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ASCEND COMMUNITY WORKS

Funded by the Government of Canada's Youth Employment and Skills Strategy | Canada

COHORT 1 REPORT

Date
FEBRUARY 2026

Prepared by
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Land Acknowledgement

We gratefully and respectfully acknowledge that the work reflected in this report took place across the traditional and unceded territories of many Indigenous Peoples in Newfoundland and Labrador, Nova Scotia, and Prince Edward Island.

In Newfoundland and Labrador, we acknowledge the traditional territories of the Beothuk and Mi'kmaq peoples, and the homelands of the Innu, Inuit, and Métis of Labrador. We recognize the ancestral and continued ties of Indigenous peoples to the lands and waters of this region and honour all First Peoples who were here before us, those who live with us now, and the generations to come.

In Nova Scotia, we acknowledge that we gathered and worked within Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaw people. This territory is covered by the Treaties of Peace and Friendship, first signed by the Mi'kmaq, Passamaquoddy, Abenaki, and Wolastoqiyik peoples, also known as the Wabanaki Confederacy, with the British Crown in 1725. We further acknowledge that people of African descent have shared these lands for over 400 years and that strong and vibrant African Nova Scotian communities continue to shape this province today.

In Prince Edward Island, we acknowledge that Epekwitk (Prince Edward Island) is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. The Epekwitnewaq Mi'kmaq have occupied this Island for over 12,000 years. We honour the Treaties of Peace and Friendship, which recognized Mi'kmaq rights and established an ongoing relationship between nations. We are all Treaty People.

As First Peoples have done for generations, we strive to be responsible stewards of the land and to respect the cultures, traditions, and knowledge systems of all who call these territories home. We acknowledge the ongoing impacts of colonization and commit ourselves to continued learning, reconciliation, anti-racism, and supporting the rights of Indigenous peoples and underrepresented communities.

A Note Before We Begin

Before we had data, there were people. Youth filling out online applications to be offered a chance, community sector employers applying to employ those youth; a young person focused on their goal of becoming a part of the workforce, a volunteer Treasurer setting up payroll for the first time at their volunteer-led organization. These were the quiet-yet-exciting moments that preceded what was to unfold in Cohort 1 of ASCEND.

“Support and understanding always help the most.” This, the answer from a youth participant in response to the question “What helped you do well in this program?” From the beginning, ASCEND set out to answer the question of what happens when youth and community sector employers are supported, and their unique barriers, challenges and needs are met with understanding and empathy. Fifty-five youth and 40 employers from across NL, NS and PEI helped answer that question by showing up.

Youth came from all conceivable backgrounds: from rural towns to cities, incomplete high school diplomas to graduate degrees, never having a job before to re-entering the workforce. There are myriad barriers youth face to employment, and each participant had their own barrier, often a unique combination of barriers. Employer organizations were as diverse as the youth: operating in heritage, youth, food insecurity, sport, the arts, environment, 2SLGBTQI+ resources and nearly every corner of the community sector. These youth and employers came together and answered the question ASCEND was asking. Together they proved what happens with support and understanding.

ASCEND is the beginning of some stories, a middle section of others, but certainly not an end. We know the impact of ASCEND will continue long after its last employment placement ends, and the last report is written – it may not all be truly captured in written words, but we know it exists. That whole ASCEND story may be impossible to fully capture in a report, but this report captures some really great parts of that story.

The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

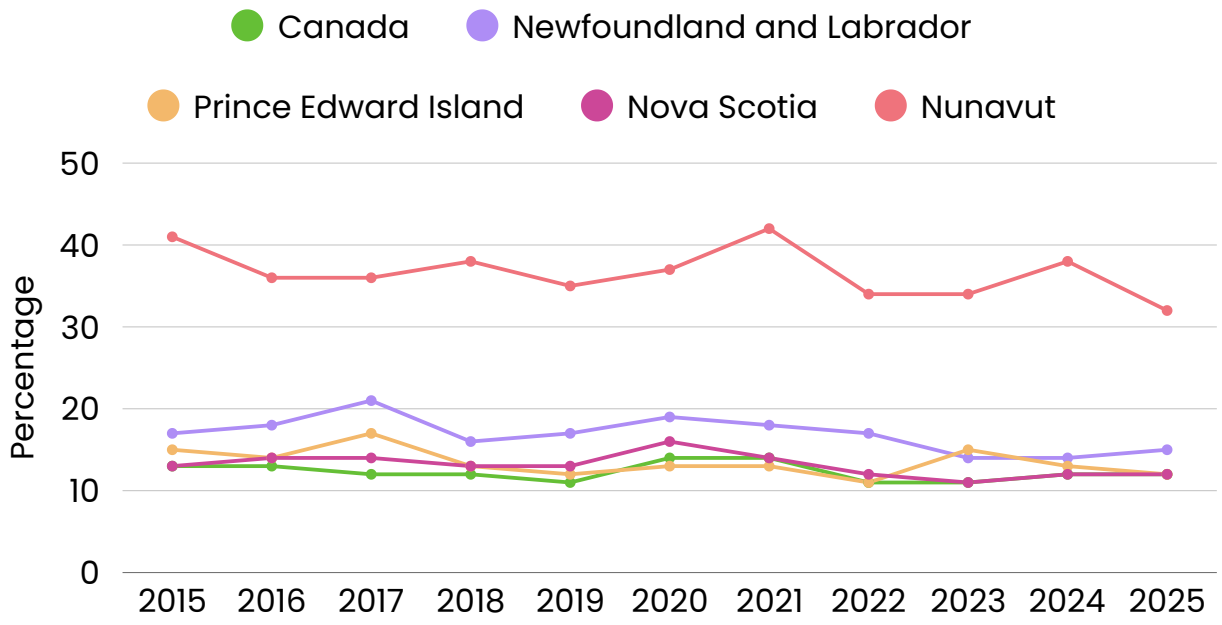
Why ASCEND Matters

Atlantic Canada and the Northern Territories experience disproportionately high rates of youth who are not in employment, education, or training (NEET). Many youth face barriers related to transportation, geography, financial instability, mental health, and limited access to employment opportunities. ASCEND was developed as a community-based, employer-informed response to these challenges by connecting youth with:

- Paid nonprofit employment opportunities
- Pre-employment training and workplace readiness support
- Mentorship, community connections, and wraparound supports
- Opportunities to build confidence, skills, and career pathways

At the same time, ASCEND supports nonprofit organizations by strengthening community sector capacity and creating supportive workplace experiences for youth.

Proportion of youth not in education, employment or training (NEET)



Source:Statistics Canada



Executive Summary



Cohort 1 of ASCEND Community Works supported 55 youth across Newfoundland and Labrador, Prince Edward Island, and Nova Scotia. Participants entered the program facing meaningful employment barriers, including long term unemployment, low income household backgrounds, disability, and limited work experience.

Through structured training and supported placements, youth demonstrated strong skill development, high workplace engagement, and positive employer validation. Weekly monitoring and employer feedback indicate sustained engagement and measurable growth in workplace readiness.
Cohort 1 findings demonstrate that structured, supported employment placements can effectively increase youth confidence, transferable skills, and labour market participation.

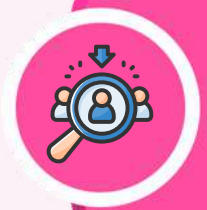
Cohort 1 at a Glance

- **55 Participants**
- **72.7 % program completion rate**
- **3458.9 hours of Pre-Employment Training**
- **4.58 / 5 Average Weekly Experience Rating**
- **22% Retained by Placement Employers**
- **80% of Employers Reported Benefit to Participants**

Program Model

The ASCEND Approach

RECRUITMENT & INTAKE



Community Engagement & Employer Roundtables

- 134 attendees
- 122 organizations represented

PRE-EMPLOYMENT TRAINING



70 Hours Delivered Across 39 Sessions

PAID EMPLOYMENT PLACEMENT



Approximately 19-Week minimum Paid Placements

ONGONING MONITORING



- Weekly participant check-ins
- Monthly employer assessments

POST-PROGRAM EVALUATION



- End-of-placement employer assessments
- Post-participation youth surveys

Cohort 1 Timeline



1

RECRUITMENT

January 1 – May 5, 2025
Community engagement across regions including:

- Employer roundtables
- Information sessions
- Outreach to community partners

Purpose: Identify nonprofit employers and recruit eligible youth participants.



