



# National Adult Literacy Database Inc. 2006 - 2007 Annual Report



*Scovil House - Fredericton, NB*



## Foreword

The International Adult Literacy and Skills Survey (IALSS) released by Statistics Canada in 2005 shows literacy is a serious challenge in every province and territory, with four in ten working age Canadians (nine million adults) not possessing the literacy skills to meet the ever-increasing demands of work and an information-based society.

Yet there is cause for hope that the literacy tide is turning thanks, in part, to the accessibility of the latest research, resources and learning materials available through the online library of the National Adult Literacy Database (NALD). In fiscal year ending March 31, 2007, there were more than 9.4 million visits to the NALD online library, with more than 5.6 million documents being downloaded in PDF format.

Encouraged by the rapid growth in the use of these resources, NALD has embarked down a bold new path. Bolstered by a recently announced \$1.59 million grant from the Government of Canada, NALD is working hard to develop an online clearinghouse and portal for Workplace Literacy and Essential Skills training and development, called NALD@Work.

This report is dedicated to those seemingly tireless practitioners, volunteers and learners who remain committed to the advancement of literacy and numeracy skill levels across the Canadian landscape. The NALD commitment to the vision of a Canada where every resident can read and write well and participate fully in the Canadian experience is greater than ever!

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# Leadership

Roch Carrier

Anna Kae McIvor-Todd

Charles Ramsey

Board of Directors



## *Anything Is Possible!*

Roch Carrier  
*Honorary Chair*

I have fond memories from my boyhood days growing up in Ste-Justine, Quebec, where hockey ruled supreme and every boy dreamed of being the famed Maurice Richard. As we gathered after school each day at the local rink, there were six Maurice Richards on each team. When Mr. Eaton inadvertently sent my mother a Maple Leaf uniform instead of the one she had ordered for me, my mother used that occasion to teach me a wonderful life lesson: "It's not what is on your back that counts; it's what you have inside your head".

My mother was correct. And learning to read and write well has been the foundation upon which I have had the good fortune of filling my head with knowledge and wisdom

- and building a life which has surpassed my childhood dreams. But I was fortunate in that I had a wonderful opportunity there in Ste-Justine, to gain a good education. You see, my mother was a school teacher who valued education and learning.

Across this great vast and diverse country there are many adults of all ages from various ethnic and linguistic backgrounds who are hampered from fully participating in the Canadian dream because of their inability to read and write well in either French or English. But the literacy tide is turning. Last year there were more than 9.4 million visits to the National Adult Literacy Database (NALD) website and more than 5.6 million documents were downloaded. NALD enables researchers, partners, practitioners and learners from every part of Canada, from downtown Montreal to Rankin Inlet, to "join hands" together in a truly Canadian literacy learning experience. Giving a person the gift of reading is to give this person the key to the World. Whatever this person's background and circumstances, with

the power of reading, he or she can access the treasure of human heritage.

I am proud to serve as the Honorary Chair of the National Adult Literacy Database Board. The NALD repository enables literacy learners to be both consumers and creators of knowledge, linked to a global community. This results in the building of more literate families, increased workforce participation, and a strengthened Canadian culture and heritage. A man alone can do nothing. Together we are building a Canada where the ability to read and write well is a basic right and the passport to full participation in the Canadian dream - not to simply become the next Maurice Richard - a life that is a daily invention and where anything is possible.

With great expectation,

A handwritten signature in black ink that reads "Roch Carrier". The signature is written in a cursive, slightly slanted style.

Roch Carrier  
Honorary Chair

# *The Canadian Experience*

Anna Kae McIvor-Todd  
*Board Chairperson*

From the turn of the previous century when young volunteers in the Reading Camp Movement provided reading and writing training to those living on Canada's frontier, until the present day, there has been a firmly held belief that literacy is the key to one's full participation in Canada's society, culture, and economy. Literacy is a foundational skill that enables us to perform basic and necessary tasks such as following prescription instructions, reading a legal document such as a lease, following road signs, and even exercising our right to participate in the democratic process by voting. With higher literacy function comes increased opportunities for civic and community involvement, the prospect of a better job, and participation in the increasingly knowledge-based economy.

Until recently, those living in rural and remote areas of Canada often did not have the same opportunity to improve their literacy skills as those living in a more urban area. At NALD we have harnessed the technology of the Internet to provide resources that

help other associations, organizations and practitioners bridge the literacy gap, making literacy information and training materials available to anyone, anywhere, at no cost to the recipient, in both French and English. For Joetanie Kanayuk from Nunavut, learning to read and write meant spelling his son's name for the first time.

