PEI Oyster Aquaculture Business Conference
January 29th – 30th, 2020 – Mill River Resort

Title Sponsor

Farming Island Waters With Pride
www.aquaculturepeibi.com
Industry Sponsors

Thank you to the following for their generous donation of product for the Cocktail "Oyster" Hour social and networking event

- Five Star Shellfish Inc
- Prince Edward Aqua Farms
- Raspberry Point Oyster Co
- True North Salmon
The aquaculture industry is a major contributor to the provincial economy with exciting potential for growth.

The Government of Prince Edward Island supports sustainable growth and innovation in aquaculture and we aim to support and grow the sector through collaboration, innovation, technology adoption, market development and market knowledge.

Two new programs this year include the Research and Innovation Growth Program and the Fisheries and Aquaculture Clean Technology Adoption Program. Investments continue to be made under the Atlantic Fisheries Fund. The aquaculture industry has an economic value of more than $90 million and accounts for approximately 2,000 jobs. Aquaculture is one of the fastest-growing food sectors worldwide, and its growth potential is exciting.

The Prince Edward Island Aquaculture Alliance provides outstanding leadership to the industry. A variety of projects over the past year received funding, including:

- Two projects related to public trust;
- Collection of information on the impact from Hurricane Dorian on aquaculture operations;
- A research project to determine the best survey methods to detect the introduction of potential new oyster diseases;
- Support for directors to travel to attend the Canadian Aquaculture Industry Alliance, Annual General Meeting;
- Support through the Atlantic Fisheries Fund for the new Oyster Information and Technology Program;
- Funding support for a mental health support program for Alliance members;
- Support to aquaculturists by partnering with the Department of Fisheries and Oceans on a variety of projects funded through the Atlantic Fisheries Fund.

As well, the oyster and mussel monitoring programs continue. There is great potential to continue the sustainable growth of aquaculture and the Government of Prince Edward Island is pleased to work with the Aquaculture Alliance and industry to achieve this goal.

Best wishes to all of you in the coming year.

Jamie Fox, Minister
Fisheries and Communities
## Agenda: Day 1

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00-9:00</td>
<td>Registration and Tradeshow (Hogan B) with Free Continental Breakfast!</td>
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<tr>
<td>9:00-9:15</td>
<td>Welcome and Opening Remarks – Honourable Jamie Fox, Minister of Fisheries and Communities</td>
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<tr>
<td>9:15-9:45</td>
<td>Business Planning and Access to Support Programs</td>
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<td>9:15-9:45</td>
<td>Business Planning and Access to Capital from your local CBDC - Maxine Rennie, Executive Director, West Prince Ventures Ltd</td>
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<td>9:45-10:00</td>
<td>Farm Credit Canada Loan Options for Oyster Aquaculture - Krista Schurman, Relationship Manager, Farm Credit Canada</td>
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<tr>
<td>10:00-10:30</td>
<td>Immigration Pathways - Mary Hunter, Director, Office of Immigration</td>
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<td>10:30-10:45</td>
<td>Atlantic Fisheries Fund and Oyster Program – Stephen Lewis, Program Officer, DFO – AFF, &amp; PEIAA</td>
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<td>10:45-11:15</td>
<td>Nutrition Break and Tradeshow (Winston’s Lounge and Hogan B)</td>
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<tr>
<td>11:15-11:45</td>
<td>Support for developing Experiential Tourism as part of your business - Trent Birt, Events Development Officer, Tourism PEI</td>
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<tr>
<td>11:45-12:15</td>
<td>Come Out of Your Shell, Building on Your Brand and Business - Melody Dover, Fresh Media</td>
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<tr>
<td>12:15-12:45</td>
<td>Diversifying into a successful tourism operation - Perry Gotell, Tranquility Cove</td>
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<tr>
<td>12:45-14:00</td>
<td>Lunch (included) and Tradeshow (Winston’s Lounge and Hogan B)</td>
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<tr>
<td>14:00-14:30</td>
<td>Developing Aquaculture as an Agri-Food Business</td>
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<tr>
<td>14:00-14:30</td>
<td>Agri Food Programs (CAP) – Chad Smallman &amp; Suzanne MacNeil, Agriculture &amp; Land</td>
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<tr>
<td>14:30-15:00</td>
<td>Modernising Data Collection for the PEI Oyster Farmer – PEIAA</td>
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<tr>
<td>15:00-16:00</td>
<td>Processor Panel – An informal Q&amp;A session with Grower-processors from across Atlantic Canada</td>
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**Agenda: Day 2**

<table>
<thead>
<tr>
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<tr>
<td>7:30-8:30</td>
<td>Registration and Tradeshow (Hogan B) with Free Continental Breakfast!</td>
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<tr>
<td></td>
<td><strong>Human Resources &amp; Occupational Health and Safety</strong></td>
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<tr>
<td>8:30-9:30</td>
<td>Implementing an Occupational Health &amp; Safety Program in Your Workplace - Elizabeth Pederson, Business Consultant</td>
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<tr>
<td>9:30-10:00</td>
<td>Developing a Hydraulic Equipment Training Program – Jamie England, Training Specialist, Hercules SLR</td>
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<td>Navigating Human Resources - Margaret Gallant, HR Consultant</td>
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<tr>
<td>13:00-13:30</td>
<td>Legislative Awareness – Jeff Thompson, OH&amp;S Officer, WCB of PEI</td>
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<tr>
<td>13:30-14:00</td>
<td>TC Requirements for PEI Oyster Farmers - Rob Freake, Marine Safety Inspector, Transport Canada</td>
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<td></td>
<td>Q&amp;A: The importance of OH&amp;S for developing businesses</td>
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R.A.P. Technologies Inc – Title Sponsor
R.A.P. Technologies Inc. is a small green startup company. At the core of its business strategy is to utilize good quality materials, to produce parts for the aquaculture and fishery industries. R.A.P. Technologies Inc. is very proud to build quality oyster cages, designed according to customer specifications. RAP wire panels are individually welded, galvanized, cut then submerged into a PVC coating, so that no sharp end is ever exposed. This makes them easier to handle and prevents corrosion. Marine grade aluminum hangers are then used to fix the floats on the cages. This material is thicker, stronger, does not cut, does not rust, and does not break throughout the life of the cage.
www.raptechs.com

Cage Commander Inc. – Industry Sponsor*
Oyster Cage Commander Inc. is an oyster farm service based in PEI that specialize in setting up and maintaining top culture oyster farms, providing services to promote optimal growing conditions and ensure predator control. Oyster Cage Commander’s staff are experts at oyster farming operations, and we are committed to providing sustainable, reliable, and superior culture farm maintenance. With an excellent service record, we have fostered healthy, responsible working partnerships with PEI’s top culture oyster farming community.
www.oystercagecommander.com

Cooke Insurance Group – Industry Sponsor*
Cooke Insurance has over 40 years of experience servicing the aquaculture sector. This knowledge has enabled us to help aquaculture businesses above and beyond your insurance needs which makes us business advisors first, insurance brokers second. We will always recommend the solution that’s right for you, your family, and your business… even if your policy is not with us. We believe in providing solutions and not dead ends which is why have taken steps to develop a proactive service platform to better enable you to control YOUR insurance. At Cooke Insurance we believe in making insurance investment with a return. For us, it’s all about personal, efficient service delivered through a team approach from our network of Maritime locations as well as Ontario. From personal to corporate... we’ve got you covered.
www.cooke.ca

Go Deep International (GDI) – Industry Sponsor
Since 1996 GDI has been developing, manufacturing and supplying equipment specific to the needs of the shellfish aquaculture industry and its growers. This includes; Aids to Navigation, Substrates for growing shellfish, Suspension buoys, Various oyster floats, components, and structures. All have been developed, and will continue to evolve, around the needs of shellfish growers, locally and internationally. We are here to serve, cooperate, and help as best we can.
www.godeepintl.com
Grandview Welding Ltd. – Industry Sponsor*
Grandview Welding Ltd. is a complete metal fabrication business located in Grandview, PEI. Mainly focused on serving the aquaculture, agriculture and manufacturing industries, we successfully produce high quality products with great customer service. Founded upon the principles of service, professionalism, and accountability, we are committed to exceeding our client’s expectations and forging long-term relationships with a successful cycle of repeat business. We understand the nature of the industries we serve and can offer our clients expert advice on all projects big or small.

www.grandviewwelding.ca

Marine Source – Industry Sponsor
In addition to offering local and regional mariners a selection of hardware and accessories from Mermaid Marine Products and other suppliers, Marine Source are the Canadian distributor for ZF Marine inboard propellers.

www.marine-source.ca

Quartermaster Marine – Industry Sponsor
Quartermaster Marine is a premiere recreational/commercial boating sales, parts and service company in Atlantic Canada, now entering 37 years in business. Featuring the region's largest indoor showroom, including major brands, such as, Bayliner, Sea Ray, Monterey, Boston Whaler, Blackfin, Cruiser Yachts, Malibu, Axis Wake, Carolina Skiff, Harris Pontoons, Crestliner, Mercury Outboards. Also now carrying Mercury SEAPRO commercial outboards.

www.quartermastermarine.com

TRC Hydraulics — Industry Sponsor
TRC Hydraulics prides itself on innovative hydraulic solutions through our Engineering Applications Team and authorized product distribution. We offer the responsive, knowledgeable, and mobile service you require to keep creating efficiencies and reduce downtime. We understand that being fully operational is important to the bottom line.

Project Specialties include; Sales & Service of hydraulic components, Complete Hydraulic Design & Installation, Custom manufacturing, Electronic steering control systems, Kobelt Bow Thrusters Sales & Service, Marine Crane Sales & Service (AMCO VEBA), and RSW Chiller Systems.

www.trchydraulics.com

*These Industry Sponsors do not have a tradeshow booth at this event*
Bio-Food-Tech has been helping business like yours turn your innovative ideas into tangible results. We have over 30 years of experience offering practical, technical solutions to food and bio companies of all sizes. From idea to scale up to the marketplace, we can help support and grow your business. We can assist with monitoring, testing for contaminants, or developing new value-added products. Our proven model of Concept to Pilot to Market has launched 100’s of products. Yours can be next! Come visit us at the PEI Oyster Aquaculture Tradeshow or contact Joy Shinn, Business Development Manager at 902-368-5146, jmshinn@biofoodtech.ca. Check out more info at www.biofoodtech.ca.