2

APPLICATION PERIOD

March 13 – May 3, 2025
Applications accepted on a rolling basis.

- Youth applications reviewed continuously
- Eligibility verification conducted
- Employer capacity confirmed

This allowed for flexible intake and early placement preparation.



3

MATCHING & PLACEMENT PLANNING

March 13 – May 3, 2025
Matching conducted concurrently with applications.

- Alignment of youth skills and employer needs
- Role clarification and supervision planning
- Start-date coordination

This overlapping process reduced placement delays.



4

PRE-EMPLOYMENT TRAINING

May 5 – May 16, 2025
70 hours delivered virtually.
Training included:

- Workplace communication
- Professional conduct
- Teamwork and collaboration
- Financial literacy
- Mental health and workplace wellness
- Career exploration

Participants completed training prior to placement start.



5

EMPLOYMENT PLACEMENTS

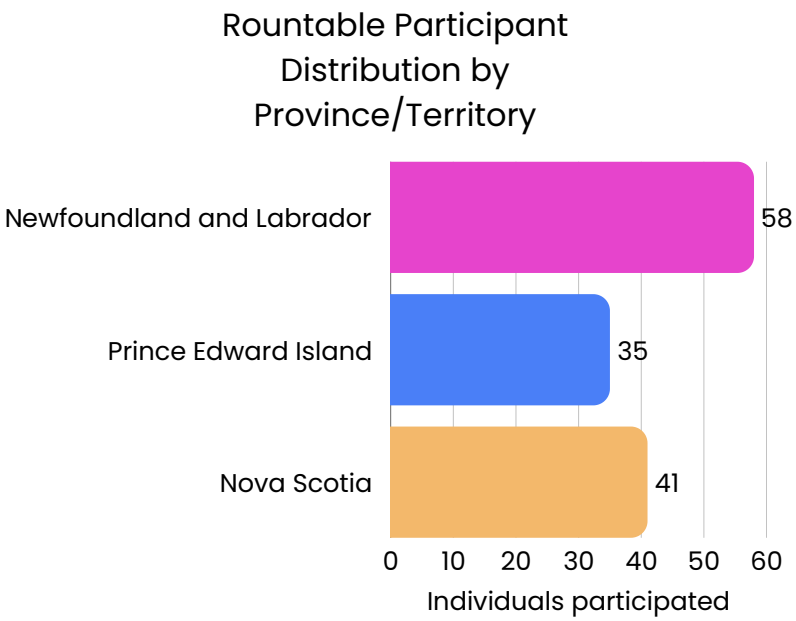
May 20, 2025 – February 6, 2026

- Majority of placements approximately 19 weeks
- Most concluded September 26, 2025
- Ongoing monitoring continued through February 2026

During this phase:

- Weekly participant check-ins conducted
- Monthly employer assessments completed
- Responsive support provided as needed

Employer Roundtables



A key element of ASCEND is to be truly employer-informed; before Cohort 1 officially launched we started by listening to the people who would help make it happen. We gathered potential employers around tables (and screens) for a series of roundtables across the three provinces.

The response was incredible. One hundred and thirty-four people from 122 unique organizations showed up, ready to share, learn, and problem-solve together. Conversations ranged from youth employment challenges and skill development to mentorship needs and program design, but the real magic was the connection. Organizations swapped ideas, traded advice, shared what they've seen work, and built a sense of shared purpose. These roundtables became a space for connection – the ASCEND team listened and took notes, yes, but there was also camaraderie, energy, and a growing excitement for what ASCEND could become.



Participating Employers



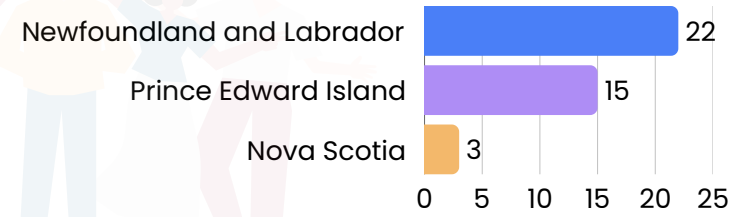
Total Employers

40

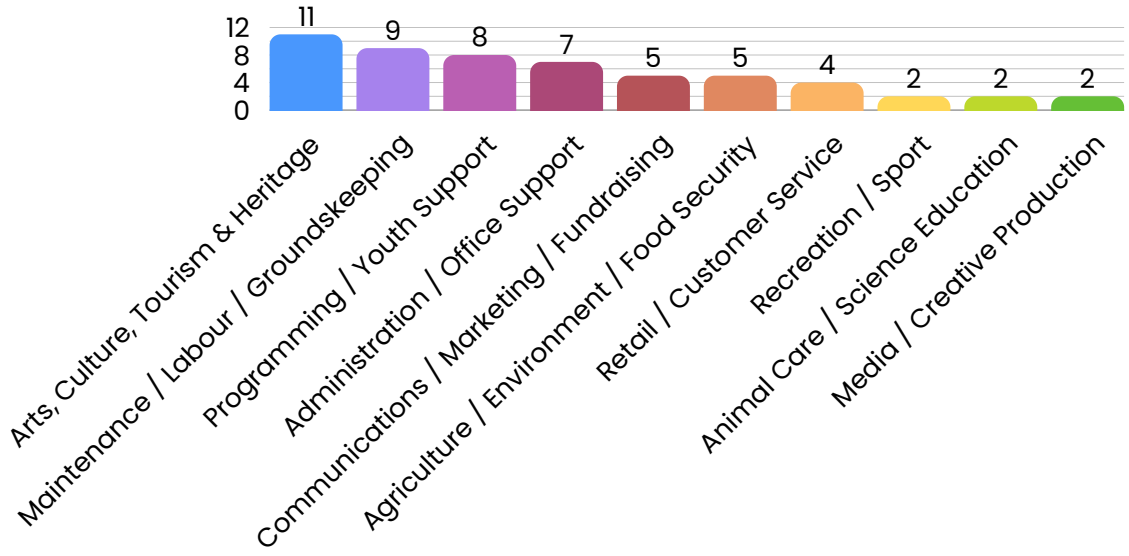
Youth referrals

20

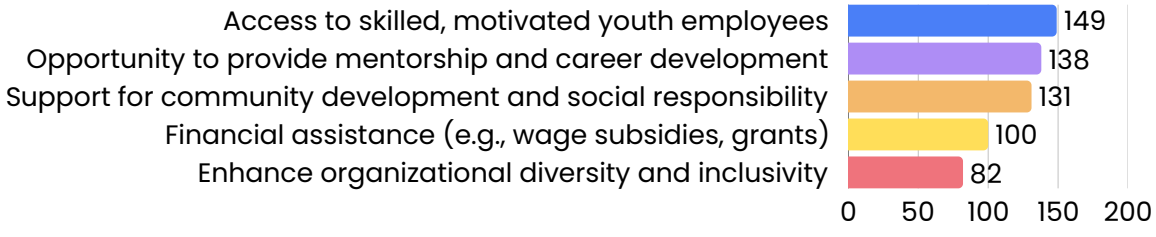
Employer Distribution by Province/Territory



Employer Placement Roles



Employer Motivations for Participation



Weighted ranking of employer responses

- Participating nonprofit employers represented diverse community-based sectors, with the largest concentrations in heritage/preservation and arts and culture
- Additional sectors included health services, environment, recreation and sports, education, justice and human rights, and food security
- The majority of positions required either secondary education or no formal education, indicating broad accessibility for youth with varying educational backgrounds