For D.H. Oakley from Dartmouth, NS, it was the realization that for the first time he was able to read road signs as he drove home from the repair shop.

And for Art Boudreau from Victoria, BC, learning to read and write resulted in his authoring a book: "Elephant Mountain".

In short, the National Adult Literacy Database, by providing free and universal online access to literacy information and training materials, facilitates the inclusion of every Canadian. But the real heroes are those tireless practitioners, volunteers and learners who see the vision of a nation where "...everyone reads and writes;



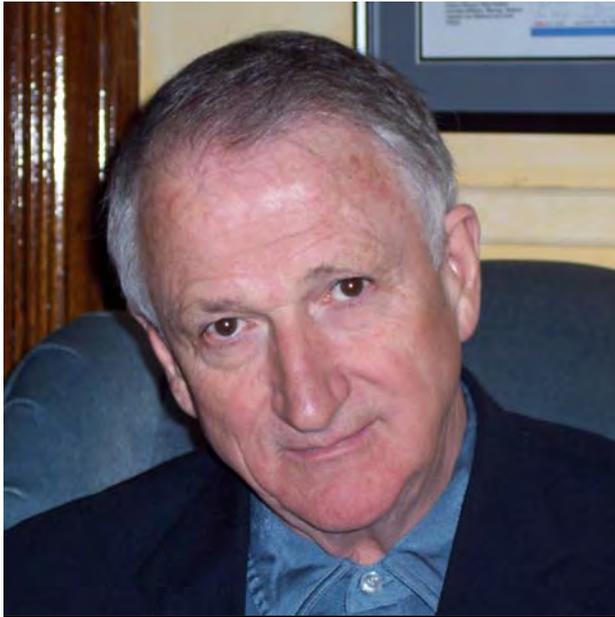
where all children have people who read to them every day; where people who have difficulty reading and writing feel valued and supported."

This is the vision that inspires us. It is a privilege to serve as the Board Chair of the National Adult Literacy Database.

Sincerely,

A handwritten signature in black ink, which reads "Anna Kae McIvor-Todd". The signature is fluid and cursive.

Anna Kae McIvor-Todd  
NALD Board Chairperson



## *Growing Up!*

Charles Ramsey  
*Executive Director*

Like a proud parent I have watched NALD grow from its infancy through a period of adolescence until the present day as it matures into full adulthood. But being mature in the world of Not-for-Profit organizations carries with it the challenge of sustainability. As I leave NALD, I feel that the organization is both on solid ground financially and on the threshold of even greater development. To this end we are pursuing new partnerships and measures that will provide a degree of funding stability into the future. We are proud of our achievements and are confident in our ability to respond to the present and future challenge of improving literacy function among Canada's citizens.

Ironically, this is NALD's first formal Annual Report and my last. After twelve most enjoyable and

fulfilling years as the Executive Director of NALD, I will be retiring at the end of June, and, to use the well-worn cliché, I will be "passing the torch" to a new generation of visionary and passionate people.

I would first like to offer a huge thank you to the Board and staff members of NALD. Through the opportunity that they have given me to work with them, I think that we have accomplished some amazing things. As always, I use the word "we" loosely here because without them, NALD would not exist, and the literacy community in Canada would be poorer for it. These co-workers, colleagues and fellow professionals I number among my closest friends.

I cannot mention "those without whom NALD would not exist" without thanking the two organizations that have been NALD's principal funding partners and supporters over the years. Human Resources and Social Development Canada has been the primary financial supporter of NALD from the beginning, and the staff of NOLL (more familiar to all of us as the National Literacy Secretariat) has been both supportive

and inspiring.

The Province of New Brunswick has provided us with our home. It has been a great benefit in establishing the family-like atmosphere of the NALD work environment to have the wonderful Queen Anne-style, former family home, Scovil House, as our office. This in-kind contribution and the support of the Premier, his Ministers and their staff have been very important to NALD's success.

Finally, to the many wonderful people who make up the literacy community in Canada, thank you. I don't think that there is a more caring, committed and passionate group of people in any other sector of Canada's world of work.

Thank you all. It has been a priceless twelve years, and I will never forget your kindness and support.

Sincerely,

A handwritten signature in black ink that reads "Charles Ramsey". The signature is written in a cursive style.