Compass Aquaculture Solutions
Compass Aquaculture Solutions provides a Farm Management System (FMS) to clients throughout Canada with farms in NS, NB, PE and BC. With the added benefit of technology, operations can gain efficiencies, analyze trends and results and be proactive in managing their businesses. By implementing our FMS clients will receive a robust system built to their specific needs and paired with hardware that is designed for their often-harsh environments. Clients can utilize the benefits of an extensive solution, without the upfront cost of development or having to keep an IT professional on staff for support.

www.compassaq.com

Enterprises Shippagan Ltd
Enterprises Shippagan Ltd is an Atlantic Canadian group providing an array of commercial fishing and aquaculture supplies such as rope, buoys, bags, netting, chain, hardware, clothing, etc. to fishermen and shellfish growers throughout Canada and the USA. Enterprises Shippagan Ltd is composed of 8 Vernon d’Eon Stores strategically placed in NS and PEI. Other stores within the Maritimes includes a store in Newfoundland, Shippagan NB, and one in Point Sapin NB where we also have our Boat Building and Trap Manufacturing facilities. Our head office and majority of warehouses are located in Shippagan NB where we have an abundance of inventory to properly serve our valued customers.

www.entship.ca

Hercules SLR
Hercules SLR, Securing, Lifting & Rigging is your industrial rigging one-stop shop—Since 1985, we’ve specialized in material handling solutions, inspections, repairs & safety training. We offer securing, lifting & rigging product sales and rental equipment, and services like custom fabrication, engineering, and supply wire rope, chain, rope, safety and fall arrest equipment, hardware & more. Whether offshore or onshore, you’re in safe hands with Hercules SLR’s certified inspectors & technical experts. Need a lift? #FollowTheLion.

www.herculesslr.com
Mitchell McConnell Insurance Ltd.
Mitchell McConnell is a regionally based insurance brokerage that has been specializing in aquaculture and related industries for over 35 years. We developed the first Canadian aquaculture insurance program 30 years ago and continue to be leaders in developing and providing insurance solutions to fish and shellfish growers in Eastern North America. We have developed strong relationships with all global aquaculture insurance providers which affords us the ability to offer products and options unavailable elsewhere. If we can’t do it nobody can.

www.mitchellmcconnell.com

Oyster Gro - BBI Group
BBI Group is the original innovators of floating cage oyster aquaculture and we continue to innovate and evolve our OysterGro® systems to match the demands of tomorrow’s oyster farmer. We offer a proven product range that is unmatched, and we provide the best service in the industry with a partner mentality that our farmers appreciate. Manufacturing with locally sourced, high-quality materials, BBI Group only works with material suppliers who have strict and regulated environmental policies to protect the very waters your oysters grow in. That's the OysterGro way!

www.oystergro.com

Oyster Tracker
OysterTracker is the simplest shellfish aquaculture management platform in the world. It’s like a second brain that helps farmers big and small manage their teams, optimize their farm activities, comply with regulations, and keep up with their inventory. From tracking seed through to harvest to printing out harvester and dealer tags we cover the range of your needs—all from your phone or tablet.

www.oystertracker.com

Spartan Industrial Marine
For over 45 years, Spartan Industrial Marine’s been Canada’s largest manufacturer and supplier for the commercial fishing industry. Whether you are hard at work offshore or relaxing in local waters—Spartan Industrial Marine is your source for high quality marine products and services. We offer a wide range of solutions to those with industrial, commercial and recreational marine interests. We continue that tradition today, paying close attention to our customers needs and providing high quality marine products for the largest ocean vessels and the smallest personal watercraft.

www.spartanmarine.ca
Speaker Biographies

Day 1

Honourable Jamie Fox, Minister of Fisheries and Communities
Jamie Fox is the Minister of Fisheries and Communities. He has served in the military and as a local law enforcement officer on Prince Edward Island. He has also owned and operated small businesses in both P.E.I. and New Brunswick. Jamie is a community volunteer and an active supporter of school breakfast programs in his district of Borden-Kinkora.
Since being elected in 2015, Jamie has served on the Standing Committee on Agriculture and Fisheries and the Standing Committee on Infrastructure and Energy.

Maxine Rennie, Executive Director, CBDC West Prince Ventures Ltd
Maxine Rennie is the ED of West Prince Ventures Ltd and the Alberton Rural Action Centre. Maxine has over 30 years experience in business development in west prince and has a Master of Business Administration degree from UPEI. Maxine and her husband Troy, as well as their two sons, Luke & Spencer, operate a potato and beef farm in Elmsdale. She is proud to have just become a grandmother to her first grandson Liam.

Krista Schurman, Relationship Manager, Farm Credit Canada.
After graduating from the Nova Scotia Agriculture College (Dal AC), Krista moved to Kensington PEI, where her and her husband own and operate a 4acre vegetable greenhouse operation. Along side her farm, Krista has been involved in working with other farmers and business owners, assisting and training in the areas of office administration and bookkeeping. In March 2019, Krista was excited to join FCC and take her education, experience and knowledge and get more involved in all sectors of agriculture.

Mary Hunter, Director, Office of Immigration
Mary Hunter is the Director of the Provincial Office of Immigration in Prince Edward Island. She started her career with the Province of Prince Edward Island in 1998 and has worked most of her career in the Workforce Development area. She has worked throughout her career to assist Prince Edward Island employers address labour force challenges.
She is a graduate of the University of Prince Edward Island. Mary resides in Indian River with her husband Kevin and two boys.

Stephen Lewis, Program Officer, Atlantic Fisheries Fund
Stephen has been with the Atlantic Fisheries Fund Secretariat from its beginning in 2017, working with industry and stakeholders to develop the fish and seafood sector to better meet growing market demands for sustainably sourced, high-quality fish and seafood products. Prior to joining the Secretariat, Stephen spent 11 years working with the Province in Rural Development.
Trent Birt, Events Development Officer, Tourism PEI

Trent is entering his fourth year with Tourism PEI as Events Development Officer, working with a number of leaders across the island to develop various products in the tourism industry. A major focus is expanding Experiential Tourism. He has 25 years experience in event management and business development in the public sector.

Melody Dover, Fresh Media

Melody founded her own branding, digital, and marketing agency, Fresh Media in 2003. Melody has been awarded the 2005 BDC Young Entrepreneur’s Award, and in 2010 Fresh Media won the Growing Business Award from the Prince Edward Island Business Women’s Association. In 2014, Fresh Media was selected as the National Winner for Best Integrated Campaign for the PEI Burger Love campaign from the Canadian Agri-Marketing Association. Most recently, Fresh Media was the winner for 2016 Best Social Media in Canada Award from the Canadian Agri-Marketing Association Awards for their work with the PEI Potato Board.

Perry Gotell, Tranquility Cove Adventures

Perry Gotell is the Owner/Operator of Tranquility Cove Adventures operating out of Georgetown and he has found a new passion for experiential tourism, so much so, that after nearly 30 years of being a professional, bona fide lobster and rock crab fisherman Perry decided to change professions completely. Perry now dedicates his days working in the entrepreneurial realm developing new tourism products in the tourism industry. Perry now entertains guests and celebrities from all over the world. He started Tranquility Cove Adventures in early 2008 and during the past 12 years he has done over 15 TV shows and won many awards including Operator of The Year from TIAPEI, Chamber of Commerce’s - Emerging Business Growth Award and Parks Canada - Sustainable Business Award.

Chad Smallman, Agriculture Information Officer, PEI Department of Agriculture & Land

Prior to this position Chad worked with the Agriculture Insurance Corporation for 15 years as an Agriculture Insurance Officer. He graduated from the University of Prince Edward Island and currently resides in Howlan with his wife and two children.

Suzanne MacNeill, Agriculture Information Officer, PEI Department of Agriculture & Land

Suzanne has with the Department for over 20 years. She is a graduate of University of Guelph's Ontario Agriculture College with a Bachelor of Science in Agronomy. Suzanne resides in Fortune Cove with her husband and daughter.

Peter Bourque – Mitchell McConnell Insurance Ltd

Peter Bourque has been in the insurance industry for over 30 years and has been working with aquaculture insurance since the late 80’s as an insurance broker/risk consultant. Peter has an in-depth understanding of the Aquaculture business as well as key connections into the insurance market serving the aquaculture industry. Peter holds Fellow Chartered Insurance Professional (FCIP), Canadian Professional Insurance Broker (CPIB) and Canadian Risk Management (CRM) designations. He is currently a board member of the Atlantic Canada Fish Farmers Association.
Gary Compton, Compass Aquaculture
Gary Compton is a founding partner and Operations Manager for Compass Aquaculture Solutions and is responsible for strategy, client relations, internal IT infrastructure and hardware field testing. Gary has over 15 years of experience in many different business sectors from small to enterprise markets and also owns another Managed IT Services Company – Compass Technology Solutions Ltd. Gary is professionally driven to create the best technical solution to solve any business challenge. He is an exceptional problem solver and thrives on providing proven solutions in fast paced, time sensitive environments. Gary is a Microsoft Certified Systems Engineer as well as an A+ certified hardware administrator.

Jeremy Noonan, Compass Aquaculture
Jeremy Noonan is a founding partner and Engineering Manager for Compass Aquaculture Solutions and is responsible for development, software architecture and delivery. Jeremy has over 10 years of IT experience, working at all levels from hardware support, through lead programmer and technical architect. In 2005 he began a Computer Science and Mathematics degree at the University of Prince Edward Island. Jeremy gained employment at a software consulting firm where he served for 4 years before moving to a startup focused on e-marketing. Jeremy raised to the position of Technical Lead & Architect at the e-marketing start-up before leaving for his own self-employed consulting firm in 2015, Jeremy Noonan Consulting Incorporated (JNC).

Chip Terry, OysterTracker Aquaculture Management System
I am a product, marketing and technology leader with a track record of turning great ideas into reality. I have helped companies small and large navigate a world being changed by new technologies - both in the US and internationally. Curiosity and a willingness to embrace new challenges has led me on a career trajectory from a PhD in History to management of some of the most sophisticated social media and big data solutions in the world. Getting back to my roots in rural coastal Maine, I've been immersed in the aquaculture industry for the last few years--learning a ton and bringing technical solutions to the most challenging activities on the farm. I continue to be impressed with the ingenuity and grit of the folks who are farming our seas.

Day 2
Elizabeth Pederson
With over 20 years business experience, Elizabeth is passionate about helping people and has instructed adults in business courses as well as worked as a Manager. She is a regular facilitator at the UPEI Professional Development Department. She provides training to Leaders in several areas of Business. As well, for the past ten years, Elizabeth has been providing consulting services in areas such as Workplace Culture, Respect in the Workplace, Leadership, Emotional Intelligence, and any matter related to Workplace Safety. She is a champion for workplace safety and wants to help employers understand their obligations in reference to the Occupational Health and Safety Act of Prince Edward Island. For the past five years she has worked in this area in positions such as Education Consultant with the Workers Compensation Board of PEI and currently as an OHS Officer with Health PEI.
Jamie England, Training Specialist, Hercules SLR

Jamie graduated from Acadia University in 1996 with a degree in Education. Over the years he has added to his educational training by completing Adult Education Programs from Dalhousie University and Henson College. Some of Jamie’s training specialties include H2S Alive, advanced rescue techniques, confined space entry and below the hook lifting operations.