Participants

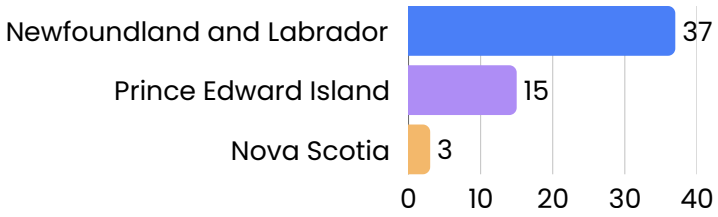


Total Participants

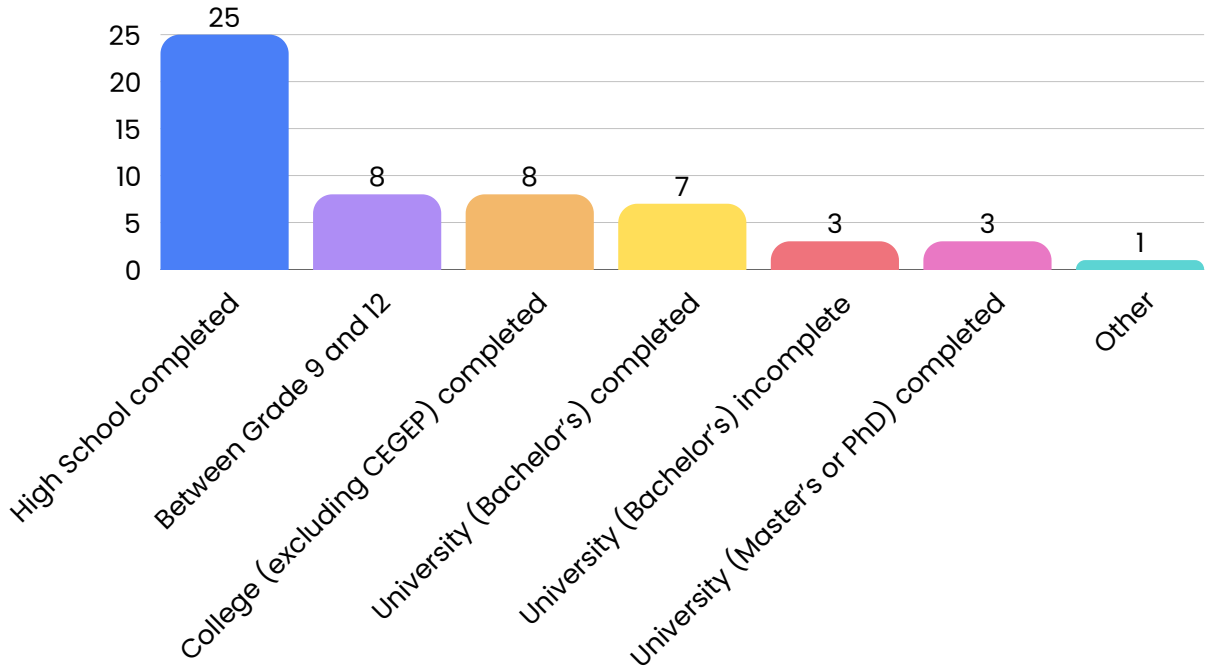
55



Participant Distribution by Province/Territory



Education Status at Entry



Cohort 1 reflected diverse lived experiences and social barriers:

social barriers	69%	low-income household	53%
person with a disability	35%	2SLGBTQI+	29%
Indigenous	7%	income support	33%
literacy or numeracy challenges	14%	Limited family financial support	20%

Motivation and Goals

Gaining Work Experience and Employment

"I've been looking for work for six months and unable to find anything that fits my interests."

Skill Development and Workplace Readiness

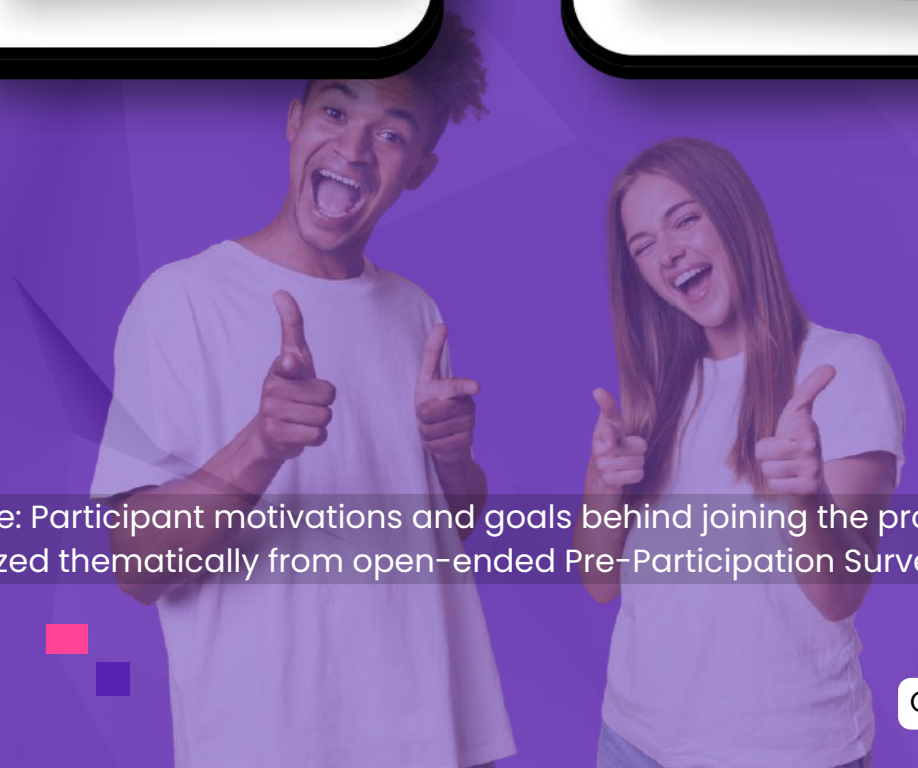
"To be prepared and ready for the workforce."

Career Exploration and Future Planning

"To decide if this is a career path I'd like to look further into."

Personal Growth and Confidence

"The job placement will help my self-esteem and my confidence."



Source: Participant motivations and goals behind joining the program were analyzed thematically from open-ended Pre-Participation Survey responses.

What Supports Success

Clear Communication and Guidance

"Continuous communication and feedback."

Supportive and Inclusive Environments

"Having support and encouragement will help me do well in this program."

Access to Resources and Flexible Learning

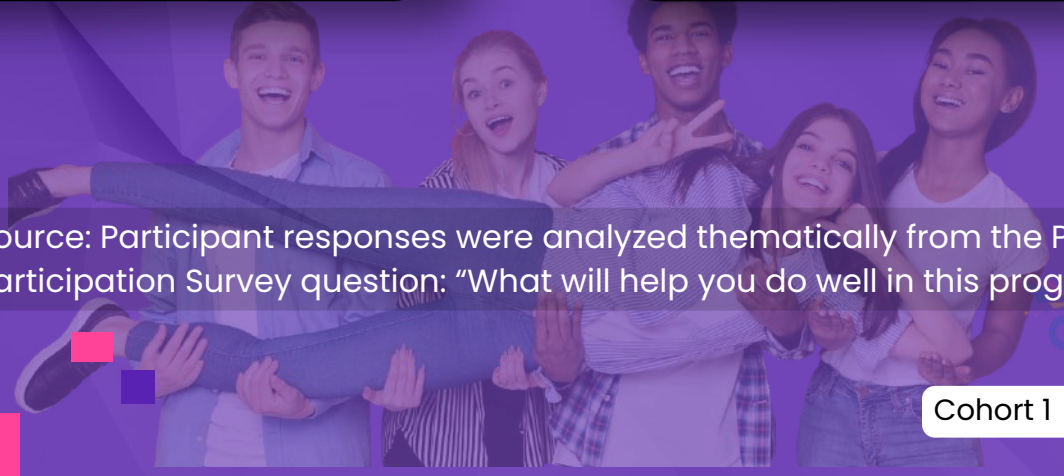
"Giving me enough instruction that I'm not left wondering about any steps."