Charles Ramsey  
Executive Director

# Board of Directors

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## *Anna Kae McIvor-Todd* \*

Vice-President, Learning  
Bow Valley College, Calgary, AB  
NALD Chairperson

## *Charles Ramsey* \*

National Adult Literacy Database  
Fredericton, NB  
Executive Director

## *Keith Anderson*

Literacy Advisor/Tutor  
Edmonton, AB

## *Rachel Bard*

Deputy Minister, Post-Secondary Education,  
Training and Labour  
Fredericton, NB

## *Michelle Brown*

Team Leader  
Random North Development Association  
Clarenville, NL

## *Roger Doiron*

Chair, Fédération d'alphabétisation du Nouveau-Brunswick  
Richibouctou, NB

## *Sue Emson*

Librarian, Saskatoon Public Library  
Saskatoon, SK

## *W. David Ferguson* \*

Deputy Minister, Department of Natural Resources  
Fredericton, NB  
NALD Vice-Chair

## *Sam Feuer*

Management Consultant  
Mississauga, ON

## *Stan Jones*

Consultant in Educational Assessment and Evaluation  
Yarmouth, NS

## *Frances Shamley* \*

Community Development  
United Way of London & Middlesex  
Human Resources Development Canada  
Glencoe, ON

## *Linda Shohet*

Director, The Centre for Literacy  
Montreal, QC

## *Yvette Barriault*

National Adult Literacy Database  
Fredericton, NB  
Secretary to the Board

\* *Member of NALD Board Executive Committee*





# NALD Identity

The NALD Story

Key Stakeholders of NALD

Guiding Principles

# The NALD Story

Since being founded in 1989 as a database of literacy programs and activities, the National Adult Literacy Database Inc. (NALD), a federally incorporated, non-profit service organization, has served French and English literacy communities across Canada. It was the vision of the NALD Board of Directors in 1995 to transform NALD into an online library that, perhaps more than any other factor, has resulted in the current contribution to literacy throughout Canada and even abroad. The World Wide Web was then in its infancy, but the growth in the usage of NALD resources since then has been spectacular, as seen in the charts on this page.

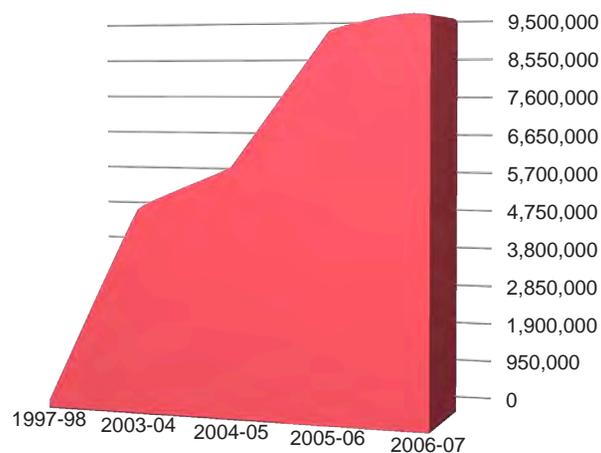
There were in excess of 9.4 million visits to the site last year and, with a growth from 36,000 documents downloaded in 1999-2000 to more than 5.6 million documents downloaded in 2006-2007, there can be little doubt that NALD is having a significant impact on the literacy landscape domestically and internationally. While the most recent IALSS study determined that in recent years there had been only slight improvement in raising the literacy levels of Canadians on a percentage basis, the growth in usage of NALD

resources supports a belief that a significant level of measurable success in the literacy effort might be within reach.

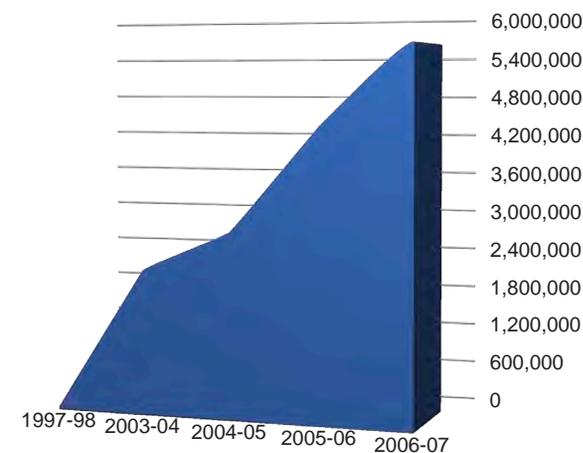
One of the prime factors in the rapid rise of NALD has been its success in bringing together the various stakeholders in the Canadian literacy community. Government at all levels, community and institution based delivery systems, workplace and workforce literacy, the aboriginal community, practitioners, educators, learners, and a host of

other stakeholders join hands together to help improve the reading, writing and numeracy skills of Canadian people. So vast and comprehensive is this effort that Goss Gilroy Management Consultants, when evaluating NALD's effectiveness, stated that they "had some difficulty finding non-users within the literacy community". It is clear from the accompanying Stakeholder chart that building effective partnerships among literacy stakeholders is a clear focus area in the NALD vision and strategy.