Jamie has vast experience as a trainer in the offshore oil and gas industry as well as manufacturing and construction industries. Some of the programs he has been teaching include; Helicopter Underwater Egress Training (HUET), industrial firefighting, confined space entry and rescue, fall protection, and technical rope rescue. He has been very fortunate to be able to travel the world delivering these programs including areas of Alaska, Scotland, Cuba, Egypt across Canada and the USA.

Margaret Gallant, HR Consultant

Margaret Gallant has spent many years working in HR-related roles. Beginning her career while still in university, Margaret has been a lifelong student of process, product, and people. She has worked in many sectors, private and public including, health, transportation, bioscience, and IT. Margaret's experience as an entrepreneur began with her business Fresh Image 360, which she successfully ran for many years. In recent years she has taken the role of HR Specialist in rural Kings county. Through this role, she has supported many businesses assisting them in building their Human Resources. Margaret delivers person-centered HR.

Jeff Thompson, OH&S Officer, WCB of PEI

Jeff has spent 30 years working with the Dept of Environment as the Surface Water Technician Supervisor, he was also the OHS representative for the Dept. Jeff has also been a part of the Provincial Forestry wildland fire export team for the past four years, traveling to BC and Alberta to fight forest fires and also participate as the safety representative for the Provincial wildland fire team. These past experiences have led Jeff to accept a temporary assignment as the Fishing Safety Specialist Officer with the Occupational Health and Safety Division for the past year.

Rob Freake, Marine Safety Inspector, Transport Canada

Rob is a Naval Architect with 17 years experience at Transport Canada (TC) and has been working with small vessels for all that time. Three years ago, he became TCs Fishing Vessel representative for Atlantic Canada.
CBDC & Rural Action Centre

Serving the Rural Areas of Prince Edward Island

Assisting Entrepreneurs and Community Groups

Programs and services to grow your business and enhance your community!
Prince County’s
Rural Action Centre Locations:

Province wide Toll Free: 1.855.297.9898    Website: www.ruralactioncentres.ca

Alberton – 455 Main St., Alberton – Barb MacDonald, Client Information Officer

Wellington – 48 Mill Rd, Wellington
Rural Action Centre – Alberton
455 Main Street, Alberton, PE
902-853-3616

Looking to start or expand a business? Community groups looking for assistance? We can help!

Maxine Rennie
Executive Director,
CBDC West Prince Ventures Limited

Lucille Brennan
Loan/Development Officer,
CBDC West Prince Ventures Limited

Michelle Penwarden
Project Coordinator/Loans Administrator, CBDC West Prince Ventures Limited

Amy Murphy
Administrative Assistant,
CBDC West Prince Ventures Limited

Scott Smith
West Prince Community Navigator, CBDC West Prince Ventures Limited

Barb MacDonald
Client Information Officer,
Rural Action Centre

Ellen Rennie
Community Development Officer,
Department of Fisheries & Communities

Mitchell Rennie
Economic Development Officer,
ACOA
Rural Action Centre – Alberton
455 Main Street, Alberton, PE
902-853-3616

Looking to start or expand a business? Community groups looking for assistance? We can help!

David Gamble
Business Development Officer, Innovation PEI

Joanne MacDonald
Program Officer, Skills PEI

Susan Williams
Self Employ Benefits Program Officer, Skills PEI

Tammy Rix
Executive Director, West Prince Chamber of Commerce

Carrie Quinn
Executive Director, North Cape Coastal Tourism Area Partnership

Our staff can offer services in multiple languages.

Contact our office today!
CBDC Loan Products & Services

CBDC Youth Loan & CBDC First Time Entrepreneur Loan
- CBDC Youth Loan is designed to provide financing to youth ages 18-34
- CBDC Youth Loan can be used for business start-up, modernization and expansion
- CBDC First Time Entrepreneur Loan is designed to assist those who have never been in business before
- CBDC First Time Entrepreneur Loan targets qualified new entrepreneurs with new business start-up or to purchase an existing business

CBDC Agriculture, Fishing & Aquaculture Loan
- Assists qualified small businesses with financing for a variety of Agriculture, Fishing & Aquaculture purposes
CBDC Loan Products & Services

CBDC General Business Loan
- CBDCs primary business loan product
- Assists qualified small businesses with financing for a variety of business purposes when they might not be eligible for financing through traditional sources

CBDC Innovation Loan
- Designed to assist qualified entrepreneurs with financing for the adoption of new technologies in order to enhance productivity and effectiveness

CBDC Social Enterprise Loan
- Designed to assist social enterprises that offer a revenue generating activity
- Offers tailored financing, training and counselling
What CBDC Loan Products Offer

- All of the above loan products provide for financial participation to a maximum of $225,000 for any given business

- Our participation in the form of a term loan or a loan in partnership with other lenders and loan repayment terms are based on loan circumstances

- Flexible repayment options (if applicable), particularly beneficial to seasonal businesses

- Training, counseling and mentoring are provided
Entrepreneurial Training Fund

- Targeting all businesses
- Provides entrepreneurs up to 90% to a maximum of $2,000 of the cost relating to business skills training in areas such as:
  - Market Development
  - Bookkeeping
  - Feasibility Studies
  - Business Analysis
- Training can be in the form of one-on-one consultation, classroom style courses, seminars and conferences
Consulting Advisory Services Program (CASP)

- Targeting all small and medium enterprises
- Provides clients with financial assistance (75% of eligible costs) to access professional services and expertise such as:
  - Business Mentoring
  - Diagnostic Assessment
  - Market Readiness
  - Innovation Acceleration
  - Market Intelligence
  - Succession and Transition Support
  - Technology Adoption
Consulting Advisory Services Program
Success Story

Ralph Clark & Jason Handrahan, Oyster Point Seed

“It was a pleasure doing business with CBDC. They were very helpful in assisting us in every aspect of our business planning, and recommending we access the consulting program, which helped with the success of our project. Most impressive was they took time to come to our facility and tour our operation.” - Ralph Clark, Oyster Point Seed
Business Planning and Access to Capital from your local CBDC

- Application Process
- Board of Directors
Business Planning

- New Business

- Existing Business
Business Plan

- Introduction
- Ownership & Management
- Business Description
- Market Summary
- Financial
Documentation

- Application
- Quotes (i.e. Equipment)
- Importance of Proper Legal Documentation
  1. Lease or Sublease Agreements
  2. Property Tax Assessments
  3. Purchase & Sale Agreement
     - Purchase of Lease / Land
     - Copies of paid Invoices
- Business Plan or Tax Returns
- Forecasted Sales & Costs (Repayment)
- CRA Documents
  1. Notice of Assessments
  2. HST Number
CBDC Location

455 Main Street, Alberton

902-853-3636

www.cbdc.ca

Maxine Rennie, Executive Director

Lucille Brennan, Loan/Development Officer
FCC financing options for oyster aquaculture

Krista Schurman
Relationship Manager
January 2020
Our mandate:

Supporting **growth** and **prosperity** in Canadian agriculture
All ag, all the time, all across Canada

Our book is strong:

$38 billion portfolio

100,000+ customers

1,900 employees
All ag, all the time, all across Canada

- Input suppliers
- Equipment dealers and manufacturers
- Livestock trucking

Primary producers

- Food processors and manufacturers
- Wholesalers and distributors
Solutions that work for the ag industry
We also believe in collaboration
Oyster production
FCC Young Farmer Loan
FCC Young Entrepreneur Loan
FCC Young Farmer Summit
Charlottetown
February 22, 2020
FCC Women in Ag Summit
Halifax
April 18, 2020
Join FCC Vision

- FCC’s national ag research panel
- Shape the future of ag
- Answer surveys and earn rewards

FCCVision.ca
“Prince Edward Island: A Global Workforce”

Presentation for PEI Oyster Aquaculture Business Conference

January 29, 2020
Agenda

• Demographics in Canada and PEI
• Immigration in Canada and PEI
• Current Immigration Pathways
• Opportunities for Aquaculture
WHY IS IMMIGRATION IMPORTANT TO CANADA?

1.6 Canada's fertility rate, which is ranked 181st globally, is well below Canada's replacement rate of 2.1

Immigrants TODAY make up 65% of Canada's net annual population growth

Almost 100% of Canada's net population growth will be through immigration by 2035

350,000 Estimated number of immigrants Canada will need annually by 2035 to meet its workforce needs

Canada's acceptance of immigrants on humanitarian grounds demonstrates compassion, leadership and enhances Canada's global standing

IMMIGRANTS...

- boost trade ties between Canada and the world
- strengthen culture and diversity
- are motivated, innovative and entrepreneurial

25% of Canada's population will be over 65 by 2035

5,000,000 Canadians set to retire by 2035

Canada's worker-to-retiree ratio TODAY

Canada's worker-to-retiree ratio in 2035
Immigration in Canada

- Immigration – Economic, Family & Refugee Categories

- Economic Immigration 198,000 (60%)

- Provincial Nominee Programs within the economic category with a 2019 target of 61,000;

- PEI receives 1,200 family unit nominations annually (PNP and Atlantic Pilot)
Partners in Immigration have requested an increase in Economic Immigration to 65% of the total to support workforce development.

Provinces role is within Economic Category – PNP and Atlantic Pilot

\[ PEI = 1,200 \]
PEI Immigration Landings.

Refugees

Family Class

Economic

Immigrants –
IRCC

Economic

Immigrants -
PNP

Refugees

(protected
persons)

Total

<table>
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<th>Year</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
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<td>70</td>
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<td>1435</td>
<td>955</td>
<td>1930</td>
<td>2050</td>
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<tr>
<td>Refugees (protected persons)</td>
<td>80</td>
<td>55</td>
<td>35</td>
<td>60</td>
<td>110</td>
<td>265</td>
<td>90</td>
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<td>1,740</td>
<td>1,100</td>
<td>1,000</td>
<td>1,630</td>
<td>1,210</td>
<td>2,315</td>
<td>2,350</td>
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</table>

Did you know...