Motivation and Readiness to Learn

"My motivation to learn and achieve new things makes me interested in everything I'm going to learn."

Structure and Collaboration

"The daily structure of getting up and going everyday."



Source: Participant responses were analyzed thematically from the Pre-Participation Survey question: "What will help you do well in this program?"

Training Impact

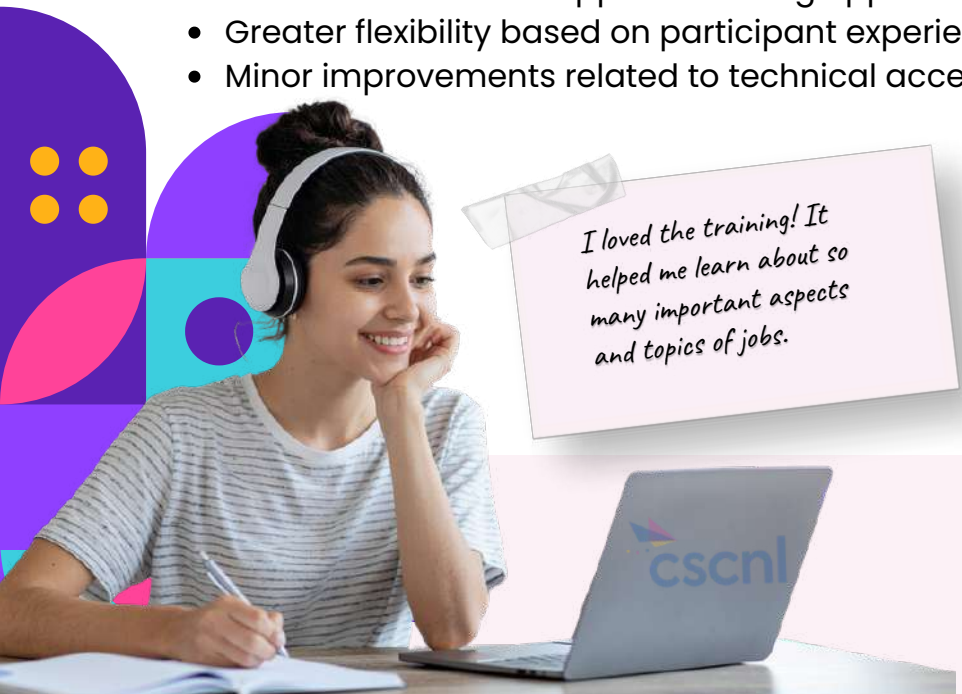
Building Foundational Workplace Skills

Average Training Rating: 3.7 / 5

- Participants completed 70 hours of pre-employment training prior to placement, including training sessions, networking circles, resource sessions, and career exploration activities
- Training focused on transferable workplace skills such as communication, teamwork, problem solving, financial literacy, mental health, and career preparation
- Participants reported increased confidence and preparedness prior to beginning placements
- Highest engagement was observed in sessions related to financial literacy, mental health, cultural competence, and career exploration
- Facilitators and training environments were generally viewed as supportive and accessible

Youth-informed feedback identified several opportunities for improvement, including:

- Better alignment between training content and specific job placements
- Clearer communication regarding schedules and expectations
- More hands-on and applied learning opportunities
- Greater flexibility based on participant experience levels
- Minor improvements related to technical access and logistics



I loved the training! It helped me learn about so many important aspects and topics of jobs.

Everyone and everything was wonderful, I really appreciated the training and all facilitators!

ASCEND Weekly Check-In Framework

01

Weekly Check-In Sent

Every Friday Checkin link is emailed to participants

02

Participant Reflection & Feedback

- Work experience rating
- Challenges
- Support needs
- Open comments

03

CEC Review & Monitoring

- Review responses
- Identify concerns
- Monitor wellbeing & placement stability



04

Insights & Program Adaptation

- Identify recurring trends
- Adjust communication or interventions
- Support continuous program improvement

05

Follow-Up & Support

- Participant outreach
- Problem-solving
- Employer coordination
- Referrals/ supports

06

Ongoing Engagement & Retention

- Continued workplace participation
- Reduced barriers
- Increased placement stability



Employment Experience

Sustained Workplace Engagement

Average Weekly Experience Rating: 4.58 / 5

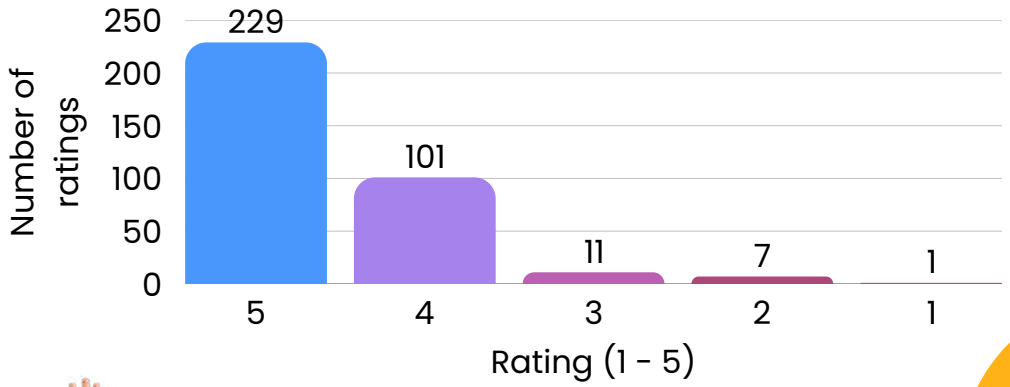
Across 349 weekly submissions:

- 95% reported feeling well-supported
- 98% indicated no immediate need for help

When challenges were reported (14% of check-ins), they were typically situational and included:

- Health or fatigue
- Adjustment to workload
- Learning new responsibilities
- Interpersonal dynamics

Challenges were rarely persistent and were addressed through employer and program support.





Overcoming Challenges

Challenges reported by participants through weekly check-ins reflected experiences and barriers encountered during their employment placements.

Health, Fatigue, and Physical Strain
Participants frequently described tiredness, illness, or physical strain affecting their energy and focus, particularly during adjustment periods or higher workload weeks.

"I was feeling really tired and it made it harder to focus."

Mental and Emotional Wellbeing
Challenges related to stress, anxiety, and adjusting to new environments were commonly reported, especially when managing unfamiliar expectations.

"It was a bit overwhelming trying to adjust to everything at once."

Workload and Time Pressure
Participants noted busy periods, changing tasks, and time pressure, often tied to specific weeks rather than ongoing concerns.