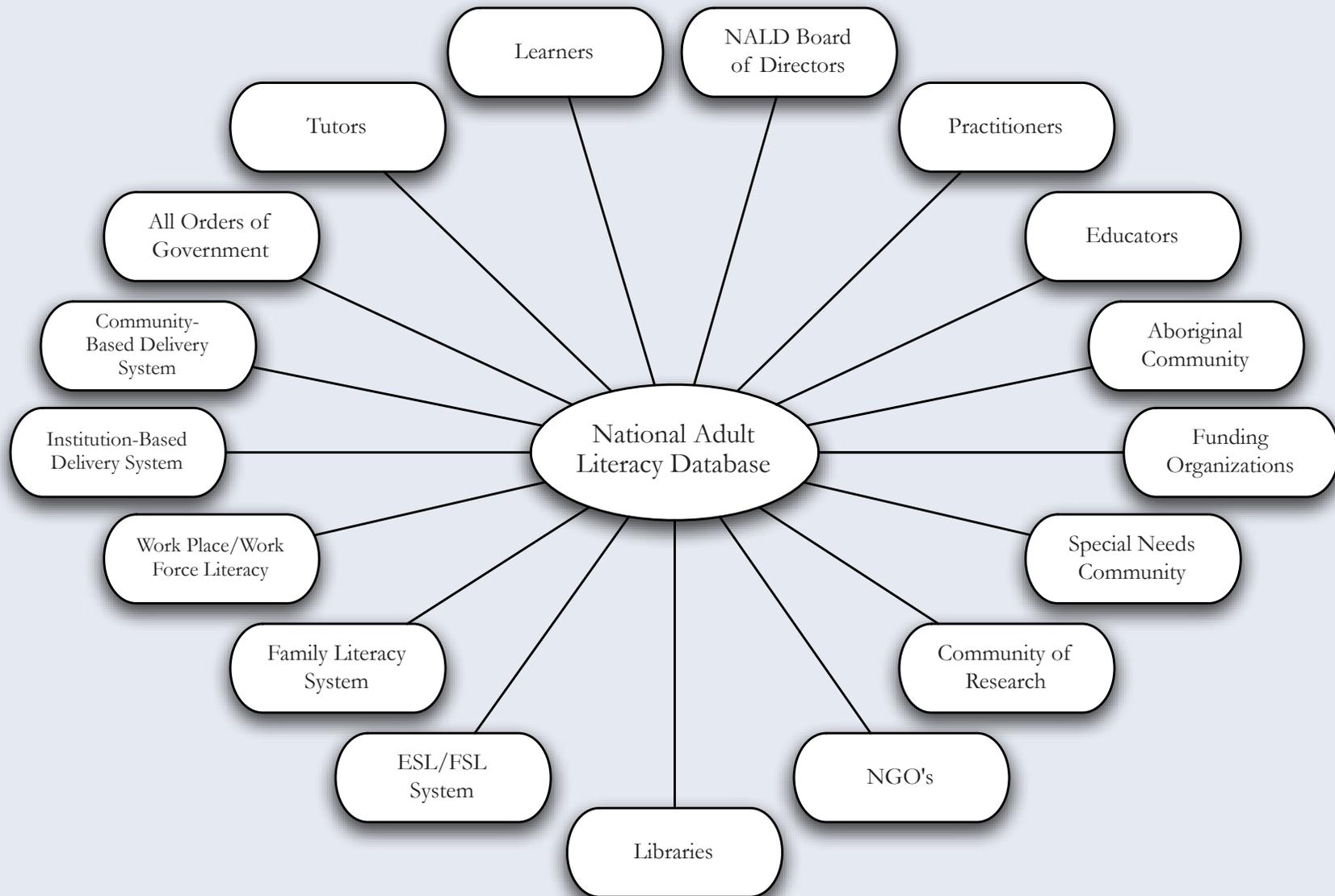
Visits to NALD website



Documents downloaded from NALD



# *Key Stakeholders of NALD*



# Guiding Principles



*As with any organization, knowing where you're going is as important as the work involved in getting there. NALD understands that success is a product of compelling vision, deeply rooted values, and a clear sense of mission. NALD is driven by the following principles...*

## *Mandate*

NALD's mandate is to facilitate the continued delivery of literacy and workplace literacy and essential skills programs in Canada by providing an information network for adult literacy information and by serving and supporting individuals, organizations, government policy setters, and decision makers in the field in both of Canada's official languages.