85% of activity in PEI since 2017 has been to support workforce requirements.
Immigration Pathways

Permanent Residence

Provincial Nominee Program
- Critical Worker
- Skilled Worker
- International Grad

Atlantic Immigration Pilot
- Atlantic Intermediate Skilled Program (AISP)

Temporary Residence

Temporary Foreign Workers (TFW)
- Labour Market Impact Assessments (LMIA)
- Open Work Permits

International Students (Post Grad Work Permits)
PEI Aquaculture Industry

- Managers in aquaculture (0823) – NOC 0
- Fishing vessel deckhands (8441) – NOC C
- Aquaculture and marine harvest labourers (8613) – NOC D
Immigration and Aquaculture

• 24 applications processed in 2019 through labour categories for Aquaculture

• Atlantic Immigration Pilot; PNP Labour

• Opportunities for LMIA- 180 day (no cap)
  - 9 month
  - 1 year
Employer Needs Assessment

1. Is the position permanent full-time

2. What skill and education level does the position require

3. What level of language

4. How many years of related work experience

5. Is the pay offered comparable to prevailing wage in the province
Future Considerations

• 20% of our workforce is above 55 in 2025 that will grow to 25%

• Immigration will be required to supplement domestic labour

• Preparation is key, and we want to help!
Contact Us

Street Address: 94 Euston Street, 2nd Floor, Charlottetown, Prince Edward Island C1A 1W4

Mailing Address:
PO Box 1176, Charlottetown, Prince Edward Island C1A 7M8

Tel: 902-620-3628   Fax: 902-368-5886

Website: www.immigratepei.ca
Email: immigratepei@gov.pe.ca
• Annex – Additional Slides
  – Cost of Immigration Elements
  – Recruiters and Consultants
Foreign National

- Language ($225 valid for 2 years)
- Education Credential Assessment ($200 valid for 5 years)
- Work Permit ($155)
- Permanent Resident provincial application ($300)
- Federal Permanent Resident ($1040 – spouse $1040 dependents $150)

Employer

- Employer Compliance Fee $230
What Employers Need to Know

Recruiter, Consultant or Employer cannot

- Produce or distribute false or misleading information
- Take possession of or retain a foreign national’s passport or other official documents or property
- Misrepresent employment opportunities (position, wages, duties, length of employment)
- Threaten deportation...
Foreign Nationals can not be charged a fee for a job offer;
Any form of financial reward to employers in exchange for a job offer contravenes the act;
Using a consultant we recommend you have a written agreement outlining the services;
Be careful of anything that sounds to good to be true, ask questions, know who is receiving compensation for the services received.
Atlantic Fisheries Fund

The program will help Atlantic Canada’s seafood sector meet growing market demands for products that are:

• high quality
• value added
• sustainably sourced

Contributions of more than $400 million will be invested over 7 years to help the sector transition to the future.
AFF Funding Model

• Partnership: Canada and the 4 Atlantic Provinces
  – Joint Management, Delivery and Approvals
  – Cost-shared 70/30

• Atlantic Component: $295M Fed + Prov 30%

• National Marketing Pillar - $30M + additional from all participating Provinces & Territories
AFF Purpose – Atlantic Region

- Transform and drive innovation in the Atlantic fish and seafood sector
  - **Innovative** processes and technologies in harvesting, processing and aquaculture sectors
  - **Infrastructure/new technology** investments to improve quality, productivity and sustainability
  - **Science Partnerships** to enhance knowledge and understanding of changing oceanic conditions
Program Assistance

• Commercial Enterprises:
  • Assistance Rate (all Government sources)
    - Up to 80% (less than 20 FTE), up to 75% (20-499 FTE) or up to 50% (500+FTE)
  • Type of Contribution
    Contribution Less Than $100,000
      - Non-Repayable
    Contribution Over $100,000:
      - Conditionally Repayable, Repayable or Non-Repayable*
Program Assistance

• Non-Commercial Organizations:
  • Assistance Rate (all Government sources)
    Up to 80%

• Type of Contribution
  Non-repayable
Approval Activity by Province

- PEI, 43 Projects: $15,298,633
- NB, 60 Projects: $24,695,780
- NS, 108 Projects: $18,692,428
- NFLD, 190 Projects: $32,229,798
PEI Results by Pillar and Sector

**Pillars**
- Infrastructure: $13,336,261
- Innovation: $1,962,372

**Sectors**
- Fisheries: $2,506,755
- Aquaculture: $7,915,147
- Processing: $4,876,731
PEI Fisheries

- Automated long lines and sustainable harvesting technology
- Various onboard handling equipment related to improving the quality of fish when harvested
- Electronic and new technology adoption for increasing efficiencies and sustainability (e.g. Notus Echo system for shrimp fishery)
- Pilot testing alternative, sustainable harvesting technologies for crab and lobster fisheries
PEI Aquaculture

- Acquisition of automated grading equipment for oysters
- Productivity and efficiency improvements in grow-out gear for shellfish aquaculture
- Adoption of new technologies to upgrade grow-out sites and hatcheries (shellfish and finfish)
- Research on innovative solutions for treatment of sea lice (finfish)
PEI Processing

- New technology/state-of-the-art processing equipment to gain efficiencies and automate; as well as reduce energy consumption
- Demonstration of new technology for live lobster holding
- Acquisition of Automated live lobster grading systems
Canadian Fish and Seafood Opportunities Fund (CFSOF)
National Marketing Pillar

• First announced on June 28, 2017 by Minister LeBlanc at CCFAM

• Launched on Dec. 5, 2018; Initial expressions of Interest closed Jan. 11, 2019

• 16 expressions of interest were received; 8 invited to full proposal and were received May 3, 2019

• First seven project approvals on September 6, 2019
Questions?
Mel Pasher

Program and Administration Officer
at PEI Aquaculture Alliance

FARMING ISLAND WATERS WITH PRIDE
Oyster Infrastructure and Training Program (OIT Program)

**Purpose of the Program**

* Purchase of Equipment
  * To address labour shortages,
  * Expand oyster seed rearing capacity,
  * Enhance traceability and record keeping,
  * Improve the maintenance of product quality
Oyster Infrastructure and Training Program (OIT Program)

Purpose of the Program

* Access Training and Educational Opportunities
  
  ▶ Enhance oyster growers’ professional and business skills
  
  ▶ Prepare employees with necessary basic skills

FARMING ISLAND WATERS WITH PRIDE
Oyster Infrastructure and Training Program (OIT Program)

- Workstation platforms, associated equipment, and floating nursery systems

  * One-time contribution up to 75% of eligible equipment expenditures, up to a maximum of $50,000 per year.

  * The maximum assistance each applicant is eligible for over the life of the Program is $50,000.
Oyster Infrastructure and Training Program (OIT Program)

- **Insulated Containers (Exactor Tanks)**
  - One-time contribution up to 50% of eligible equipment expenditures, up to a maximum of $5,000 per year.
  - The maximum assistance each applicant is eligible for over the life of the Program is $5,000.
Oyster Infrastructure and Training Program (OIT Program)

- **Farm Management/Inventory Tracking**
  - One-time contribution up to 50% of eligible equipment expenditures, up to a maximum of $5,000 per year.
  - The maximum assistance each applicant is eligible for over the life of the Program is $5,000.
Oyster Infrastructure and Training Program (OIT Program)

**Employee Training**

* Up to 50% of eligible employee training costs, normally up to a maximum of $500 per individual employee and $2,500 per applicant.

* The maximum assistance each applicant is eligible for over the life of the Program is $5,000.
Oyster Infrastructure and Training Program (OIT Program)

- **Professional Development**
  * Up to 80% of eligible course costs, up to a maximum of $1,000 per course
  * The maximum assistance each applicant is eligible for over the life of the Program is $2,000.
Oyster Infrastructure and Training Program (OIT Program)

Mel Pasher

Direct Line: 902-626-8197
Main Office: 902-368-2757
Email: program@aquaculturepeí.com
WWW.aquaculturepeí.com

FARMING ISLAND WATERS WITH PRIDE
EXPERIENTIAL PRODUCT DEVELOPMENT
Why Experiential Tourism

Research by CTC/ Destination Canada and others shows:

- A socio profile or Personality Type that wants to engage in the local culture, experience the creation of something under a local expert.
- Who does this affect - everyone of you interested in increasing revenues.
- Destination Canada needs to focus on Selling Specifics to attract the attention of wholesalers.
Layers/Levels of Product

- At the LURE level, Province markets “off Island” our Pastoral scenery and coastline are the 2 largest motivators.
- At an ICON level- we need to sell specifics like coastal touring, beaches, festivals, golf, & ANNE.
- At the Regional level – we need to be even more specific in offering value added experiences through itineraries, themed tour, loop tours, and experiential packages to increase our revenues.
What is Experiential Tourism

- *Experiential Tourism is:*
- learning-by-doing.
- engagement, participation, and active involvement.
- creating ways for everyone to learn, to take part, to walk, to cook, to create music, to produce art and/or crafts, to have conversations with each other and to experience people, places, stories, ideas, and;
- to take part in unique things to do in the area.
Criteria for Certification as an Authentic PEI Experience

• Hands-On Activities
• Community Experts
• Use all Five Senses
• Unique to PEI
• Personal, Unique and *Intimate* experience for each visitor
• Public Safety
• A Food Safety Handling Course is mandatory when food is being provided as part of the experience
All experiences that offer food must post a sign/notification developed by Tourism PEI at the location where the experience is sold. The notification indicates the experience is not a licensed food activity, however the providers have met the criteria for exemption as outlined by the Department of Health and Wellness, including “Food Handling” training.

