

# Professional Learning at NSCC

## **Possibilities, Pathways, and Practical Tips**

Personal Experiences from:

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# Welcome & Purpose



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Living in silos

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Challenge finding mentors

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Challenge finding time

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Stress of working through the paperwork and process

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Pass it forward

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If we don't use these resources, they may go away

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Learning is fun and it ensures we stay current!!

# Snapshot: Learning Pathways

Learning  
College  
Portfolio

Learning Leave

Funding &  
Grants

NSCC Training

# Snapshot: Other Opportunities

Deferred  
Salary Leave

Leave for  
Change

Travel &  
Wellness

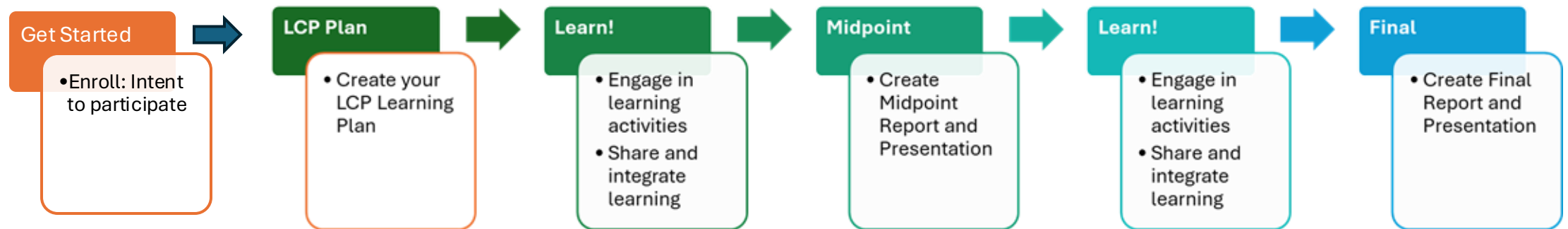
NSCC  
International

Union  
Committees

# Learning College Portfolio (LCP)

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- A 3-year, self-directed\* program.
- Offers the opportunity to engage in learning that will enhance:
  - knowledge and skills in industry,
  - teaching and student development, and
  - NSCC as an organization.
- Pay increases at midpoint and upon successful completion



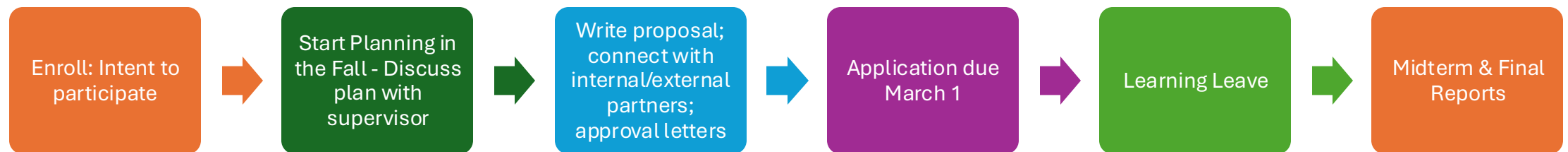
- Want more info? Attend the LCP session today at 2pm, Room 224 Forrester

\*options may be expanded with new LCP

# Learning Leave

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- Opportunity to take up to 1 year away from your role to pursue learning
- Supports professional, technical, academic, or research development
- Must align with NSCC priorities and/or career growth
- Options:
  - Full-time: up to 8 months
  - Part-time: 4–12 months (max 16 instructional hr/week)
- 100% salary, benefits, and vacation maintained



# NSCC Training

## Organizational Learning

**Credited courses** (30+ hr), **Workshops** (<14 hr), **Learning Bites** (1-2 hr)

**Certificate programs** (all but Adult Education Program (AEP) are suspended)

## Teaching Commons - CTL

**Teaching Resources** – toolkits, videos, how-to's, etc.

**Workshops** – many of them are recorded

Teaching Commons Community on **Microsoft Teams**

## Other options

**Library Events and Workshops**

**LinkedIn Learning**

# Funding & Grants

## AAU Bursary

- Up to \$500 Annually (\$10,000.00 in grant funding).
- Eligible once in a three-year period
- Deadline application end February.
  
- In-Province/Online PD Grant
- Out-of-Province PD Grant
  
- AAU Bursary for children/dependents post-secondary education

## NSCC Financial Support for Learning

- **Individual Learning Account (ILA)**
  - provides \$500 annually (up to \$1000 carried forward)
- **Course and Learning Activity Reimbursement**
  - credit courses and learning activities at any community college, professional association or university
  - equal support to as many eligible employees as possible
  - reimburse in full or in part up to \$2000 annually (\$50,000 Faculty, \$10,000 Professional Support)
  - Apply before starting your course/ learning activity.

# Tips for Success



## Plan, Plan, Plan

One year+ ahead

- Think about what you want to do
- Get your manager and Dean involved
- Use the CTL
- Include something in your ESP saying you “want to learn and take advantage of workshops and courses”
- Look for courses/conferences
- Figure out the economics



## Talk, Talk, Talk

Find research options and collaboration & partner opportunities

Find someone to:

- Mentor you (they’ve done it & have advice)
- Give feedback (does it make sense)
- Proofread (don’t you hate typos?)

# Tips for Success



## Connect, Connect, Connect

Connect your learning back to your job.

- Refer to Strategic plan, vision and mission statements, etc.

