



Co-op Works



Dear Co-op Employers,

The start of spring always brings feelings of a fresh new start and renewed energy. The Co-op Team looks forward to this time of year as an opportunity to reflect on our successes from the past year and to set new priorities. We take pride in recognizing the accomplishments of Mount co-op students and the opportunities they are able to pursue because of employers like you. Our program would not be possible without the commitment and dedication of our educational partners. Thank you.

We would like to congratulate all of the nominees and winners for our annual Co-op Student of the Year and Employer of the Year awards. This year, we received 36 student and 25 employer nominations. To learn more about the award winners, turn to page two.

The Co-op Office also delivered an Employer Panel Discussion where employers from a variety of sectors spoke about tips and tricks for landing a co-op job and being successful in the workplace. A special thanks goes out to those who attended and to our panel members.

On the topic of growth and new beginnings, Mount co-op students will walk across the stage to receive their diploma in May. Graduation is always an exciting time on-campus for students, staff and faculty members. We know that Mount grads will continue to contribute to society and make a positive impact here in the province and beyond. We have highlighted the story of a recent PR grad on page four who is living proof of the value co-op can bring.

Thank you for your ongoing support of the Mount Co-op program and for providing meaningful opportunities for our students. With over 125 co-op and internship students seeking work terms this summer, we encourage you to get in touch and to hire a student. The Mount Co-op Team makes it easy and is here to support you at every step in the hiring process.

Scott Daniels
Manager, Co-operative Education



Important Dates

- **May 10**
First posting deadline
- **May 15**
First round of postings
- **May 30**
Ongoing postings begin
- **June 9**
First day of interviews

The Mount Co-op Student of the Year Award (2016)

The Mount Co-op Student of the Year Award was established in 1999 to celebrate students' achievements in the workplace and to mark the 20th anniversary of Co-operative Education at the Mount.

A co-op student from each of the following co-op disciplines may be selected for the award: Business Administration, Public Relations and Tourism & Hospitality Management.

This year, 36 nominations were received from co-op employers. The Mount Co-op Students of the Year (2016) were joined by their supervisors and recognized during the Mount Academic Awards Reception on Tuesday, April 4, 2017.

We would like to congratulate:

- **Nicole Simmons, Public Relations**, nominated by Capital Inter-District Soccer League in Halifax, NS for her second co-op work term.
- **Ayano Royale, Business Administration**, nominated by Grant Thornton in Halifax, NS for her third co-op work term.
- **Hazel Manyika, Tourism & Hospitality Management**, nominated by Halifax Marriott Harbourfront in Halifax, NS for her third co-op work term.

The Mount Co-op Employer of the Year Award (2016)

In 2009, we instituted the Mount Co-op Employer of the Year Award in recognition of the 30th anniversary of the Co-operative Education program at the Mount. This award acknowledges employers who has displayed commitment, excellence and longstanding support of the co-op program.

Congratulations to the following employers who received the title of Mount Co-op Employer of the Year (2016):

Maeghan Murphy, Senior Communications Advisor at Nova Scotia Power in Halifax, NS - *Nominated by Morgan Whynot, BPR student*

Kherri Smith, Guest Service Manager at Cabot Links Resort in Inverness, NS - *Nominated by Kathleen MacDonald and Diane Rolle, BTHM students*

Stephen O'Brien, President at Dovekie Solutions in Halifax, NS - *Nominated by Nicole Gaudet, BBA student*



The Communications team at NS Power

Co-op employers share best practices on the hiring process

In an effort to ease nerves and help prepare new students for the job application and hiring process, the Mount Co-op Office hosted an Employer Panel on January 20, 2017. Employers from various sectors, including federal government, corporate, not-for-profit and hospitality joined us to answer questions about what they look for when hiring co-op students.

The session proved to be informative, generating a great discussion among employers and students. Second year public relations student, Breagha MacDonald, commented on how nice it was to have the opportunity to ask questions directly to employers. "I loved having the opportunity to connect with potential employers and introduce myself. They gave great insight and helped ease my nerves."

Thank you to everyone who participated in the discussion! A special thanks to our panel members including:

- Melanie Hepditch, Senior Recruitment Consultant, Scotiabank
- Heather Little, Communications Specialist, Chalice Canada
- Maeghan Murphy, Senior Communications Advisor, Nova Scotia Power
- Jacquelyn Stephen, People Resources Coordinator and Learning Coach, Delta Hotels and Resorts
- Blair Thompson, Regional Talent Attraction & Orientation Consultant, Grant Thornton
- Scott Verret, Regional Manager, Public Services and Procurement Canada



Mount welcomes new President and Vice-Chancellor in July

The Mount is pleased to announce that Dr. Mary Bluechardt will become the next President and Vice-Chancellor of Mount Saint Vincent University beginning July 1, 2017.

Dr. Bluechardt is an experienced academic and administrative leader, with more than 25 years in the post-secondary sector. She is currently the Vice-President (Grenfell Campus), Memorial University, located in Corner Brook, Newfoundland and Labrador. As Vice-President for Grenfell Campus, Dr. Bluechardt is the senior administrator with oversight of the campus. She is also engaged in university-wide endeavours as a member of Memorial's senior management team and Vice Presidents Council.

Prior to her role at Grenfell Campus, Dr. Bluechardt served as Dean of the Faculty of Health Sciences at the University of Ontario Institute of Technology and also Dean of the School of Human Kinetics and Recreation at Memorial University. She served five years with Special Olympics Canada as National Director of Coach Development. She holds a PhD in Exercise Science and Health Promotion from the University of Toronto and is an active community leader, having been a volunteer with Special Olympics Canada for many years.