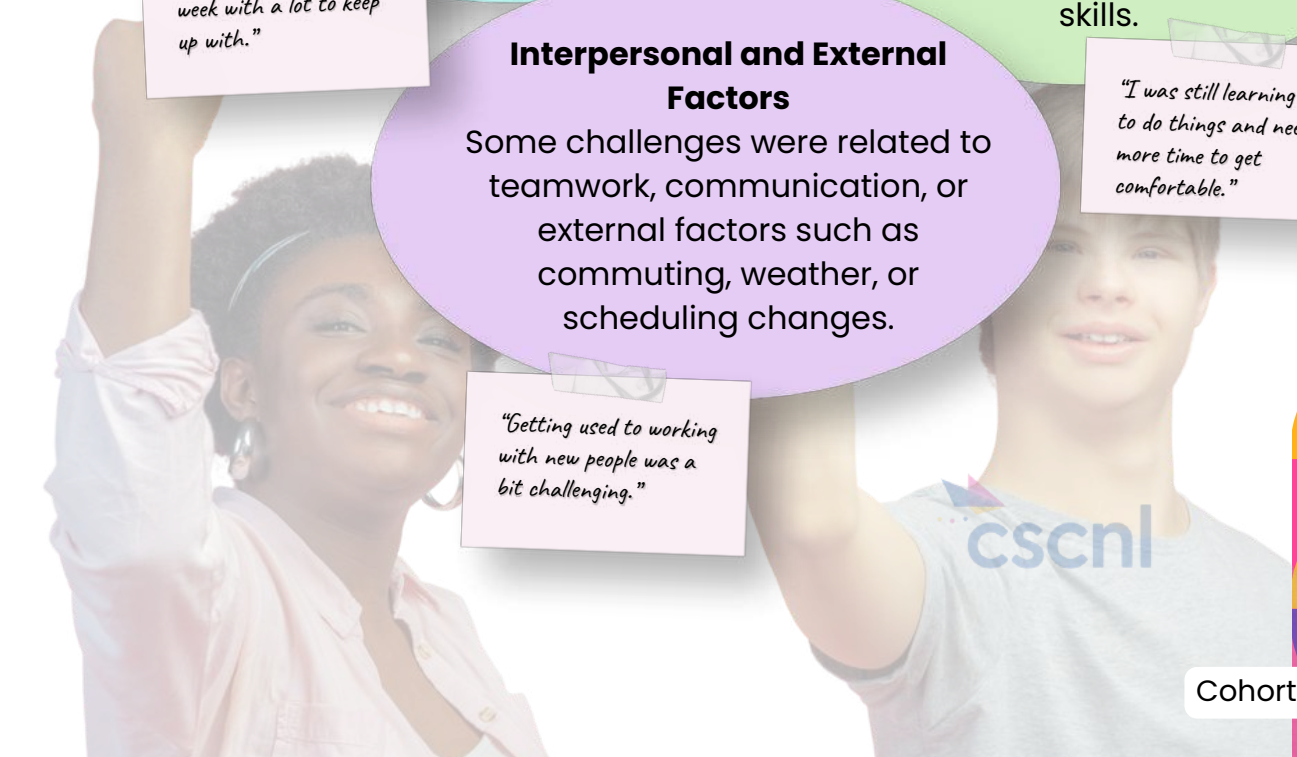
"It was a really busy week with a lot to keep up with."

Learning and Role Adjustment
Many challenges reflected learning new tasks, adapting to workplace environments, and developing job-specific skills.

"I was still learning how to do things and needed more time to get comfortable."

Interpersonal and External Factors
Some challenges were related to teamwork, communication, or external factors such as commuting, weather, or scheduling changes.

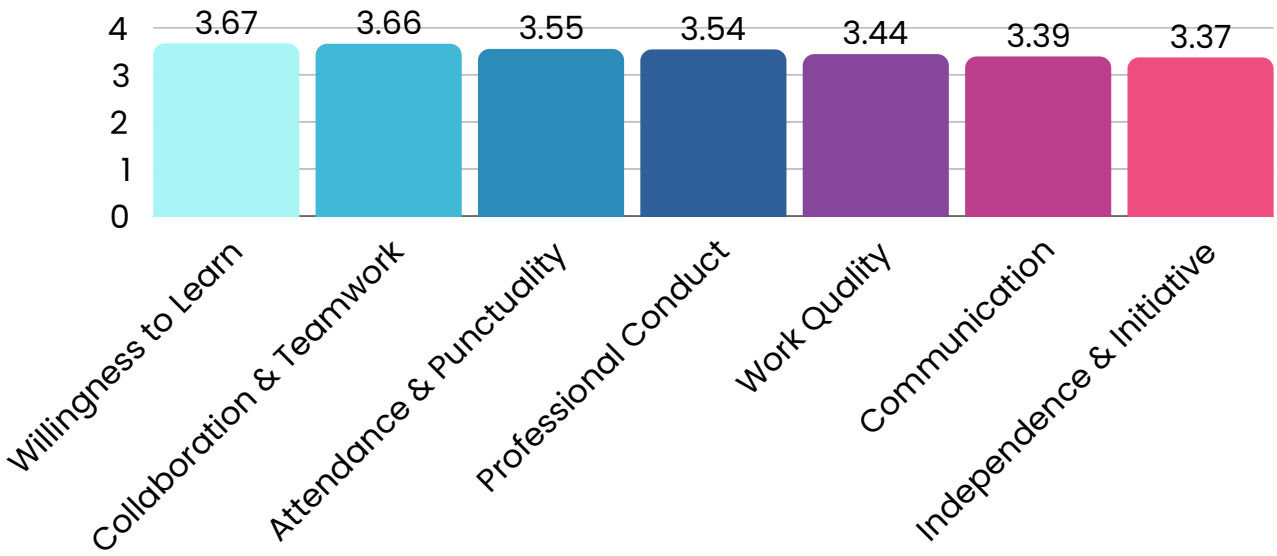
"Getting used to working with new people was a bit challenging."



Monthly Employer Assessments

Employer feedback collected through monthly assessments indicates that participant performance was generally stable to improving over the course of placements, particularly after initial adjustment periods.

Average Monthly Employer Ratings (1–4 Scale)



Chandra is an excellent employee. She has taken initiative on several projects and is eager to help out wherever needed. We are looking into options to extend her employment beyond the ASCEND program.

I am so pleased with this placement. I have never had access to a business student to help me. He brings a lot to the table, and that is very helpful to our organization.



Key Takeaways

- Many participants demonstrated incremental improvement over time, especially in communication, teamwork, and independence
- Some participants maintained consistently strong performance across all reporting periods
- Attendance and punctuality remained stable once routines were established
- No cohort-level declines in performance were observed; lower ratings were temporary and time-specific

Employer Support and Feedback

- Requests for additional support were infrequent
- When requested, support typically related to:
  - Clarifying role expectations
  - Supporting skill development during adjustment periods
  - Addressing short-term challenges related to confidence or workload
- Qualitative feedback highlighted participant openness to learning, responsiveness to feedback, and positive workplace engagement
- Reported challenges were generally framed as part of a normal learning process, not ongoing performance concerns

Christopher has really stepped up and takes more initiative to ensure tasks are done in a timely manner, and works with the team to ensure that best skills are used on tasks, prioritizing time and quality of the work to be completed.

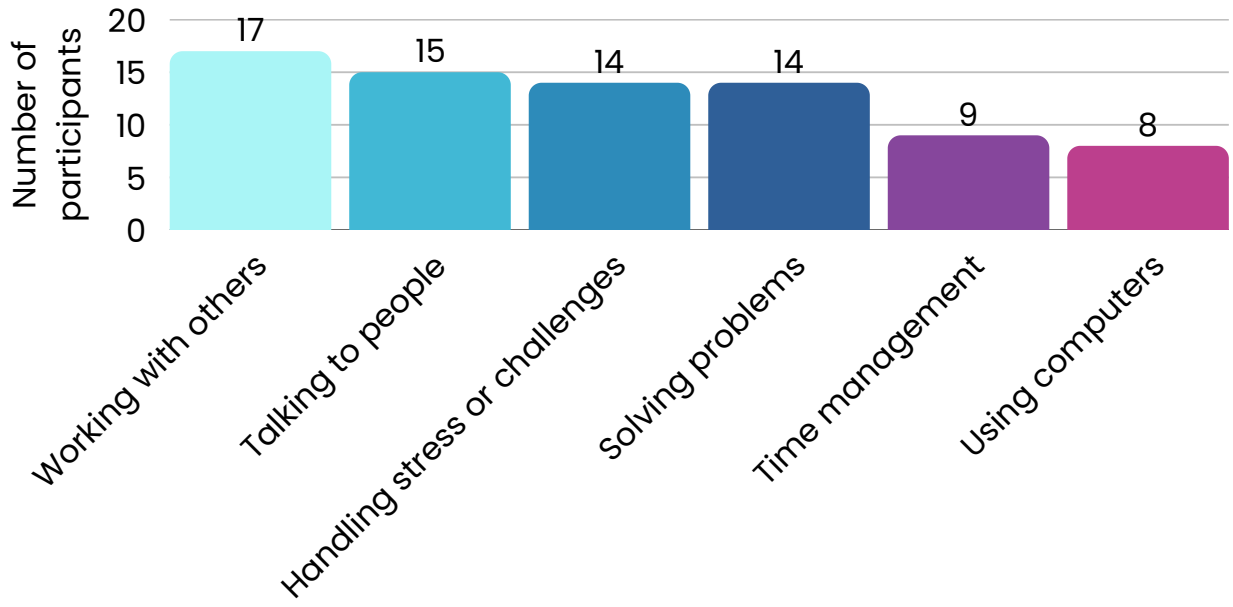
Kianna is working extremely hard and is building a lot of self confidence in her creative ability and work overall. Great listener and communicator.



