sure that you fall in love with what you do for a living. Have the courage to live your dreams."

Individual commitment

African Canadians must be alert to workforce transitions and prepare themselves by getting the skills needed to obtain challenging opportunities. The freedom of choice is a wonderful right that we all have. Although good choices can at times be concealed and become more difficult to find than bad ones; nevertheless, we must challenge ourselves to make appropriate choices. We have to be **accountable and take responsibility** for our own decisions.

Self-management plays an important role in the outcome of a person's working journey. Individuals cannot afford to think someone else will take care of them, or mould their future for them. We can be the directors and the producers of our own future. In the end, self-care and individual commitment to achieve your desired outcome can be a fulfilling reward.

Developing a plan for yourself and sticking to it

A key strategy to use when trying to put yourself on the right track of employment opportunities is to develop a plan of action for yourself. There is an essential element that is often overlooked which

will help with developing your plan. That important element is called "goal setting". You may ask yourself, what is goal setting? Goal setting is basically deciding what things in life are important to you and making a personal commitment to accomplish them.

Listing daily, monthly, and/or yearly goals can be a major factor in helping you form your plan. Once you have listed your individual goals, you can now decide what tasks you should perform to help you achieve those goals.

By developing a plan, you can work in a more organized frame of mind which will point you in the right direction towards a focused, happier working journey.

Education and Training Opportunities

It is important to get the education and training that will give you transferable skills in today's job market. Individuals are forever facing new challenges, and as a result, there is a need to acquire flexible skills that allow you to perform more than one job. As African Canadians we must keep our skills current and up-to-date to compete with the demanding and changing employment needs.

"It's not what you study, it's where you apply what you've learned - that is the key. And you'll be further ahead if you apply your special talents in an industry that has a future, rather than in one that doesn't."

Source: "Excelerate" by author Nuala Beck

Education/Training Resources

The African Nova Scotian Training Centre, computer certificate courses 492-0633

Dartmouth East Black Learning Centre, academic upgrading 468-2880

Dalhousie University, (transition year program) 494-3730

Mount Saint Vincent (university preparatory courses) 457-6243