Emera to support newcomers reach their career goals with renewed investment in ISANS

We are proud to announce the launch of a new program with our partners at Immigrant Services Association of Nova Scotia (ISANS) – ***Drive Your Career*** powered by Emera. With Emera's $81,000 investment, this program will support job-ready immigrant professionals in their journey towards achieving their career goals as they settle into life in Nova Scotia. This investment comes from Emera's Diversity, Equity and Inclusion Fund, which was established to support organizations and initiatives directly advancing inclusion and diversity in our communities. Partnering with ISANS reflects our journey towards an inclusive and diverse culture and aligns with our commitment to give back to the communities where our employees live and work.

Drive Your Career will provide more than 40 immigrant professionals with benefits such as improved community connections, expanded professional networks, and better preparation for the local job market, through 3 project components aimed to pave the way for successful integration into the workforce in Nova Scotia.

- Through the **Professional Practice Program**, individuals without Canadian workplace experience will be matched with a local employer, including Emera, to complete a 2-to-6 week placement related to their profession.
- The **Professional Mentorship Program** will connect immigrant professionals with mentors who work in their field, enhancing their understanding of the profession within the Canadian context.
- Depending on the needs of the participant, ***Drive Your Career*** will connect them with other **ISANS programs and services** like Employment Counselling and English in the Workplace.

This builds on Emera's support for ISANS, first announced in 2021, for a total investment of more than $380,000, impacting nearly 200 immigrant youth and adults in Nova Scotia. Together, our support is helping to create an inclusive community where we can all belong.

"We are grateful for the partnership and collaboration with Emera. Immigrant professionals are continually seeking opportunities to gain first-hand Canadian experience and through Drive Your Career, they will gain invaluable experience and expand their professional network without additional financial burden," said **Olive Ozoemena, Director of Programs – Language and Labour Market with ISANS**. "This investment will enhance our work in empowering immigrants across Nova Scotia to reach their full potential. And ultimately advance ISANS's vision of creating a community where all can belong and grow, with a positive impact to Nova Scotia's economy."

At Emera, our team has seen the benefits of ISANS' work firsthand. **Leena Dey, Emera HR Associate, Pensions**, was a participant in the Professional Practice Program when she moved to Canada, completing a placement at Nova Scotia Power before landing a permanent position at Emera. "ISANS' unwavering

support and expertise have been instrumental in restarting my career in Canada," she said. "The coaching they provided has been transformative, enabling me to understand the Canadian ways and connecting with mentors in similar field of experience. This life-changing experience helped set the foundation for my future success."

We look forward to supporting more newcomers like Leena in their career journey in Canada.