Each experience must be reviewed by the Tourism PEI, and when approved will be added to the Department’s approved for certification inventory. If you are not approved to be on the Department’s experiential product inventory then you will not be qualified to be exempt for the regulations of the Public Health Act’s Food Premises Regulations.
My Five Senses Scan

- Touch
- Taste
- Smell
- Sight
- Hearing
Categories

- Taste/Cuisine
- Nature/Outdoors
- Arts/Crafts
Context

- ½ day packages (3 Hours) – the most popular
- Full day packages 5 hours
- Importance of engagement - hands on, making the connection, making memories
- Importance of food – local, healthy
Promoting Your Experience

- Your own website
- Social media
- VIC staff
- Selling each other
- Local, fresh snacks
- ½ day
- Option of selling through one of the two Island wholesalers.
How to sell Experiential Product

- You can offer/sell as a short prepared activity to entertain your guests.
- May increase your revenue by: value added sales, another day, or return visits.
- You can sell as part of a package.
- Join your RTA/ DMO and profile your experience on their websites.
- Tourism PEI profiles Authentic PEI Experiences on our website
- Sell through existing package providers.
Why In PEI

- Experiential tourism is a natural for adding value for tourism operators.
- Especially in PEI where our rich heritage and cultural partners and our soft outdoor adventure opportunities align with the interests of our target markets.
- This is not about deals or discounting.
- This is about increasing revenue based on value for money.
- This is about cross selling and the mall effect.
PEI’s Target Markets

- Families
- Couples over 50, no kids
- 25 – 35, Millennials
- Conventions - pre and post convention packages.
Authentic PEI Experience

- Develop
- Apply- become certified
- Included on the free Inventory List on our website (you can purchase a profile listing for either $65 or $160).
- A new product offer- revenue stream
- A more sustainable tourism operator
Keys to Success

- Unique Opportunity
- Authentic, Passionate provider
- Keeping it Simple
- A “Wow’- create a special Memory
- A schedule that works for you
LOBSTER FISHERMAN FOR A DAY

Top Notch Charters
LEARNING THE ROPES

Wave Skills Sailing School
FIND AND MAKE A TREASURE

Right off the Batt and The Evening Primrose
SEAWeed SECRETS

Corkinview Beach House
Why Experiential Tourism

- Tourists want experiential product.
- We want to give visitors what they want and increase the experiential product available.
- We want to give operators more ways to make money.
- Mindset and give operators time to think to be ready for next steps.
Today’s Presentation

- Initial Concept Conversations
- Inventories
- Stir Your Creative Juices
- Ideas for one-on-one follow-up
Tourism PEI Supports

- Pricing
- Front line staff
- Pro-actively developing packaging with accommodations to integrate experiences
Lessons Learned

- Keep it simple
- Available on Demand or by appointment
- Start small, grow incrementally
- 3 hours or ½ day
- Three word titles
COMING OUT OF YOUR SHELL
BUILDING ON YOUR BRAND & BUSINESS
WHO THE HECK AM I?
05 BDC - YOUNG ENTREPRENEUR OF THE YEAR
06 GCCOC - EMERGING BUSINESS AWARD OF EXCELLENCE
10 PEIBWA - GROWING BUSINESS AWARD
12 AIM - BEST SOCIAL MEDIA CAMPAIGN IN ATLANTIC CANADA FOR PEI BURGER LOVE
14 CAMA - NATIONAL WINNER BEST INTEGRATED CAMPAIGN FOR PEI BURGER LOVE
16 CAMA BEST SOCIAL MEDIA IN CANADA FOR PEI POTATOES
17 HOLLAND COLLEGE ALUMNI AWARD
PEI OYSTERS
LEGENDS IN THE MAKING
PEI OYSTERS ARE HARVESTED BY PEOPLE FOR PEOPLE
YOUR STORY
= BRAND EQUITY
YOUR STORY
HOW DOES IT HELP?

COMING OUT OF YOUR SHELL
COMING OUT OF YOUR SHELL

UNIQUE + EFFORT = BRAND VALUE
COMING OUT OF YOUR SHELL

DEADLIEST CATCH
COMING OUT OF YOUR SHELL
YOUR STORY
(YOUR AUDIENCE)

COMING OUT OF YOUR SHELL
COMING OUT OF YOUR SHELL

PRINCE EDWARD ISLAND

OYSTER SOCIETY™
THE Oath
Cradled on the waves, I swear to honour
on this borrowed day, the PEI Oyster Society
by the grace of this Salty Kiss.

THE BEARER OF SAID CARD IS AN HONOURED MEMBER OF THE
PRINCE EDWARD ISLAND OYSTER SOCIETY.
COMING OUT OF YOUR SHELL

PRINCE EDWARD ISLAND OYSTER SOCIETY

AUGUST 1ST - 31ST
MEMBERSHIP INITIATION

GET SHUCKED IN!
Ask your patrons if they wish to become an honoured member of the
PEI Oyster Society™ by being "shucked in" with a fresh shucked PEI Oyster.

SHUCKED PEI OYSTER
Provide said patrons with a fresh shucked PEI Oyster on the half shell.

MEMBERSHIP CARDS
Provide patrons with the official PEI Oyster Society™ membership card
for them to recite The Oath, then "down the hatch" with a PEI Oyster.

Kiss & Tell your PEI Oyster tale to WIN!

ENTER TO WIN!
Becoming a member of the PEI Oyster Society™ encourages patrons to visit
www.peiostersociety.ca for a chance to WIN prizes throughout the month.

www.peiostersociety.ca

PRESENTED IN PARTNERSHIP WITH

OUTDOOR NETWORK

ENRICHED BY DESIRED BROTHERS SEAFARERS - COCKTAILS DAY OYSTER - FINEST SHUCKED OYSTER - FOODS IMPERIAL INC.
FUTURE SEAFARERS INC. - SEASONAL 2017 - L & S FISHERIES INC. - LEGENDS VINO & TRIO
RAVENWOOD OYSTER CO. - ZIPPA ALIMENTARI

I Oath
Graced on the waves,
I swear to honour
on this borrowed day
the PEI Oyster Society
by the grace of this
Salty Kiss.

www.peiostersociety.ca
COMING OUT OF YOUR SHELL

A MESSAGE FROM OUR PEI OYSTER FOREFATHER
COMING OUT OF YOUR SHELL
COMING OUT OF YOUR SHELL
My dad visiting from England after being 'shucked in'. His comment -

‘NOT AS BAD AS I THOUGHT!’.

(This is a compliment from him!)
COMING OUT OF YOUR SHELL

PEI OYSTERS
FINDING YOUR OPPORTUNITIES
EXPERIENTIAL BRANDING

WHAT’S YOURS?

COMING OUT OF YOUR SHELL
BUILDING THE LINKS TACTICS + TIPS
LOCALLY
COLLABORATE & CONNECT

COMING OUT OF YOUR SHELL
EXPORT
SHARE YOUR STORY ABROAD
SHUCKING AWESOME!
FEED YOUR AUDIENCE
PEI OYSTERS

IT’S ALL UP TO YOU!
THANKS FOR LISTENING!
QUESTIONS?

@mellldover
@FRESHMEDIAPAI
Chamber honours its best!
Tranquility Cove Adventures
Emerging Business Growth Award
More winners inside
My home port, Georgetown
The transformation, fisherman to tourism operator.
The Real Lobstering Deal

Become a cork for a day and be amazed at what you will see and do!
All Inclusive Adventures

Giant Bar Clam Dig*

...and much more

TranquilityCoveAdventures.com
A rich history of the sea.

On an island off an island.
Giant Bar Clam Digs

Our Main Event:

* Big and beautiful
This is our signature photo for our giant bar clam digs with The Canadian Tourism Commission. Steven Harris is our host.
If you want your guests to be as excited as you are about the adventure, let them see the enthusiasm on your face and hear it in your voice.
Calmest waters on P.E.I.
Deep sea fishing with BBQ 🐟🐋
The fish BBQ is a value added item.
Ahhhh!! the BBQ

Food has an unmatched ability to communicate a unique sense of place for the
Pearl and Starfish Hunt

This is a hit for the whole family, young and older 🐠
Helping the entrepreneur be a thinker and helping the thinker be an entrepreneur.
Discover truly amazing things through experiences on the land and sea.
Experience PEI, Bill & Mary Kendrick

Give the gift of amazing memories!
Our E-Certificates are the perfect gift for any occasion! Use them towards any experience and they never expire!

Create your perfect PEI experience!
Enjoy our small group activities with just your family, friends or co-workers. Let us plan your Private Group Experience now!

Tong & Shuck

Duration: 2.5 hours
Location: Cardigan / Points East Coastal Drive

ADMISSION
$125/pp
Min 2 - Max 8 ppl

This experience takes place from July-September.
Times vary based on high tides. See the booking calendar for start times.
Booking insurance available. Please see our terms and conditions link in the footer of the website for our refund policy.

BOOK NOW
COMPARE TOURS

This website uses cookies to provide you a great user experience. By using our site, you accept our Privacy Policy.
The best time for a new beginning is now!
The end
Who we are

AGRICULTURE RESOURCES DIVISION
Director – Lynda Ramsay (Acting)

Agriculture Industry Development Section
Manager – Lynda Ramsay
Beef – Les Halliday
Bees & Berries – Cameron Menzies
Cereals & Oilseeds – Steven Hamill
Dairy – Fred VanderKloet
Organic – Adam MacLean
Potatoes – Lorraine MacKinnon
Agriculture Information Officer – Suzanne MacNeill
Agriculture Information Officer - Carolyn Wood
Program Officer – Tara Murphy
Agricultural Technician – Muriel Power

Sustainable Agriculture Section
Manager – Carla Millar
Soil and Water – Tyler Wright & Tobin Stetson
Nutrient Management – Kyra Stiles
Ag. Environmental Officer – Melanie Bos
Integrated Pest Management – Sebastian Ibarra
Agriculture Technician – Danny Walker & Will Ramsay
Agriculture Officer – Will Proctor & Chad Smallman
Soil Health Development Officer – Bradford Rooney
Program Officer – Darcee Birch
Canadian Agricultural Partnership

The Canadian Agricultural Partnership (CAP) is a Federal/Provincial/Territorial agreement that outlines policy and program priorities for the agriculture industry across Canada.

Replaces Growing Forward 2 and will be in place for five years (2019-2023).
CAP Programs – Ag Industry Development

Agriculture Research & Innovation Program
Business Development Program
Community Food Security & Agriculture Awareness Program
Organic Industry Development Program
Perennial Crop Development Program
Product and Market Development
CAP Programs – Sustainable Agriculture

Agriculture Stewardship Program
Alternative Land Use Services Program
Assurance Systems Program
Future Farmer Program
Business Risk Management Program
Agriculture Stewardship Programs
Beneficial Management Practices Sub-Program

- Silage Storage
- Manure Storage
- Covered Feedlot
- Alternate Watering Systems
- Power to Remote Sites for Watering Systems
- Stream Crossings for Farm Machinery
- Fencing and Livestock Stream Crossings
- Agriculture Water Quality
- On-Farm Water Use Efficiency
- Sustainable Agricultural Water Supply
Agriculture Stewardship Programs
Beneficial Management Practices Sub-Program

- **Soil Management**
  - Erosion Control Structures
  - Nutrient Management Planning
  - Winter Catch Crop Following Row Crop
  - Nutrient Management Demonstration Trial
  - Tillage Timing of Forages (with cover crop)

- **Water Management**
  - Irrigation Efficiency
  - Well Water Management
Terrace Erosion Control Structure

Grass Waterway Erosion Control Structure
Manure Storage
Agriculture Stewardship Programs
Beneficial Management Practices Sub-Program

Energy Management
- Machinery and Equipment Upgrades

Integrated Pest Management
- Data Based Decisions
- Alternative Crops as Disease Suppressant Rotations or Beneficial Organism Habitat
- Trials

Example:
- UKKO AGRO App (takes weather data and predicts the threat of blight)
Alternate Land Use Services Program (ALUS)

Eligible Activities:

- Retirement of sensitive land
  - Expanding buffer zones;
  - Establishing non-regulated grassed headlands; and
  - Retiring high-sloped land.

