

Appendix 1: Methodology

1. List of Interviews:

This is a list of the key informants interviewed by ASBB Consulting for the report. Interviews were conducted from October 2024 to January 2025, both virtually and in-person.

Table 9: List of Policy Makers & Enablers Interviewed

01. Policy Makers & Enablers		
	Name	Organization
1.	Gail Keeping	Department of Labour Skills & Immigration
2.	Trish McCourt	Nova Scotia Non-Profit Housing Association
3.	A.J. Fraser	Cape Breton University (Microcredentials Department)
4.	Matt Cottrell	YWCA
5.	Brad Smith	Mainland Nova Scotia & Nova Scotia Building Trades Council
6.	Rochelle Owen	RochelleOwenConsulting (Business Owner)
7.	Lara Ryan	Build Green Atlantic and Building to Zero Exchange
8.	Hannah Minzloff	Ecology Action Centre
9.	Donna Karsten	Nova Scotia Apprenticeship Agency
10.	Kelsey White	Confederacy Of Mainland Mi'Kmaq
11.	Ross Cantwell	The Housing Trust of Nova Scotia & HRM Apartments (Business)
12.	Chris Lanteigne	Nova Scotia Power
13.	Nan McFadgen	CUPE Nova Scotia
14.	Mark Bourque	Delmar Construction (Business Owner)
15.	Kyla Skidmore	Southwest Refrigeration Ltd. (Business)

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16.	Dwayne Raynard	Graves Electrical (Business)
17.	Curt Goudy	Bramac Plumbing and Heating Ltd (Business)
18.	Randy Fells	Southwest Employment Services
19.	Rhonda Zasitko	Southwest Employment Services
20.	Jessica Ward	Atlantic Homebuilding & Renovation
21.	Cory Rafuse	Aboriginal Peoples Training & Employment Commission - Coldbrook Regional Office - Native Council of Nova Scotia
22.	Craig Anderson	International Brotherhood of Electrical Workers (IBEW 1928)
23.	Jarvis Googoo	Atlantic Indigenous Economic Development Integrated Research Program (AIEDIRP)
24.	Charity Carr	Efficiency One
25.	Trent Soholt	Nova Scotia Construction Sector Council (ICI)
26.	Barbara Roberts	Roberts Wellness Services (workshops on diversity)
27.	Emma Norton	Recover Initiative
28.	Rob Harris	Clean Foundation
29.	Matthew Martel	Black Business Initiative (BBI)

Table 10: List of Beneficiaries Interviewed

02. Beneficiaries	
	Description
1.	Conducted ten one-on-one interviews with Indigenous, Black, Asian, White, Male, Female, and Non-Binary Individuals.
2.	Conducted a Focus Group with over ten participants at Yarmouth Southwest Nova.

2. Methodology for the Research Process

Figure 16: Methodology for the Research Process