Post Participation Outcomes

Post-participation survey responses from participants who completed both the pre- and post-participation surveys (22 participants) suggest positive self-reported growth in several key workplace skill areas over the course of the program.

Participant-Reported Skill Improvements



Findings are based on participant self-reported data and should be interpreted accordingly

Key Takeaways

- Key skill areas identified at program entry were also commonly reported as improved at program completion:
  - Handling stress or challenges (16 → 14)
  - Talking to people (14 → 15)
  - Solving problems (13 → 14)
  - Working with others (12 → 17)
- The majority of participants reported meaningful skill development across multiple areas

Participant Voices

I got an extension with my work!! Bless!!

I grew my network ten-fold, and had great collaboration opportunities, which was my main goal.

I achieved having a good routine and learning how to help others understand and how to help conflict resolution when it's necessary.

I really appreciated the check in set up during the placement. The reminder to check in, with the ability to voice concerns or ask for help, but also a format easy to fill out if things are going well.

Good work experience

My job is fantastic! I wish I could have this job forever. I love what I'm doing and I love my co workers. I've never thrived so much in a work environment before in my life.

People I work with are awesome and I feel well supported!

I found a workplace that is a good fit for me as a person and for the skills I have

I found that this program was amazing and I definitely will recommend people to take this opportunity and learn about so much different stuff

I've learned a lot about how non-profits are managed and operated.

I achieved good work experience and community connections

I absolutely love my job so much. I never thought I could thrive at a workplace ever again until I worked here.

Very grateful for the Ascend program!

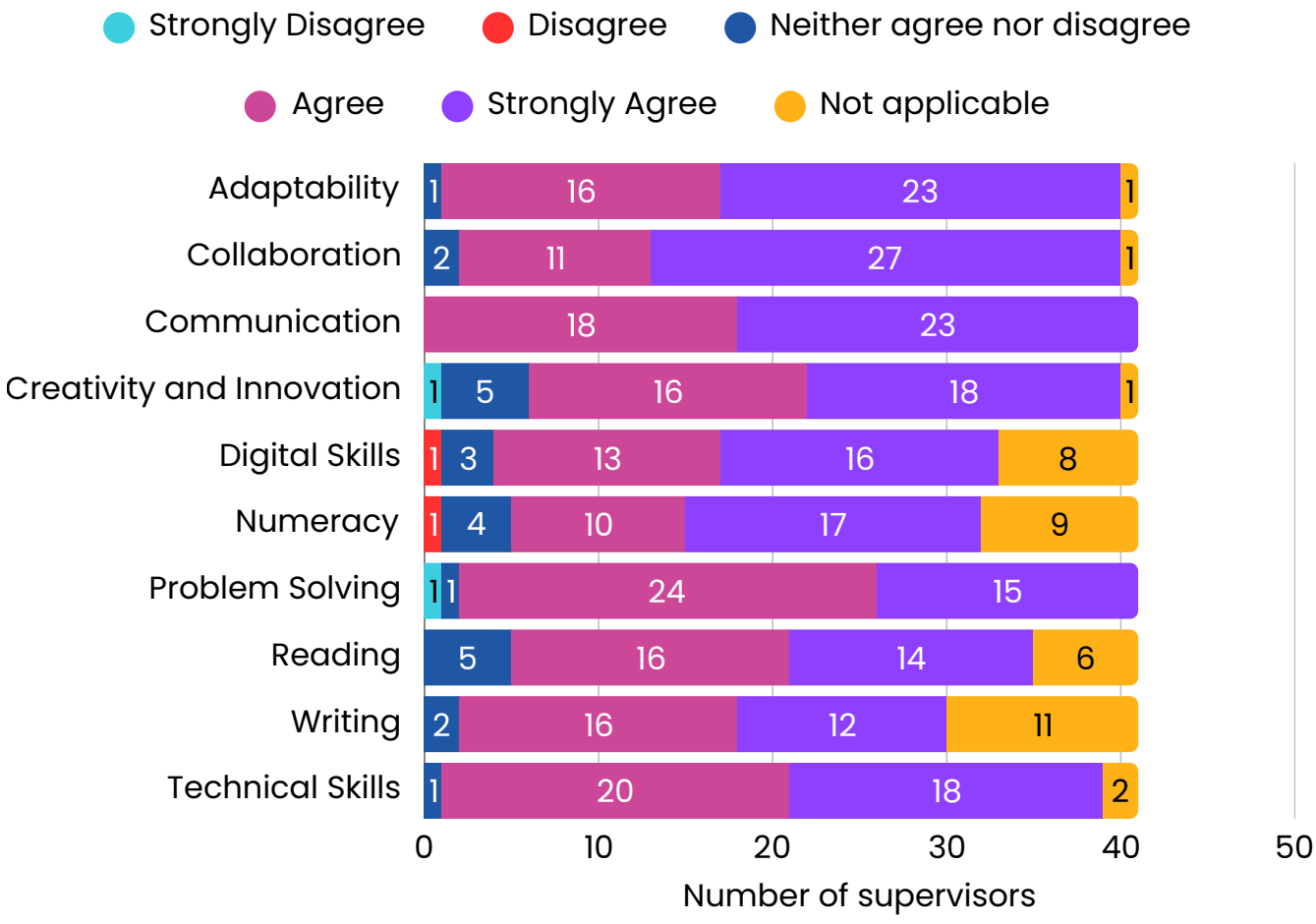
Many adults have told me I am a favorite teacher, so I think I'm winning at life

End of Placement Employer Feedback

End-of-placement feedback was received from 32 employers, with additional end-of-placement skills assessments completed for 41 participants. Feedback highlighted positive participant growth and workplace development over the course of placements, including improvements in workplace skills, confidence, and overall readiness for employment.

Employer-Reported Skill Development at Employment Completion(n = 32 employers)

Supervisors rated each skill development using a level of agreement scale.



Placement Benefits

Employer feedback indicates that ASCEND employment placements provided meaningful benefits to participants across multiple areas of development. All employers who completed final feedback (32 employers) reported that the placement benefitted the participant.

Qualitative analysis of employer responses to the end of placement questions **"Do you believe the ASCEND placement benefitted the participant?", "If yes, please provide brief details."**



Employer Voices



Employer Suggestions for Improvement

Suggestions for improvement were primarily focused on enhancing program delivery.

Employers reported strong satisfaction with ASCEND, describing it as a benefit for both youth and employer organizations. As an employer-informed program, ASCEND continues to adapt based on feedback, strengthening participant supports, workplace readiness, and program delivery. Employers frequently highlighted clear communication, consistent staff support, and the positive impact on participant growth.

Employers offered valuable recommendations to strengthen future cohorts, focusing on participant preparedness, program delivery, and process improvements for both youth and employers.



Participant Spotlights



KC(PEI)

Placed with Sierra Club Canada – Wild Child PEI Forest School.

- Successfully integrated into the team and worked to their strengths
- Received a permanent employment offer before placement completion
- Demonstrated strong confidence and effectiveness in role

What We're Celebrating: Transitioned to ongoing employment

EP (NL)

Placed with Grand Falls–Windsor Community Kitchen.