## *Vision*

NALD's vision is to be a world class provider of access to information and educational resources, serving the literacy community in Canada through the Internet.

## *Core Values*

The following core values are essential to the fulfilling of the NALD mandate and serve as a guide to the Board and staff as they realize the vision and perform the mission.

- Quality & Equality
- Empowerment
- Innovation
- Alliances

## *Mission*

NALD's mission is to contribute to the development of the literacy community in Canada by providing information and resources that enhance the quality of literacy programs and by making access to these resources available to anyone, anywhere, any time, at no cost to the recipient - through the use of the Internet.





# Core Activity

Building Community

Providing Information

Providing Online Resources

Organizing Resources from the Internet

Providing Technological Support

# Core Activity

## Building Community

NALD brings together the very best of the literacy community in Canada. By providing web hosting and design for more than 200 non-profit literacy, and literacy-related groups and organizations, an online connection point for practitioners, researchers, advocates, and learners has been created.

## Providing Information

NALD provides an opportunity for stakeholders to share information and successful practices, to learn of events and remain connected with others in the literacy community, both in Canada and around the world. Through listserv discussion groups, NALD continues to provide a communication tool that offers its members the opportunity to post suggestions or questions to a large number of people at the same time.

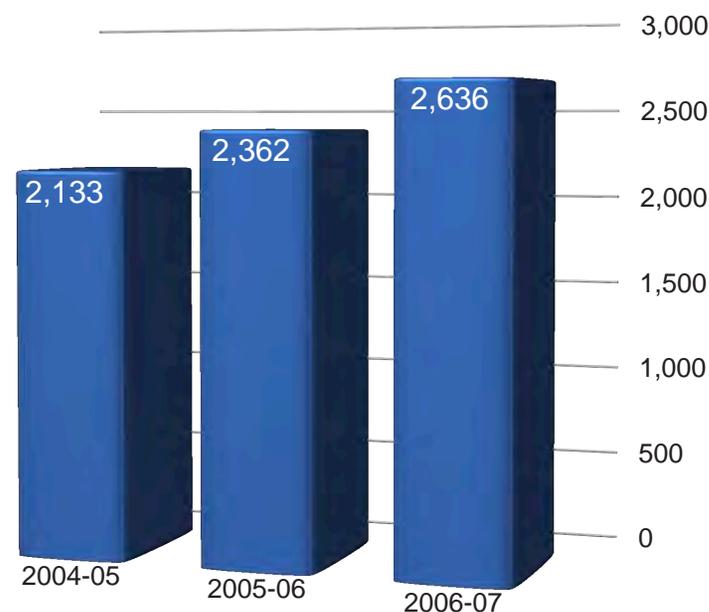
Two unique services have been developed in the past year which make access to NALD's information much more easily accessible: the registration for a

NALD "Updater" and the NALD RSS feed through its Newswire. The NALD Newswire Service renders up-to-date information more readily available by allowing users to get the latest updates at NALD in real time. Included in this service are: news summaries, headline news items, new homepages, newsletters, research and learning materials, and a host of other information pieces. Information is also provided which describes the NALD Newswire service, explains how to use this service and gives an explanation of RSS, the feature that delivers the latest news and features. NALD is continuing with its Weekly Update service which provides a weekly email notification of changes and additions to the site for the following categories: new websites; story of the week; literacy newsletters; headline news; research materials; learning materials and review of the latest events. Two emails are sent on Monday of each week: one in English and one in French.

