

New Brunswick Aquatic Symposium 2025 – Fredericton

Building Blocks of Aquatics

Schedule of Events

Saturday April 26

Time	Activity
9:00 AM	Registration, Meet & Greet
9:15 AM	Session 1: What you do Matters! Hosted by: Lisa Hanson Ouellette
10:00 AM	Mid-Morning Break
10:15 AM	Session 2: How to Include Sport and Increase Engagement Hosted by: Marcel Bourgeois & Ben Tremblay
11:00 AM	Late Morning Break
11:15 AM	Session 3: Recruitment, Retention and Engagement <ol style="list-style-type: none">Grassroots Initiatives to Solve Aquatic Staffing Shortages<ol style="list-style-type: none">Hosted by: Adam MunnProgramming Staff Retention and Engagement<ol style="list-style-type: none">Hosted by: Caio LeiteStaff Retention<ol style="list-style-type: none">Hosted by: Solange Wehrmann
12:00 PM	Lunch Break
1:00 PM	Session 4: The Lifeguard Report: Reinforcing Habits for Safety Supervision Hosted by: Alex Mullin
1:45 PM	Sponsor Presentation
2:00 PM	Session 5: Creating a Culture of Care: Innovative Approaches to First Aid Training Hosted by: Emma Cox
2:45 PM	Mid-Afternoon Break
3:00 PM	Session 6: To-Be-Announced
3:45 PM	What is new with the Society Hosted by: Sarah Hebb-Thomas
4:00 PM	Nature Walk (optional)

Session 1: What You Do Matters!

Hosted by Lisa Hanson Ouellette

What lifeguards and aquatic management do matters! This keynote addresses the importance of reports and documentation in lifeguard supervised settings. The conversation moves into discussions about fatal and non-fatal drownings. We'll conclude by looking at the importance of prevention from the perspective of safety management, public education and community partnerships.



Lisa Hanson Ouellette, M.A is the Senior Research Officer, Drowning Prevention Research Centre Canada. The DPRC is the research arm of the Lifesaving Society. It provides the facts of water-related incidents and injuries in Canada, contributes to global drowning research and works closely with experts on the Canadian Drowning Prevention Coalition Committee.

Lisa holds a Master of Arts degree and completed doctoral coursework in Sociology from the University of New Brunswick. She has more than 20 years of experience conducting research as a Behavioral Scientist. She has spent most of her career working for and volunteering with not-for-profit organizations. She has more than 25 years of experience working in the recreation & aquatic industry and holds multiple Lifesaving Society certifications as a Trainer, Examiner and Mentor.

Lisa has presented research findings at local, regional, national and international conferences. She supports multi-sectoral partnerships, collaboration and cooperation. She sits on the CSBC Board of Directors, Chairs various committees and participates on many sub-committees and coalitions across Canada focusing on drowning and injury prevention.

Lisa lives in the beautiful, unceded and unsundered territory of the Wolastoqey, Mi'Kmaq and Passamaquoddy Nations (Fredericton, New Brunswick).

Session 2 How to include Sport in your program and increase engagement

Hosted by: Marcel Bourgeois and Ben Tremblay

For Aquatic facilities who are looking to fill the gaps in their program and increase aquatic staff participation. We will look at; what is Lifesaving Sport, how to get the most of Lifesaving Sport and how to get started.



As the Program coordinator for the Dieppe Aquatic Centre, Marcel has used sport in the Aquatic program since 2022 to build a motivated team. As an athlete, coach, club founder and Aquatics Coordinator, Marcel has great experience in building and running a Lifesaving Sport program.



Ben has been the Aquatic Manager at the Canada Games Aquatic Centre since 2022 and has been competing in lifesaving sport on and off since 2014. With help from other staff at the Canada Games Aquatic Centre, Ben has seen lifesaving sport grow in the Saint John area and is working to help that growth continue.

Session 3: Recruitment, Retention and Engagement!

Part 1 Building Grassroots Initiatives to Solve Aquatic Staffing Shortages

Hosted By : Adam Munn

An overview of how to utilize existing programs, through alternative delivery methods, to invest in recruitment and development of staff at the grassroots level to train, engage and maintain a large, high quality, capacity hiring selection of future aquatic staff.

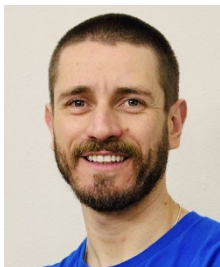


Adam has spent several years investing in efforts to build grassroots level interests in Lifeguarding and Aquatic Leadership to maintain an engaged youth market to draw on in future hiring seasons, resulting in limited impacts from larger shortages in available Lifeguard Staff.

Part 2 Programming Staff Retention and Engagement

Hosted by: Caio Leite

At the YMCA we focus our recruitment on offering training on a consistent and ongoing basis throughout the year. During this talk, you will see how we strive to maintain our staff levels, with training, and engaging the team on an ongoing basis, through department and Y wide initiatives.



As a passionate swimmer, Caio joined the YMCA as a lifeguard in November 2023. He was quickly promoted to Deck Supervisor in August 2024 and has been actively involved in various aspects of facility operations, including assisting with administrative tasks. Through these experiences, he has gained valuable insights into the importance of staff engagement and retention in creating a positive and productive work environment within an aquatic facility. He is eager to share his observations and learn from the expertise of other professionals at the symposium.

Part 3 Staff Retention

Hosted by: Solange Wehrmann

The approach we use to ensure we have enough staff to deliver comprehensive programming to our community.



For the past two years, Solange has been responsible for aquatic employees, certification updates and employee retention at the S. A. Dion pool in Tracadie.

Session 4 The Lifeguard Report: Reinforcing habits for safety supervision

Hosted by: Alex Mullin

A report on commonly witnessed lifeguard practices to encourage and avoidance of those that pose risks to patrons and liability to the employer.



Alex has served as a lifeguard for more than 10 years, with experience in aquatic instruction, lifeguard examination, team leadership and staff management throughout the province of New Brunswick. Through these experiences, Alex has become proficient in recognizing and maintaining a patron-centric standard of safety supervision.

Session 5 Creating a Culture of Care: Innovative Approaches to First Aid Training

Hosted by Emma Cox

Lifesaving Society First Aid programs go beyond supporting aquatics candidates and staff! In this session, we will explore some of the innovative ways to use and promote first aid programs to better serve your team and your community. We will discuss strategies for integrating first aid training into your workplace safety culture and offering accessible courses to the public. Additionally, we will briefly review how Lifesaving Society First Aid programs align with both national and provincial workplace health and safety regulations, ensuring that organizations remain compliant with required standards. Lifesaving Society First Aid programs can be used to create a proactive culture of care and empower individuals with the skills they need to respond confidently in emergencies.



Emma has a decade of experience working in aquatics as a lifeguard, instructor, and trainer. Emma has worked for and in partnership with many different types of organizations as a First Aid Instructor. As Co-Founder of Rescue Aides First Aid and Aquatic Training Ltd., an affiliate of Lifesaving Society NB, Emma works with organizations to develop unique and tailored training plans that allow organizations to become self-sufficient in providing first aid and, where applicable, lifeguard training to their staff.