We are fortunate to have Dr. Bluechardt joining the Mount. She brings with her a strong commitment to building community through inclusivity, healthy and supportive environments, and advancing the needs of students and youth.

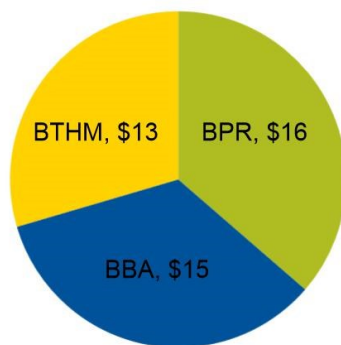


Province committed to retaining new grads through the Graduate to Opportunity Program

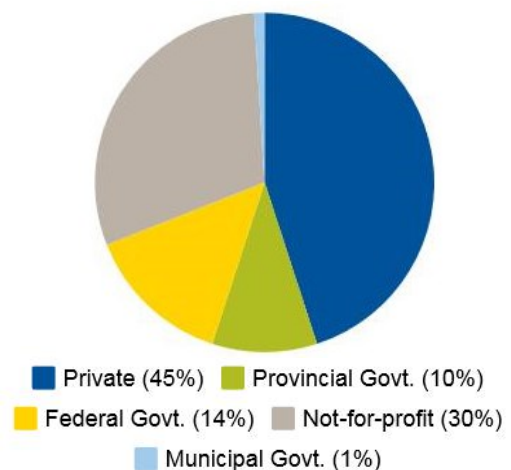
The NS provincial government has been supporting employers and co-op students for many years through its funding programs, such as the Co-operative Education Incentive (CEI) which provides wage subsidy to Nova Scotian employers hiring co-op students. In an effort to retain new grads in Nova Scotia, the Department of Labour and Advanced Education is also delivering the Graduate to Opportunity (GTO) program. This program supports recent graduates by providing funding to organizations that employ them in permanent, full-time jobs. GTO provides contributions of 25% of the new employee's salary in their first year on the job and 12.5% in their second year to eligible employers, including private sector organizations of fewer than 100 employees, start-up companies, social enterprises and not-for-profit organizations. Applications are accepted on a continuous basis through the Labour Market Support System (LaMPSS). Visit <https://novascotia.ca/programs/graduate-to-opportunity/> for more details.

Mount Co-op stats for 2016

Average Salaries in 2016 (\$/hour)



Co-op Employers in 2016 by Industry (%)



Co-op Comes Full Circle

ARTICLE WRITTEN BY LISA MACNEIL, CO-OP COORDINATOR



Samantha Byard and CEO of the Better Business Bureau Atlantic Chapter, Peter Moorhouse

Public relations grad Samantha Byard has a new found appreciation for the co-operative education program and the opportunities it can lead to.

This past winter, Samantha moved to sunny Tucson, Arizona to start planning her wedding with her fiancée. While in Tucson, Samantha was completing the last of her courses via distance and was also interviewing for her last co-op position. The distance came with its challenges and Samantha was beginning to grow nervous about securing a co-op back in Nova Scotia. Although discouraged at times, she crusaded forward and secured a Communications and Marketing Assistant position with the Better Business Bureau (BBB) Atlantic office. She recalls reading the job posting and knowing it was a perfect fit for her skills and passions.

Samantha returned to Halifax to complete her work term with BBB in May. From day one, she said she felt welcomed and supported by what she describes as the “BBB family”. President and CEO, Peter Moorhouse was

committed to giving Samantha the opportunity to grow her skills, while supporting her at every step along the way.

“On my work term, I created a communications plan and a social media plan. It gave me the opportunity to think strategically and to formalize plans for future students. Peter put a lot of trust in me and was always open to talking things out. He made himself available and made me feel more confident in my abilities because he had confidence in my work.”

Going into her last work term, Samantha was committed to putting her best foot forward and taking advantage of every opportunity she could. “I always asked myself how can I further develop my skills to be sure I get a solid reference.” Knowing that she was going to move back to Tucson after graduation, Samantha was also keeping her ear to the ground for full-time opportunities. Halfway through her co-op work term, she came across a Communications Manager position with the Arizona office. Although she didn’t end up getting that position, the BBB team was determined to find a place for her.

The saying “when one door closes, another opens” rings true as a few weeks later, Samantha interviewed and was hired as the BBB Torch Award Coordinator with the Southern Arizona BBB office. She would begin her role in August of 2016.

Fast forward seven months later and not only has Samantha adapted well to the Arizona climate, but she has found the transition into her new role seamless. “This job is amazing and I am so grateful for the opportunity. Being new to this city, I was worried about not having the same connections I do back home. In my role, I have been able to transition really easily. I’m out in the community talking to businesses about the Torch Awards and sponsorship opportunities. BBB is at the centre of the business community and I’m so happy to be a part of this organization. From a professional and personal standpoint, everyone here has made sure this transition is as smooth as possible. BBB will always be near and dear to my heart.”

When asked what advice she would give to co-op students, she says it simply. “Whether it is your first or last co-op term, always give it your best because you have no idea what may come out of it. If you don’t put your best foot forward you could miss out on opportunities. Go in and give it your all from day one.” Samantha would also encourage students to think about the types of things they hope to get out of the experience and to not be afraid to communicate these things with co-op supervisors. “It’s important to take co-op seriously and to think about how you can advance yourself. Co-op supervisors appreciate this and want to help you reach your goals.”

Samantha is a great example of a co-op success!