- Developed confidence, communication, and independence
- Contributed meaningfully to community based work
- Demonstrated strong personal and professional growth

What We're Celebrating: Significant improvement in workplace readiness and confidence





Rebecca (NS)

Placed with Rosefinch Creative (community garden setting).

- Gained confidence and strengthened social connections
- Found alignment with interests and values
- Continued with organization in a new role

What We're Celebrating: Transitioned to continued employment

Rebecca's Story, by Audra Williams



When Rebecca first came to Rosefinch through the ASCEND program, she was very nervous and very quiet. She had been largely out of the workforce for years, after previous experiences had not felt safe or supportive for her as an autistic person. From the beginning, we wanted the Port Medway Community Garden to be a place where she could be herself, move at her own pace, and do real, meaningful work.

The work Rebecca did in the Port Medway Community Garden was genuinely transformational. Our business, Rosefinch Mercantile & Tea Room, donates the land, water, and ongoing costs that allow the garden to exist on our property, but we never could have afforded to invest in paid labour to support the garden -- a huge help to the aging group of volunteers who started the project more than ten years ago.

ASCEND made that possible. Over the spring and summer, Rebecca did an extraordinary amount of hands-on work. She mowed grass, watered regularly between weekly volunteer visits, moved soil, helped plant two new raised beds built with provincial support, and performed Olympic-level weeding. Because of her work, areas that had been overgrown and difficult to access became places where we could plant more food, welcome more people, and imagine new uses for the garden.

One of the most meaningful changes was the creation of a seating area beneath the apple tree. When Rebecca started, that part of the backyard was not a place anyone would have imagined gathering for a community event (unless they really loved goutweed). Now, because of the space she helped reclaim, we plan to host events there from now into the fall. In fact, for the first time in 17 years, the South Shore Public Libraries bookmobile is returning to Port Medway. Rebecca's work helped turn the community garden from a place with potential into a place where community can actually gather.

Over time, Rebecca became part of the wider Rosefinch community too. We learned that she was an enthusiastic and wildly imaginative knitter. One of the most beautiful outcomes of Rebecca's time here has been watching more people discover her creativity. Through a connection she made at Rosefinch, she had a month-long show on the "Small Stuff Shelf" at the Lunenburg Art Gallery, where some of her pieces sold. She also now sells her knitted creatures in our shop, giving her both a secondary source of income and the chance to hear directly from customers who are moved by her work.

Her family told us how much she was thriving here, and that this was the first workplace where she felt truly comfortable being herself. So when Rebecca's ASCEND placement ended, we hired her part-time as a cleaner, and she is doing a fantastic job. We know cleaning is not her dream work. Her heart is really in outdoor work, and the satisfaction of transforming an overgrown space with her own hands. Our hope is to keep supporting her toward that future. We have discussed incubating a small project called Rosefinch Meadows, where she could continue doing garden and outdoor maintenance work in the community.

Thanks to the ASCEND program, Rebecca has widened her social circle, built new relationships, learned new skills, undertaken some barista training, sold her art, stayed in a hotel on her own for the first time, and become a cherished part of our community. She is hardworking, funny, creative, tender-hearted, and deeply capable. We are so proud of her, and so grateful to ASCEND for helping create the conditions for more people to see in her what we do. We hope she can one day see that herself!

Participant Outcomes

Total Participants
55

Completed Placement



41 Participants 75%

Early Exit to :

- **Employment** 11%
- **Education/Training** 4%
- **Other Reasons** 11%

Retained by Employer



12 Participants 22%

Key Insight :

Majority of participants successfully completed placements, with early exits primarily linked to positive transitions or documented personal circumstances. Other reasons include relocation, health or mental health challenges, placement fit considerations.

Future employer engagement



30 employers 94%

Employers were asked whether they would consider hosting another ASCEND participant.

Let's Celebrate!

When Cohort 1 of ASCEND finished, we didn't just wish our participants and employers the best and move on. We invited them to celebrate all their successes and wins with us. There were challenges along the way, of course, but everyone who finished worked hard, rose to the challenge – and we know that's worth celebrating.

It was fitting that the ASCEND Community Engagement Counsellors, who had been directly working with and supporting youth and employers throughout their ASCEND journeys, would be there to celebrate with them. Certificates were handed out, wins were cheered, insights were shared. Everyone who attended got to appreciate how they had all been in this together, and how this was a bigger story than just job placements.

What was your favourite thing about ASCEND?

Employer: "I love enthusiasm, and the ASCEND experience was very enthusiastic!"

What was your least favourite thing about ASCEND?

Youth: "Probably that I can't do it again."











Notes:

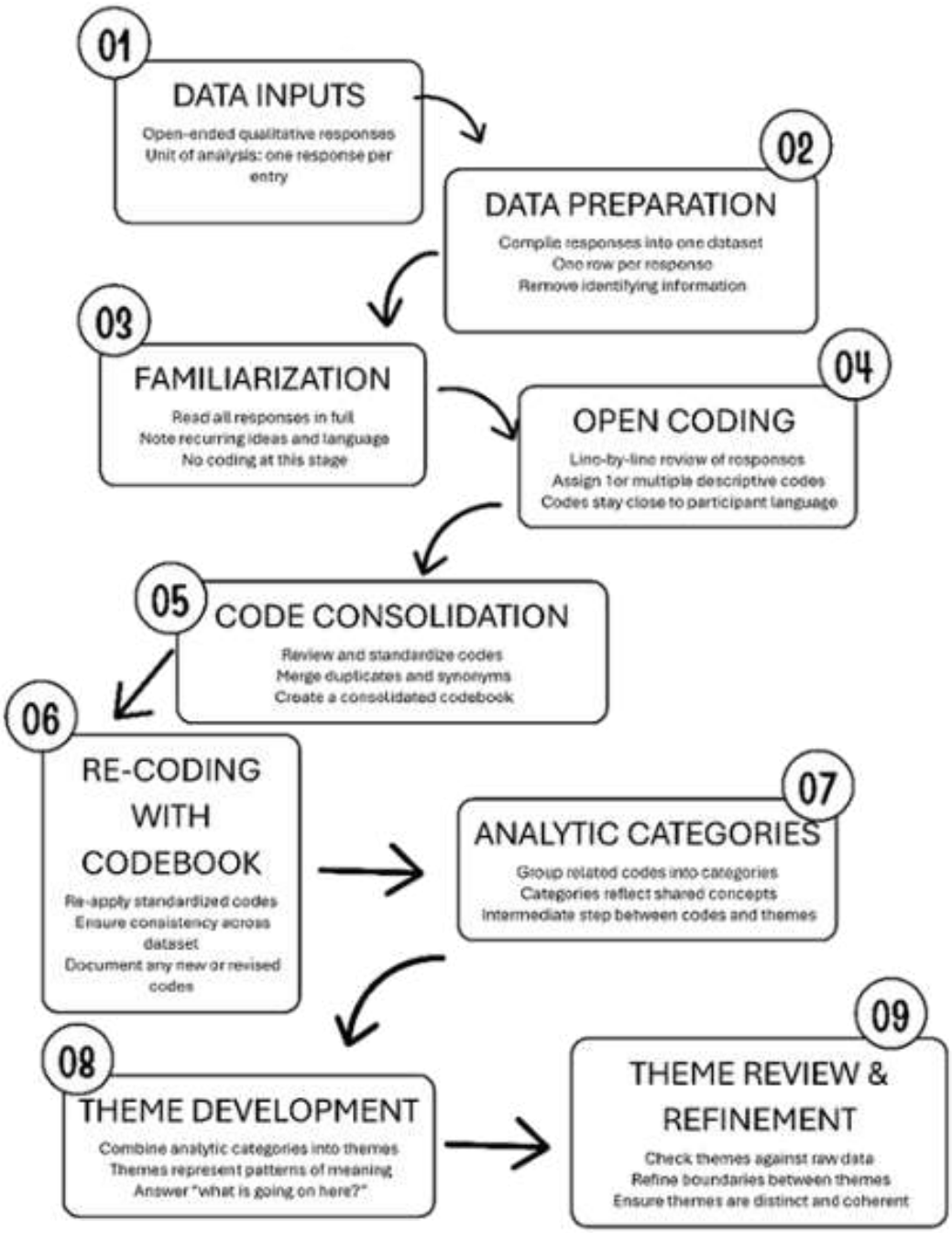
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Data Sources and Methodology

This report draws exclusively on data collected through Cohort 1 ASCEND data collection tools. Each tool captures participant or employer perspectives at a specific stage of program delivery.