- Land under conservation structures

- Maintain livestock fencing adjacent to watercourses and wetlands; and

- Delayed hay cutting of long-term forage fields.
Assurance Systems Program

- **On Farm Assurance Sub-Program**
  - This will be primarily directed at agriculture industry groups to set their priorities and lead producer adoption of systems that benefit the sector as a whole, or benefit a large portion of the sector’s producers.
    - *ie: Food Safety, Biosecurity, and Tracability.*

- **Post Farm Assurance Sub-Program**
  - Will provide assistance for the implementation of recognized assurance systems in food processing enterprises, and/or post-farm agri-food enterprises.

- **Surveillance and Emergency Management Sub-Program**
  - Will provide support for livestock surveillance and emergency management plans.
Future Farmer Program

- The Future Farmer Program will support the expansion of domestic and international competitiveness by supporting new farmers to improve the probability that they establish or continue profitable and sustainable commercial farm businesses.

- **Eligible Assistance:**
  - On-farm projects to enhance the farm
  - Skill development and training
  - Analytical laboratory testing
  - Business Risk Management
Future Farmer Program

What’s Offered

- Facilitation and coaching assistance by a program advisor;
- Development and implementation of continuous improvement on-farm projects;
- Skills assessment and development of Personal Learning Plan;
- Skills development and training assistance by a third-party;
- Analytical laboratory testing; and
- Participation in the following Business Risk Management (BRM) Programs: AgriStability and AgriInsurance.

- The Future Fisher Program includes three components:
  - Coaching, facilitated by a program officer
  - Training involving all aspects of the lobster fishery, and
  - Reduced interest for three consecutive years for the cost of acquiring a fishing license.
Future Farmer Program

Future Farmer / Future Fisher

- 50% of assistance up to $5,000 per farm operation is available for eligible continuous improvement on-farm projects expenses per fiscal year over the life of the CAP Framework Agreement (2018-2023);  

- 75% of assistance up to $4,000 per farm operation is available for eligible skill development and training expenses over the life of the CAP Framework Agreement (2018-2023);  

- 50% of assistance up to $1,000 per farm operation is available for eligible analytical laboratory testing expenses; and  

- 50% of assistance up to $2,000 per farm operation is available for eligible Business Risk Management expenses over the life of the CAP Framework Agreement (2018-2023).  

- The interest rebate component will reduce interest costs for a period of three consecutive years for fishing operations acquired by the applicant. The maximum assistance per applicant will be $3,000 per year over a three-year period resulting in a maximum contribution related to interest relief of $9,000.  

In addition, each applicant is eligible to receive up to $1,000 toward the costs of training initiatives. Assistance for training initiatives will be normally cost-shared between the department and the applicant on a 50-50 basis.
Business Risk Management

- **AgrilInsurance** | Insures agricultural crops against production losses from specified perils.

- **AgriRecovery** | Disaster assistance framework designed to cover extraordinary costs of activities necessary to resume business.

- **AgriStability** | Offers protection against declines caused by circumstances
Agri-Invest Program
(Delivered by Federal Government in Winnipeg)

- Funds in an AgrilInvest account allows farmers flexibility to manage small financial risks and declines and to stabilize farm incomes and operations.
- Farmers contribute up to 1% of their Allowable Net Sales (ANS) to a savings account and the Federal and Provincial governments match this deposit on a 60/40 basis to a maximum of $15,000 per farm per year.
- The producer must withdraw funds from the government contribution fund or Fund 2 first. These are taxable as investment income. There are no restrictions on what the monies are used for.
Agriculture Research & Innovation

**Applied Research** – Supports short-term applied research that benefits the PEI agriculture industry
- i.e. field variety trials

**Innovative Technologies** – Technologies that are leading edge, potentially high-risk and first of their kind in PEI, including on-farm crop and livestock diversification.
- i.e. silage bale wrapper, pumpkin seed harvester, Robotic palletizing system
Agriculture Research & Innovation

Research Coordination –
supports commodity groups and industry organizations to implement activities related to the coordination of research for their sector.

◦i.e. PEI Horticultural Association, PEI Certified Organic Producers Cooperative

Technology & Science Adoption –
adoption and/or implementation of best practices, new technologies, and processes that will improve efficiency and profit margins

◦i.e. TMR feed mixer, on-farm grain drying system, press wheel kits, air reels
Business Development

**Agri-Skills** - Individualized agriculture-related skills training such as: accounting, marketing, driver training.
- i.e. book keeping, Class 3A driver training, applicable conferences & workshops

**Training and Organizational Development** -
Coordination of seminars/workshops for groups of farmers, organizations and agri-businesses. Organizational development includes Board training (Governance, Leadership, Succession)
- i.e. Farmer Business Development Series, Agrology Workshop
Business Development

Planning – Types of business plans
◦ Financial Assessments; Financial Action Plans; Risk Management Plans; Business Plans; Feasibility Assessments; Cost-of-Production Analysis; and Succession Plans.

Benchmarking & Risk Management - to build the capacity of farmers to better understand their financial situation, know their costs of production, and benchmark their farm performance.
BDP – Online Self Assessment Tool

Partnership with OMAFRA, PEI and FMC

http://www.farmbusinessassessment.com/pei
BDP – Self Assessment Questions

### Production Goals

1.1 Do you have written production management goals for your farm business?
- **Green Answer**: I have written goals that will meet my customers’ expectations, maximize profits and meet quality assurance standards and regulatory requirements.
- **Yellow Answer**: I have some written goals. OR I am not sure if my goals meet customers needs. OR I am not sure if my goals lead to profitability.
- **Red Answer**: No I do not have written goals.

1.2 Do your record systems include production information (e.g. yields, quality, and information to help calculate the cost of production etc.)?
- **Green Answer**: My record systems provide useful and relevant information on time.
- **Yellow Answer**: My record systems provide limited information.
- **Red Answer**: My record system does not provide useful information I can use. OR I do not have a system.

### Production Systems

1.3 Do you have a written production plan that identifies resources needed?
Community Food Security & Ag Awareness

- Support PEI residents in obtaining safe, culturally acceptable, nutritionally adequate diets
- Promotes a sustainable, local food system that maximizes community self-reliance
  - Activities: Planning, public education & entrepreneurial development
- Raise the profile of agriculture in PEI through agriculture promotional activities and events.
  - Activities: Open Farm Day, Farm Day in the City, Canadian Agriculture Literacy Month
Product and Market Development

Support to small and medium-sized agricultural producers, agri-businesses and agri-processors to expand their domestic and international competitiveness by expanding their product base and markets through value-added and agri-food processing projects and market development activities on PEI and through intra-jurisdictional projects.

• i.e. Farmacy – Heart Beet Organics, Island Malt House & Burns’ Poultry Farm - marketing, Island Artisan Cheese House – expanding markets, Mike’s Queen Street Meat Market – product development
Thank-you

Any questions? princeedwardisland.ca/CAP

Chad Smallman, Agriculture Officer
902-206-0053 | cwsmallman@gov.pe.ca

Suzanne MacNeill, Agriculture Information Officer
902-394-0882 | slmacneil@gov.pe.ca
Q&A Panel
Modernising Data Collection for PEI Oyster Farmer

Peter Warris
PEI Aquaculture Alliance
www.aquaculturepei.com
What's the big deal about data?

• “There are three kinds of falsehoods, lies, damn lies and statistics”.
  • Benjamin Disraeli (allegedly)

• “The only statistics you can trust are the ones you have falsified yourself”
  • Winston Churchill
“If you can't count it, it doesn't count.”
• Peter Bourque, Mitchell McConnell Insurance Ltd
• Gary Compton and Jeremy Noonan, Compass Aquaculture
• Chip Terry, Oyster Tracker
What Numbers Matter to You?

- Product
  - Location/Source of Seed
  - Performance
  - Mortality
  - Harvest
  - Quality / Grades

- Farm Management
  - Cage Flipping
  - Grading / tumbling
  - Equipment / Maintenance
  - Labour Costs
What are some potential advantages?

- Reduced waste
- Lower mortalities
- Increased profit
- Better performance
Prince Edward Island

Early freeze brings difficult challenge for P.E.I. oyster growers

Divers, equipment 'banged up' from ice

CBC News
Earliest freeze 'in nearly 30 years' is causing problems for P.E.I. oyster farmers

More than 1,000 people are employed in province's oyster industry
Prince Edward Island

P.E.I. oyster farmers push for crop insurance program

Growers want access to same crop insurance program as farmers on land
News

Hurricane Dorian’s projected path into Canada

September 3, 2019 by David Gambrill
Hurricane watch in parts of Atlantic Canada as Dorian moves up U.S. east coast

BY THE CANADIAN PRESS
ORIGINALLY PUBLISHED: SEP 6, 2019
Most of the aquaculture industry as it currently stands is uninsurable, AXA says

By Matt Craze  Jan. 9, 2020 09:50 GMT
"My personal belief is that 80% cannot be insured because of lack of biomass control and lack of statistics, so therefore, I think only 20% can be insured worldwide," Myre said. "A lot of what you see in some countries is not up to an insurable standard."
So why do “we” care about the numbers?

• Funding & Support Programs and Other Government Support Services
• Access to Agriculture “type” Programs
• Demonstrating the return on investment
• Insurance
Questions for the Panel

• In your opinion what are the three top reasons oyster growers needs to collect good quality data on their operations, whether via farm management software or other means
Questions for the Panel

- What advantages have you seen in the past for oyster farming operations that have adopted farm management software systems?
Occupational Health and Safety Program

Presented by: Elizabeth Pederson
January 30, 2020
Today’s Session:

Employers’ Responsibilities

Workers’ Rights and Responsibilities

Occupational Health and Safety Program/Policy

Next Steps?

Getting Help...
Employers’ Responsibilities:

Safe and Healthy Workplace

Protective Equipment

Training and Supervision

Maintain and OHS Program/Policy
Workers’ Responsibilities

Proper Protective Equipment

Work Safely

Report Unsafe Conditions

Workers’ Rights

Right to Refuse

Right to Know

Right to Participate
An Effective Safety Management Program can help avoid Incidents that are Costly, Time-Consuming and Stressful for Everyone Involved
Where to Begin?