## Providing Online Resources

NALD has created a library of resources by digitizing and making available on the Internet many of the excellent resources that have been created by Canadians for the Canadian literacy community. Most of these resources have been

### Total Research and Learning Materials

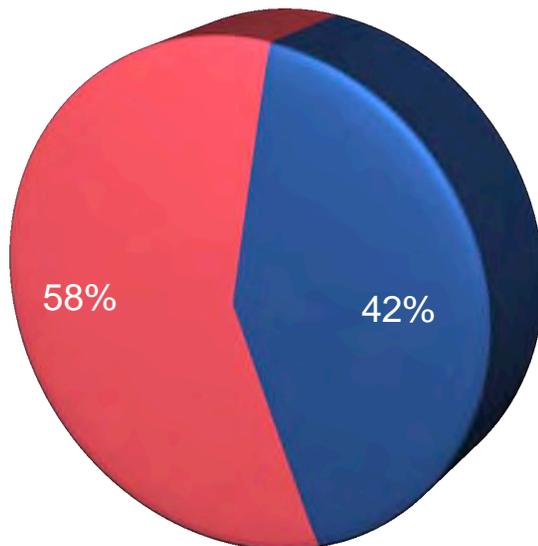


created with public funds provided, to a large degree, by the Federal Government through the former National Literacy Secretariat, and by provincial and territorial governments. These resources, many of which have not been generally available or available only through the libraries of large universities, are now available to anyone in the furthest reaches of this large country as long as they have access to the Internet, making NALD a virtual “one stop shopping” access to literacy information on program models and approaches, teaching and learning materials, assessment tools and practices, and research.

Research materials, including research reports, directories, articles and reviews, which are

### Story of the Week by Language

- English (834)
- French (608)

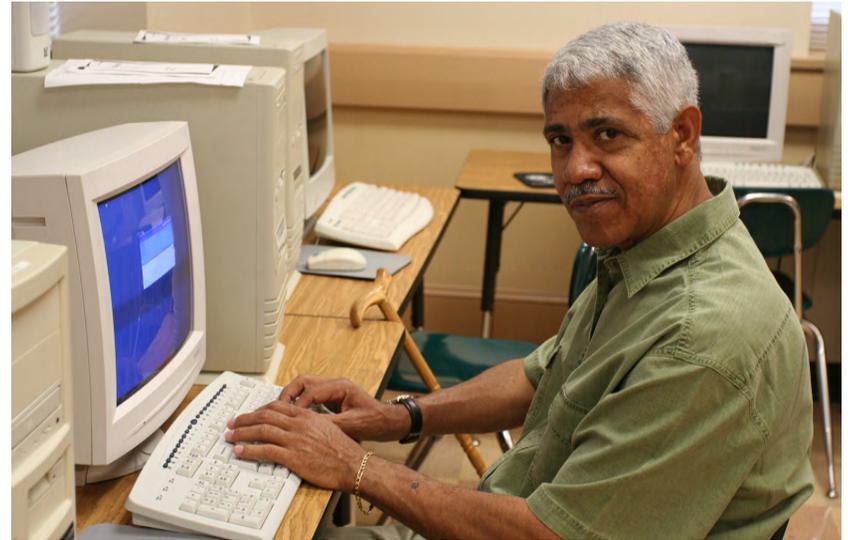


important reference material to the field of literacy in general, and learning materials such as online books that can be used at home or in the classroom, comprise a total of 2,366 documents available through the NALD portal. In 2006-2007 NALD added 128 new research documents (92 English and 36 French) and 146 new learning documents (70 English and 76 French), bringing the total number of research and learning materials to 2,636.

Stories of the Week, highlighting learner accomplishments, enable learners to become both consumers and creators of knowledge. This unique approach supports the building of more literate families, and a strengthening Canadian culture and heritage.

In addition, newsletters produced by partner organizations, and online discussion groups help to bring a family connection to Canada’s literacy community - in both official languages. There are currently 17 national newsletters and 120 provincial/territorial newsletters in English and 8 national newsletters, and 18 provincial/territorial newsletters in French, all accessible from the NALD website.

Learners, practitioners, and participants in literacy and workplace literacy advocacy, program



Stories of the week give learners the unique opportunity to be contributors to the NALD online library.

development and delivery across Canada have ready online access to NALD. Increasingly, the NALD online library is accessed by the international community as well. In 2006 – 2007, for example, NALD material was downloaded from every continent. In essence, the NALD online repository allows for the same high quality literacy training materials and research to be available in downtown Toronto, a metropolis halfway around the world, and in the most remote part of the planet through uplink to the World Wide Web. Journalists and researchers, as well as policy and decision makers who impact literacy and workplace literacy and essential skills within their work environment, are also frequent users of this library.