The **Youth Intake Form** is used to collect participant-reported baseline information prior to program start, including background characteristics, employment and education status, barriers to work, accommodation needs, and program goals.
An **Employer Expression of Interest** form is used to identify organizations interested in participating in ASCEND and to collect information on employment opportunities, expected skill development, and employer motivation.
The **Pre-Participation Survey** captures participant self-rated skills and confidence before beginning employment, as well as any concerns prior to starting.
Training Feedback form collects participant reflections on ASCEND training sessions, including perceived usefulness, clarity, and relevance to employment readiness.
Weekly Check-Ins document ongoing participant experience during the employment, including how the week went, challenges encountered, whether additional support was needed, and any additional comments.
Monthly Employer Feedback forms collect employer reported assessments of participant performance during the employment across key skill areas, with an option to select "Not Observed," as well as optional qualitative comments.
Following program completion, the **Post-Participation Survey** captures participant self-rated skills and confidence after participation, reflections on what they gained from the program, and reported next steps. **The Post-Participation Employer Feedback** form provides end-of-employment employer assessments, observed skill growth, employment or reference outcomes, willingness to host another participant, and suggestions for program improvement.

Thematic analysis Framework



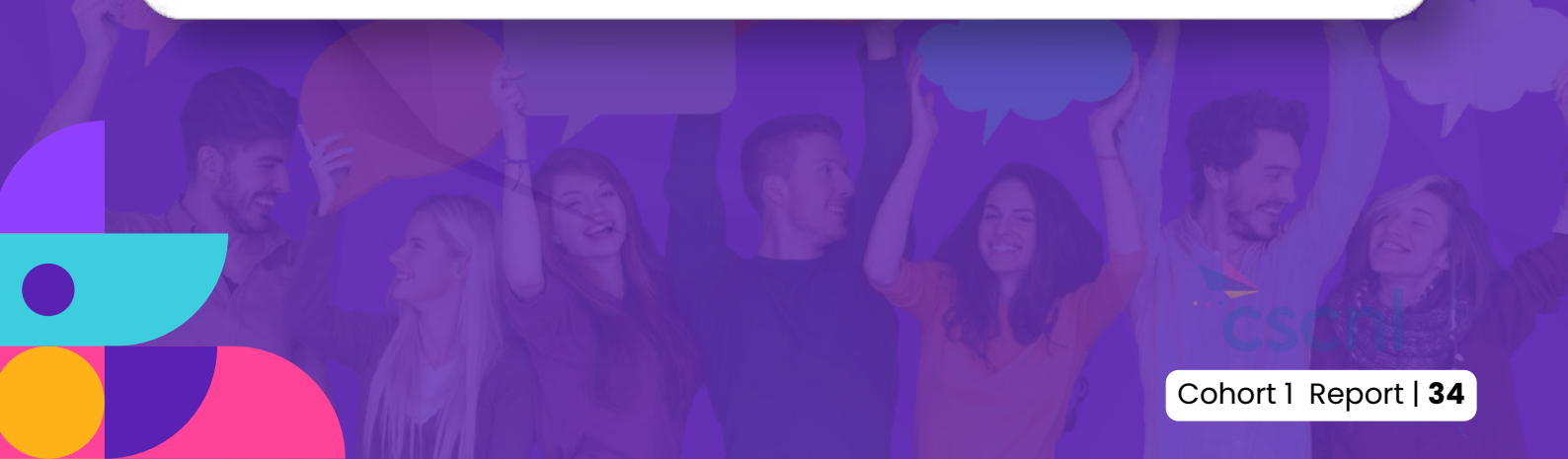
Thank you to our ASCEND Cohort 1 community sector employers:

Newfoundland & Labrador:

- Benoit First Nation
- Bonne Bay Cottage Hospital Heritage Corporation
- Bridges to Hope
- Broadening Horizons
- CYN St. Lawrence
- French Rooms Cultural Centre
- Grand Falls-Windsor Community Kitchen
- Grand Falls-Windsor Heritage Society
- Heritage NL
- Museum Association of Newfoundland & Labrador
- NONIA
- O'Brien Farm
- Our Lady of Mercy Complex Committee
- Saltwater Community Association
- Smallwood Crescent Community Centre
- SPLASH Centre - Harbour Grace CYN
- St. John's Aquarium Inc. | Petty Harbour Mini Aquarium
- Town of Brighton
- Trinity Historical Society
- Wonderbolt Productions
- Y2C
- You are Here

Nova Scotia:

- Centre for Migrant Worker Rights Nova Scotia
- Nourish Nova Scotia
- Rosefinch Creative Inc./Port Medway Community Garden



Prince Edward Island:

- Baseball PEI
- Beaconsfield Historic House
- Canadian Potato Museum
- City Cinema
- Film PEI
- Garden of the Gulf Museum
- Hospice PEI
- Meals on Wheels PEI
- PEI Farm Centre
- PEI Golf Association
- PEI Humane Society
- PEI Transgender Network
- River Clyde Arts
- Sierra Club Canada Foundation
- Tignish Health Cooperative Association Ltd.



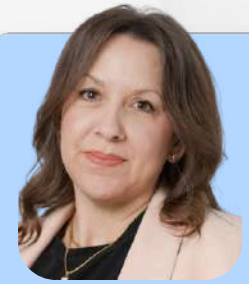
Meet Our Team

ASCEND COMMUNITY WORKS



Corey created ASCEND, secured its funding, built cross-provincial partnerships, and directs CSCNL's community sector capacity programs across Newfoundland and Labrador.

Corey Weir
Director of Sector Workforce & Capacity, CSCNL



Stephanie makes sure every moving part of ASCEND stays in sync, keeping staff aligned, and helps build and lay out the processes that let the rest of the team do their best work.

Stephanie Janes
Program Manager, CSCNL



Arianna curates the training schedule while facilitating the bridge activities between sessions with a blend of structure, warmth, and real-world know-how.

Arianna Echanique
Training Coordinator, CSCNL



Akhil is the research backbone behind Cohort 1, collecting the data and turning the numbers and stories into the insights that fuel funder reports and documents like this one.

Akhil Shaji Babu
Research Associate, CSCNL



Esther keeps the backend running smoothly; processing claims and forms, wrangling schedules, answering participant and employer questions, and making sure nothing falls through the cracks.

Esther Osei-Nkansah
Program Associate, CSCNL



Tiffany is the NL-based frontline support who checks in with youth and employers, coaches through tough moments, celebrates small wins, and helps placements actually work.

Tiffany Drover
Community Engagement Counsellor, CSCNL



Jeanine brings the same hands-on guidance to Nova Scotia, walking alongside participants and employer organizations, troubleshooting challenges, and making sure everyone in her region feels supported.

Jeanine Kazungu
Community Engagement Counsellor, IONS



Christine is Prince Edward Island's anchor - the friendly voice on check-ins, the problem-solver when things get bumpy, and the biggest cheerleader for every youth finding their footing at work.

Christine Batten
Community Engagement Counsellor, CSNPEI



ASCEND
COMMUNITY WORKS

community sector network of pei

NANPO

cscnl

Inspire

Impact Organizations of Nova Scotia

Funded by the Government of Canada's Youth Employment and Skills Strategy

Canada