Assess Safety Issues

Conduct Informal Inspections

Discuss Safety Concerns

Learn about Industry Standards
Required Components of the OHS Program:

1. Policy Statement
2. Safety Committee or Representative
3. Regular Inspections
4. Incident/Injury Investigation
5. Hazard Identification System
6. Written Work Procedures
7. Training and Orientation
8. Supervision
9. Record Keeping System
10. Evaluation Process
TOMORROW?
Please Contact Me:

Elizabeth Pederson
email: pederson.eliz@gmail.com
902-330-1062
BRINGING YOU HOME SAFE!
YOUR PARTNER IN MARINE SAFETY
PRODUCTS

- Boat Maintenance
- Cabin Equipment & Navigation
- Electrical
- Engine & Steering
- Pumps & Plumbing
- Clothing & Accessories
- Fishing Gear
- Ropes & Twines

- Buoys & Floats
- Hardware & Accessories
- Environmental Clean-up
- Wire Rope & Rigging
- Lifting Hardware
- Industrial Safety
- Marine Safety
- Rental Equipment
SPARTAN MARINE MADE GEAR

- Netting
- Trawls
- Traps
- Rigging
INSPECTIONS & REPAIRS

- Liferafts & Immersion Suits
- Personal Locator Beacons (PLB’s)
- Emergency position indicating radio beacon (EPIRB)
- Slings, Lifting & Rigging
- Brand-Certified Repair
WE’RE IN THE BUSINESS OF SOLUTIONS
The right solutions for you

Products

Safety

Training

Inspections

Certifications

Retail Showrooms
Products

- Wire Rope
- Fall Protection
- Synthetic Rope
- Lifting Slings
- Chains
- Overhead Cranes
- Load Securement
- Rigging Hardware
- Material Handling & Special Tools
- Engineered Lifting Tools

We carry a full range of securing, lifting and rigging products. If you don’t see exactly what you’re looking give us a call – We will work with you to identify a custom or alternative solution.
Inspections & Certifications

- Inspections
- Testing
- Repairs
- Certifications
- Rentals
- CertTracker®

Whether you’ve purchased products through Hercules or not, we can help you maintain them through inspections, repairs and certifications.

If you’re in a bind while we’re inspecting or repairing your equipment, we offer a broad selection of certified equipment with flexible rental periods.

CertTracker® is our FREE online asset management software that allows you to keep tabs on inspections, Certifications and training.

We can schedule inspection appointments with you on an annual basis, Staying on top of your required annual inspections has never been easier.
TRAINING SOLUTIONS TO BRING YOU HOME SAFE!
• Below the hook rigging
• First Aid
• WHMIS
• Fall protection
• Confined Space Entry
• Fall rescue
• Basic Scaffolding
• Forklift
• Scissor/ Boom Lift
• Chain Saw safety
• Pedestal crane
• Overhead crane
HOW CAN WE HELP?
Navigating Human Resources
Navigating these things...and all the rest will be better

• Person centered HR – see the person first
• Employee Driven – employees decide many aspects of their careers, if and when they can. As an employer if and when you can it is a best practice to support this.
• Evidence Based – use all the evidence that you capture. People, numbers, clients. Providing any human with evidence assists in supporting change.
• Engaged workforce – creating a culture of respect, transparency and a level of fun, helps people stay.
• Ratings/Stay Interviews – How am I doing? I need to hear. What else can I do? Is my contribution enough?
Person centered HR – see the person first

• We all are looking to ensure our customers/clients have a good product or experience.

• What is most importance is to shift our thinking and ask are our employees having a good day/experience?

• We all come to work to make money, pay bills, keep a roof over our heads......there are only about 22% of people coming to work because they love their jobs. There is a larger number in the middle that are ok with their job...but could move at any time......and then there is the small group about 21% or so that will never like any job.

• Engage the middle group.....

• https://www.youtube.com/watch?v=wYponj3Kf1k
Trust driven = Employee driven - Culture

• In an employee-driven model - all team members contribute to the execution and management of goals.

• With all team members working together to tackle a problem or reach a certain goal, there is a greater sense of camaraderie and togetherness where individuals feel they add and gain more value throughout the process.

• An employee-driven culture has another interesting characteristic: much of it happens organically. Or, by accident. I think that makes the elements of the culture “truer” and probably more enduring and satisfying.

• Employees who are convinced of a larger common goal are people who are excited to be part of a larger purpose.
Evidence Based Culture

• Evidence based organization, culture or practice helps employees support, get behind and receive to retrieve knowledge.

• There is a quote "Tell me, and I will forget," it says. "Show me, and I will remember. Involve me, and I will understand."

• Providing information.....as to the what, how and why?

• We have to respond to the generations that operate in this manner.

• They are deciding where to work...how they want to work and...who fits or lines up with their values.
Demographics - Increasing

<table>
<thead>
<tr>
<th>Communities with Increasing Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016 Census Pop.</td>
</tr>
<tr>
<td>Charlottetown</td>
</tr>
<tr>
<td>Stratford</td>
</tr>
<tr>
<td>Cornwall</td>
</tr>
<tr>
<td>Summerside</td>
</tr>
<tr>
<td>Montague</td>
</tr>
<tr>
<td>Kensington</td>
</tr>
<tr>
<td>Miscouche</td>
</tr>
<tr>
<td>Lennox Island</td>
</tr>
<tr>
<td>Alberton</td>
</tr>
<tr>
<td>Scotchfort</td>
</tr>
<tr>
<td>Resort Municipality</td>
</tr>
<tr>
<td>Hunter River</td>
</tr>
<tr>
<td>Brackley</td>
</tr>
<tr>
<td>Clyde River</td>
</tr>
<tr>
<td>Winsloe South</td>
</tr>
</tbody>
</table>
“When people feel heard, they feel cared for. When people feel cared for, they do good work.”

Amy Zimmerman
Kabbage
# Demographics - Decreasing

## Communities with Decreasing Population

<table>
<thead>
<tr>
<th>Community</th>
<th>2016 Census Pop.</th>
<th>5 Year Change</th>
<th>10 Year Change</th>
<th>% Pop. Loss</th>
</tr>
</thead>
<tbody>
<tr>
<td>Souris</td>
<td>1,053</td>
<td>-120</td>
<td>-179</td>
<td>-14.5%</td>
</tr>
<tr>
<td>Murray River</td>
<td>304</td>
<td>-30</td>
<td>-126</td>
<td>-29.3%</td>
</tr>
<tr>
<td>Cardigan</td>
<td>269</td>
<td>-63</td>
<td>-105</td>
<td>-28.1%</td>
</tr>
<tr>
<td>Murray Harbour</td>
<td>258</td>
<td>-62</td>
<td>-100</td>
<td>-27.9%</td>
</tr>
<tr>
<td>Georgetown</td>
<td>555</td>
<td>-120</td>
<td>-79</td>
<td>-12.5%</td>
</tr>
<tr>
<td>Borden-Carleton</td>
<td>724</td>
<td>-26</td>
<td>-62</td>
<td>-7.9%</td>
</tr>
<tr>
<td>Mount Stewart</td>
<td>209</td>
<td>-16</td>
<td>-52</td>
<td>-19.9%</td>
</tr>
<tr>
<td>O’Leary</td>
<td>815</td>
<td>3</td>
<td>-46</td>
<td>-5.3%</td>
</tr>
<tr>
<td>Union Road</td>
<td>204</td>
<td>-31</td>
<td>-41</td>
<td>-16.7%</td>
</tr>
<tr>
<td>Tignish</td>
<td>719</td>
<td>-60</td>
<td>-39</td>
<td>-5.1%</td>
</tr>
<tr>
<td>Crapaud</td>
<td>319</td>
<td>-26</td>
<td>-34</td>
<td>-9.6%</td>
</tr>
<tr>
<td>Miminegash</td>
<td>148</td>
<td>-25</td>
<td>-28</td>
<td>-15.9%</td>
</tr>
<tr>
<td>Miltonvale Park</td>
<td>1,148</td>
<td>-5</td>
<td>-15</td>
<td>-1.3%</td>
</tr>
<tr>
<td>St. Louis</td>
<td>66</td>
<td>15</td>
<td>-14</td>
<td>-17.5%</td>
</tr>
<tr>
<td>Kings Royalty</td>
<td>280</td>
<td>-11</td>
<td>-12</td>
<td>-4.1%</td>
</tr>
</tbody>
</table>
Engaged workforce

• A Gallup poll revealed that disengaged employees can cost businesses anywhere between $450 to $550 billion dollars in lost productivity every year.

• Thus, when it comes to navigating through change, identifying the key drivers of motivation for your employees is vital a successful shift. Employees identify with their organization at four levels—company, job, supervisor and coworkers—and depending on how your business is shifting, you should focus your communication efforts on one or two of these components.

• Be a Resource

• When an employee is stressed about upcoming change, let them address their concerns, and offer them a chance to provide suggestions. Giving employees space to be heard can be powerful and validating to their role in the business.

• "We maintain an open-door policy in the HR department and encourage employees to talk with us one-on-one about their questions and concerns regarding the company changes," says Hailey Wood, an HR manager with a small business marketing firm.
• https://www.ted.com/talks/simon_sinek_why_good_leaders_make_you_feel_safe/discussion
Top trends....movement

- updating corporate policies for a changing world
- diversity and inclusion take centre stage
- expansion of corporate wellness programs
- desire for trust and authenticity in employer branding
- growing reliance on digital technology
- addressing the changing structure of work
Tell me how I am doing?

• Stay Interviews/Rating Reviews
• I need to know how I am doing?
• What can I do better?
• Is my contribution enough?
Emotional Intelligence

- Increased Team Performance
- Decreased Occupational Stress
- Improve Decision Making
- Increased Leadership Ability
- Increased Personal Well-being
- Reduced Staff Turnover
Consider this: employers who refuse to incorporate work life strategies into their organisations risk

• Increased absenteeism
• Increased employee turnover
• Reduced productivity
• Increased disability and health costs
• Reduced job satisfaction
• Increased managerial stress
• Impaired family/social relationships
When it comes to change within a business, it's up to HR managers and executives to help employees handle the pressure and keep employees engaged in their work.

There are plenty of ways for HR departments to ensure that change happens smoothly; here's some foolproof advice for when your company prepares for a shift in business.

**Put the Employee First**

No matter what a business specializes in, it would not exist without the dedicated work of its employees. From the part-time worker, all the way to the CEO or owner; businesses need dedicated people to keep them running strong.

Change in the workplace can be high stress for everyone involved, but it is important that employees stay engaged in their work. If not, it can end up costing the company thousands of dollars in lost time, poor work, increased sick days and eventually turnover.