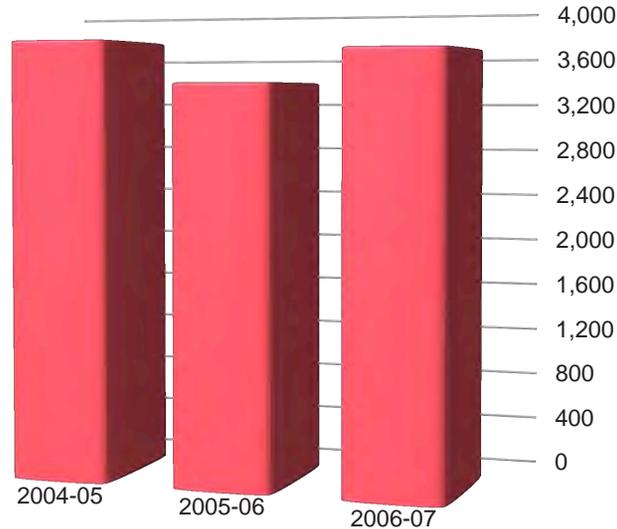
As a result, the amount of research and learning material stored on the NALD website continues to

increase with each passing year. With the addition of the NALD@Work project, which will go live online in 2007, the pace of growth in the number of documents available will increase still further. The NALD@Work online Clearinghouse and Portal will extend service to workplace stakeholders, providing all Canadians with access to program information, materials, tools, research, events and other resources and contacts in workplace literacy and essential skills.

## Organizing Resources from the Internet

NALD is seeking and organizing many of the educational resources available on the World Wide Web for the purpose of making them available to busy practitioners who may not have the time to perform these often demanding searches for useful resources. Links to Resources are of particular interest to teachers, tutors and learners. This section of the NALD website is now run from a database, and has been organized to include more categories and more links, as well as annotations for the links. Information is organized in the following groupings: Educational Resources; Literacy; First Nations; News Media. Work continues in the checking and reclassification of the existing links and for all new links added, in order to make these more readily accessible to those people who need and use them the most.

### Links to Internet Resources



## Providing Technological Support

NALD's technological expertise has been developed throughout the years to support the literacy community across Canada. The staff has a proven track record of competency and creativity in providing solutions for issues of accessibility, content, connectivity, website design and data management. By utilizing NALD's experience and expertise in providing the technology for many of the literacy and literacy-related projects, project leaders can avoid duplication in buying hardware and software needed, and avoid the long learning curve often required to become adept at using new software. For example, the Literacy Research Centre of the University of Alberta compiled

information on adult literacy research in English. NALD then created the web-based database and search engine which made this information available to a pan-Canadian user group. The same is true for various library catalogues created for Literacy BC, Literacy Partners of Manitoba and AlphaPlus.

NALD has worked with groups to assist them to better serve clients and stakeholders through the development of interactive learning materials, interactive communication and online surveys and questionnaires. This commitment to helping other organizations improve and optimize their use of technology in the advancement of literacy is seen in such endeavours as the Advancing Learning Technology Project and the Centre de ressources en alphabétisation familiale project. In fact, many of our current projects involve some element of technology transfer to the client or end user.

# ■ ■ ■ Projects 2006-2007

New Websites Launched

Web Accessibility

Document Conversion

NALD@Work

Additional Project Activities

# Projects 2006-2007

## New Websites Launched

In July 2006 NALD launched two different website portals to accommodate the English and the French literacy communities. These two independent sites feature a new layout, which is user friendly and provides easier navigation to the resources, events and other literacy-related information. Additionally, the NALD Library, which is included in the new portals, is home to three main resource collections:

- Research materials: resources include full text documents such as research reports, directories, articles and reviews.
- Learning materials: collection is made up of full text resources such as online books to be used in the classroom or at home.
- Resources available for purchase: collection includes abstracts about educational resources that are commercially available for purchase

The users may search all three collections at once or independently, view recent additions, and do an advanced search or browse.