Think about LCP or Learning Leave Committee Members reading your application:

- They may know NOTHING of your field
- Make clear and concise points
- Provide sufficient detail so they can visualize your activities

Refer back often to the approved proposal/  
application



## Record, Record, Record

Keep detailed notes during your project

- Journal
- Reflect

Organize your records

- Forms
- Receipts
- Transcripts
- Dates

**Most Importantly: Stay positive!**

# Leave for Change (L4C)

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- Volunteerism program that brings the world to the NSCC workplace
- NSCC collaborates with WUSC (World University Service of Canada)
- Offered to 1 NSCC employee annually
- Use vacation time for a 4-week volunteer assignment in developing countries in Africa, Asia, South America, and the Middle East.
- Applications are due end of February.



**Great Learning  
and Memories**





# NSCC International

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- International learning opportunities for students and employees, helping transform communities through education.
- **Work includes**
  - International learning programs: enhance global awareness and employability skills.
  - Technical assistance projects: externally funded international projects with international partner institutions that create opportunities for employees and students to share their expertise and learn in an international context.





# Deferred Salary Leave

- Defer a portion of your salary over several years to finance a future leave of absence.
- Leave Options:
  - 6-month (Jan-Aug or May-Dec)
  - 1-year (Aug-Aug)
- Years of service not affected.
  - Pension contributions continue
  - Leave counts as pensionable and seniority service
- Spreadsheet for calculations available.
- Fill out the form and get approval from supervisor.



Years contributing to leave	6-month leave % reduced from pay
3	16.7%
3.5	14.3%
4	12.5%
4.5	11.1%
5	10.0%
5.5	9.1%
6	8.3%
6.5	7.7%

Years contributing to leave	1 year leave % reduced from pay
2	50.0%
3	33.3%
4	25.0%
5	20.0%
6	16.7%
7	14.3%
8	12.5%
9	11.1%
10	10.0%

# Wellness: GreenShield+

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- Employee and Family Assistance (EFAP) Program
- Counselling – Individual and Couples counselling – match with therapists who are experts in certain areas – unlimited hours for free!
- Total Health and Life Services for free!
  - health coaching,
  - fitness coaching,
  - nutrition coaching,
  - career coaching,
  - financial advisor,
  - legal services
- Pharmacy – order prescriptions

# Travel: Blue Cross

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Emergency travel health insurance

Flight Delay Services

- register flight 24 hrs before travel
- get airport lounge access or \$ e-transferred to you at the airport if flight is delayed!

Compensation is available for members who register their flight at least 24 hours if delays occur:

Delay Duration	Compensation Details
3+ Hours	Airport lounge access or \$40 per person if unavailable
6+ Hours	\$50 per person* + Hotel room or \$250 per policy if room is unavailable

\*up to a maximum of \$200

# Union & Campus Committees

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- Get involved to help make a difference
  - Contractual committees
  - AAU committees
  - Campus committees

## Contractual committees

- **Classification Advisory and Appeals Committee** - Cheryl Beesley, Katrina Doucette, Belinda Doyle, Tammy Harrison, Hilary Gibson
- **Salary Placement Advisory and Appeals Committee** - Neil Cody, David Pearson, Melanie Sampson
- **Joint Steering Committee OHS**- Neil Cody
- **College Advisory Committee AEP** - Scott Furlotte
- **College Union Committee** - Sherry Sullivan, Kim Long, Nathalie Irving, Adrian Wilson, Lillian Lake, Jennifer Dickinson
- **LCP Committee Faculty**- Neil Cody, Mellisa Pulsifer, Lyn Cleveland
- **LCP Committee Professional Support** - Katrina Doucette, Lorella Vardy, Lana Penny
- **Faculty Duties Committee** - David Pearson, Andrew MacAdam, Jolene Pattison
- **Learning Leave Committee Faculty** - Luke Monk, Charlene Marshall, Shari Mallory
- **Learning Leave Committee Professional Support** - Beth Easson, Seana Blanchard
- **Program Renewal and Planning** - Kim Long, Lawson Landry, Krista Taverner, Glenda Lewis, Vicki Paddick, Tracy Peers, Jennifer Dickinson, Lesley Keeley
- **Joint Policy Review Committee** - Neil Cody, Crystal McManus, Christy Culberson, Katrina Doucette, Alma Farrell

# Question

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# Links to programs

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- [Learning College Portfolio](#)
- [Learning Leaves](#)
- [Organizational Learning Opportunities](#)
  - [Certificate programs](#)
  - [Courses and Workshops](#)
- [Teaching Commons – Home](#)
  - [Teaching Resources](#)
  - [Learning Opportunities](#) (workshops)
- [Libraries and Learning Commons - Events](#)
- [LinkedIn Learning through NSCC M365 Other Apps](#)
- [AAU Bursary award](#) and [AAU Bursary for children/dependants](#) post-secondary education
- [NSCC Financial Support for Learning](#)
  - [Individual Learning Account Guidelines](#)
  - [Course and Learning activity Reimbursement](#)
- [Leave for Change](#)
- [NSCC International](#)
- [NSCC Leaves](#)
  - [Faculty Collective Agreement, Article 42: Deferred Salary Leave Plan](#)
  - [PS Collective Agreement, Article 42: Deferred Salary Leave Plan](#)
- [Greenshield login/sign up instructions](#)
- [Blue Cross](#)
  - [Personal group travel insurance](#)
  - [Blue Cross Flight Delay Services](#)
- [Atlantic Academic Union Committees](#)