Of course, HR managers have to be sure that those employees are not only heard, but sought out. One of the biggest, and most damaging, misconceptions is that employees will actively address concerns with managers or the HR department. In reality, talk amongst themselves, which can spread incorrect information or don’t say anything at all.

Take a proactive approach and address each employee directly—whether face to face, or through email—and allow them to provide any feedback they have, without repercussions. If their concerns are too large to address via email, then set up a meeting with them and their direct manager.
• Be Transparent

• Keeping employees trust, and preventing false rumors from spreading, requires open and honest communication. Make sure your business is practicing honesty and transparency in all of its major announcements.

• Employees are less likely to be scared of change if they can see for themselves how it will help the business and affect their work. If the changes in a company are drastic or involve new technology, work with the managers to create “up-training” seminars and be sure to provide ample opportunity to educate the staff, and work with them at their own pace. In the end, the whole business will feel more positive and motivated to continue providing excellent work.

• Sudden change in a business environment can be stressful for everyone involved. As an HR professional it is your job to make the transition as easy as possible. If you prepare well, your team and company will come out stronger when all is said and done.
Best practices

• Person centered HR – see the person first
• Employee Driven – employees decide many aspects of their careers, if and when they can. As an employer if and when you can it is a best practice to be to support this.
• Evidence Based – use all the evidence that you capture. People, numbers, clients. Providing any human with evidence assists in supporting change.
• Engaged workforce – creating a culture of respect, transparency and a level of fun, helps people stay.
• Ratings/Stay Interviews – How am I doing? I need to hear. What else can I do? Is my contribution enough?
What is emotional intelligence or EQ?

• Emotional intelligence (otherwise known as emotional quotient or EQ) is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict.
Benefits

• Better Team-Work. It's undeniable that employees are able to work better on a team when they have higher emotional intelligence. ...
• Better Office Environment. ...
• Adjustments Can Be Made Easier. ...
• More Self-Awareness. ...
• More Self-Control. ...
• Compassion. ...
• Time's Managed Better. ...
• There's More Motivation.
Aquaculture Safety Code of Practice
Aquaculture Injuries and Fatalities

- Soft tissue injuries are #1 cause of lost time
  - Strains
  - Sprains
  - Repetitive motion damage (carpal tunnel syndrome, tendonitis)

- Drowning is the #1 cause of death
Occupational Health and Safety Overview

- 2005
  - All work sites (including aquaculture) with less than 3 employees came under the OHS regulations
  - Met with Aquaculture Alliance to discuss industry deficiencies in meeting OHS Regulation
Overview cont’d

- 2008
  - Safety Code of Practice including diving component were approved at the Aquaculture Alliance AGM. Printed in the Royal Gazette and mailed to stakeholders.

2020
- Review of the code of practice
All aquaculture workers, self-employed or working for large companies are under the OHS Act.

Self-employed persons shall take every precaution to protect his/her own occupational health and safety and any person who may be affected by their undertaking.
General Regulations: Need to know
- Section 10 – Fall Protection
- Section 12 - Duties of Employers
- Section 16 - Duties of Workers
- Sections 28-30 – Right to Refuse Unsafe Work
- Section 36 – Reporting of Accidents
Why do we need a Safety Code of Practice?

- There are many instances where Aquaculturalists cannot meet the Regulations

- The purpose of the COP is to allow aquaculturists and their workers to identify and control situations or hazards that could cause harm.
Why do we need a Safety Code of Practice?

- Understand Section 34, especially part 3 & 4
- 34(3) It is not an offense if a code of practice is not followed.
- 34(4) Where a person is charged with a breach of the Act or the regulations and a code of practice has been issued. The code of practice is admissible as evidence in a prosecution for the violation.
Regulations - Exemptions

- Toilet and Washing Facilities
  - Section 2.1 of the Regulations
- Lunch Rooms or Eating Areas
  - Section 4.2 of the Regulations
Regulations – Enforced in Code

- Noise (i.e. Chain Saws)
  - Section 8 of the Regulations & Section 17 of COP
- First Aid
  - Section 9.1 and 9.9 of the Regulations & Section 12 of COP
- Fire Prevention
  - Section 25.2 of the Regulations & Section 11 of COP
Regulations – Cont’d

- Hand Tools & Portable Power Tools
  - Section 29
- Personal Protective Equipment
  - Section 45…especially 45.14 – liming
- WHMIS Regulations – Chapter 0-1.01
  - Section 12 - SDS
- Electrical Safety – Lockout/Tagout Procedures
  - Section 36.7 of Reg’s and Section 7 of COP
Fall Protection

- Section 10(1)(a) Provide to the worker a pfd where the work area is less than 3m above the surface of the water

- Section 10(2) Where an employer provides a worker with a PFD, the worker shall wear the PFD while the worker is in the work area.
Diving Safety

- Certified divers must carry out work in off-bottom aquaculture sites.
- Never dive alone
- All SCUBA divers must meet the CSA standard Z275.2 requirements (now Z275.2-15)
  - Section 48.1 of the General Regulations
- A written dive plan must be prepared
- A dive log book must be kept
Developing a Safety Plan

- Due Diligence – taking all reasonable steps to prevent incidents from occurring
- Hazard Identification
- Safe Work Procedures
  - Training
  - Supervision
  - Documentation
Boating Safety

- Boat operators and crew – training essential
  - “Voyage Plan” – Appendix “B”
  - Due Dilligence
- Condition of Boat – maintenance records
- Loading/Unloading the Boat
- Hauling Equipment – stand clear
- Navigation – knowledge of rules
- PFD’S
New and Young Workers

- Training is important
- Have new worker perform task under supervision before attempting alone
- Keep written records of training
  - Who provided the training
  - Who received the training
  - When the training occurred
  - What training occurred
Other Common Safety Hazards

- Hand and Power Tools
- Welding, Cutting and Soldering
- Sharps – knives, needles, etc.
- Slips, Trips and Falls
- ATV’s, snowmobiles
Weather Hazards

- Heat and Sun – dehydration and sunburns
- Cold weather – hypothermia
- Wind – choppy water
- Thunderstorms – lightening

- Must pay careful attention to marine forecast and not put workers at risk.
Winter Harvesting Safety

- Extremely cold temperatures – dress appropriately
- Continuously changing ice conditions
- Operating harvest equipment in the cold – chainsaws, augers, winch’s
- Diving
Questions?

Contact:
Jeff Thompson
Occupational Health and Safety Officer - Fishing Safety Specialist
Workers Compensation Board of PEI

(902) 368-4870
jeffthompson@wcb.pe.ca
Introduction - What’s New?

The new *Fishing Vessel Safety Regulations* were published in the *Canada Gazette*, Part II on July 13, 2016, and came into force on July 13, 2017.

The new *Fishing Vessel Safety Regulations* are a result of extensive consultation with stakeholders, including fishing vessel owners, provincial and territorial safety groups and representatives of fishing safety associations from coast to coast to coast.

**Regulatory Requirements represent the minimum level of safety!**
Responsibilities

The *Canada Shipping Act, 2001* outlines the vessel owners' obligations for understanding the regulatory requirements that apply to their vessel / operation, and for ensuring they comply at all times. (ref CSA 2001 s.106)

*From FVSR*

**Responsibility**

3.02 Unless otherwise indicated in this Part, the *authorized representative* (AR - aka Owner) and the *master* of a fishing vessel shall ensure that the requirements of this Part are met.
Responsibilities

The AR is responsible to ensure **Safe Operation** of the vessel by:

- Ensuring it is designed, constructed and equipped to operate safely and be seaworthy in its area of operation (s.3.03)

- Prohibiting operation: Freezing spray warnings and accumulated ice management (s.3.05)

- Not exceeding design limitations (s.3.07)

- Not operating carelessly (s.3.08)

- Not jeopardizing safety: Lifejackets/PFD’s to be worn in conditions that could jeopardize safety (s.3.09)
Addressing Known Safety Risks

2018 Transportation Safety Board (TSB) Watchlist

“Every year, safety deficiencies onboard fishing vessels continue to put at risk the lives of thousands of Canadian fish harvesters and the livelihoods of their families and communities. Various initiatives have sparked the development of a safety culture within the industry, but progress has been slow, sporadic, and localized.”

• 63 fishing fatalities from 2011 to 2017 (17 in 2018)
• 43% were due to falling overboard
• 35% stability-related

**PFD use could not be ascertained in about 80% of the fatalities.
Addressing Known Safety Risks

To reduce the risk of accidents and deaths the FVSR requires:
• The use of PFDs, when safety may be jeopardized
• **Written** safety procedures
• Record keeping (Modifications / Drills / Maintenance)
• Safety Equipment based on vessel **length** and **voyage**
• Stability assessments for **new** vessels
• Adequate stability for **existing** vessels
• Stability Notices for **all** vessel assessed
FVSR Scope

Part 0.1
Commercial fishing vessels not exceeding 24.4 m in length or 150 gross tonnage.

Part I
Commercial fishing vessels exceeding 15 gross tonnage but not exceeding 24.4 m in length or 150 gross tonnage. (Certificated).

Part II
Commercial fishing vessels not exceeding 15 gross tonnage.
Key Definitions

• New (July 13th, 2018)
• Hull Length
• Major Modification
Vessel Stability
Stability Notice
(Example)
Statutory Requirement

For vessels over 15 GT, Periodic Inspections and Certification are required.

Vessels 15GT and less, do not required an inspection or certificate, but are still required to comply with the applicable regulations.
Small Vessel Compliance Program
Fishing Vessels (SVCP-F)

SVCP-F is a program that will provide owners and operators of small fishing vessels with tools and guidelines to help them:

• ensure their vessels meet the requirements of regulations that apply to them; and
• monitor the compliance of vessels enrolled in the program
Next Steps

Phase II of the FVSR is currently being consulted on through the Canadian Maritime Advisory Council (CMAC) process.

Phase II of the FVSR will;

• address fishing vessel construction up to 24.4m in length or 150GT.
• address existing vessels through Critical Safety Elements and TSB recommendations.

Existing vessels will continue to be required to meet Part I and Part II of the current FVSR, until a major modification is undertaken.

Next Steps towards Phase II of the FVSR are to;

• Consider and Incorporate stakeholder comments received.
• Further develop requirements.
Next Steps

To accommodate the new regulations, Transport Canada has updated its Small Fishing Vessel Safety webpage links


Authorized Representatives should visit the webpage to stay up to date with the latest information. (Google Search – Small Fishing Vessel Safety)

Small fishing vessels’ Authorized Representatives should become familiar with the new requirements and take the necessary steps to ensure they are in compliance.
Fishing Vessel Safety Regulations

Please do not hesitate to contact your local Transport Canada Centre if you have any questions.

Thank you!

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