## Web Accessibility

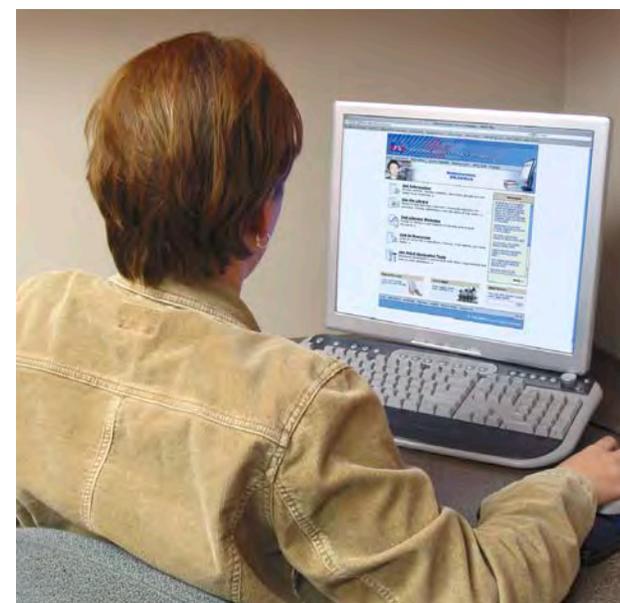
NALD strives to reduce barriers to accessibility to the NALD website, particularly for those with disabilities and those who use assistive software such as screen readers. The Web Accessibility Initiative (WAI) of the World Wide Web Consortium (W3C), in coordination with organizations around the world, pursues accessibility of the Web through five primary areas of work:

- Ensuring that Web technologies support accessibility
- Developing guidelines for accessibility
- Improving tools to evaluate and repair Web accessibility
- Developing materials for education and outreach
- Coordinating with research and development.

NALD has developed standards for creating quality online resources that will be fast loading, search engine friendly, and most importantly

accessible to users with disabilities. These are standards for creating accessible HTML and PDF documents, standards for cascading style sheets and WAI accessibility checkpoints for level Double A conformance.

Presently, NALD is working at developing all new documents (HTML and PDF versions) added



NALD develops quality online resources that are quickly searchable and accessible.

to the NALD collections to conform to the Web Accessibility Initiative (WAI) of the World Wide Web Consortium (W3C). Effective March 31, 2007, for all other HTML documents in the collections, NALD has managed to convert 38.41% of the documents in the NALD Learning Materials, 38.81% of the NALD Research Materials, and 100% of the Learners' Story of the Week to conform to the WAI of the W3C.

## Document Conversion Lab

NALD is establishing a Document Conversion Lab to expand its very modest capacity to convert materials and post them to the World Wide Web. The Lab will feature twelve work stations where staff can digitize material, convert it to HTML and PDF, and post it to the Internet in a manner that meets the standards of the Web Accessibility Initiative of the World Wide Web Consortium.

The Lab will mean that NALD can meet the demand from its partners to distribute more material to clients, forge new partnerships which will provide access to more quality resources for learners and trainers, and give more developers of materials a means to get their work to the people who need it. An expanded lab will also afford an opportunity for people from various priority groups to gain training and work experience in document digitization and other aspects of the process. Supported by the expertise

of the core staff, a number of those enlisted for the lab will be able to improve their skills and increase their employability.

Additionally, NALD will be able to pursue further collaborations that will help it to move toward a level of self-sustainability over time.



*NALD@Work will be a resource to enable workers to advance their literacy skills within their workplace.*

## NALD@Work

During the July to September 2005 consultations on the comprehensive literacy and essential skills strategy conducted by the Department of Human Resources and Social Development Canada, stakeholders stressed the need for a "one stop

shopping" source of information. This would include program models and approaches, teaching and learning material, assessment tools and practices, and research, particularly for workplace stakeholders but also for Canadians, anywhere, anytime, at no cost and in both French and English. It was suggested during the consultations that NALD has had success with this kind of project and should be involved in this.

This project will enable the National Adult Literacy Database Inc. to develop, implement and maintain an Internet-based Clearinghouse and Portal to serve workplace literacy and essential skills stakeholders, including business, labour and workplace literacy and essential skills practitioners. Utilizing the experience and expertise NALD has developed since its move to the World Wide Web in 1995, this Clearinghouse and Portal will provide a forum for stakeholders to share information and successful practices, learn of events going on in the field and to optimize their use of the Internet in advancing the field of workplace literacy and essential skills development.

NALD's past successes, resulting in its being one of the few organizations in Canada with the experience and expertise to develop and maintain such a clearinghouse and portal for literacy training, put it in a unique position to undertake this project. NALD is well suited to

provide an efficient, cost-effective, state of the art infrastructure, building on the experience it has gained since 1995 in serving the adult literacy community through the Internet.

Those who will benefit most from NALD@Work are those workers who remain committed to advancing their own workplace literacy function, thus facilitating their own advancement and Canada's increased participation in the global marketplace. Additional beneficiaries will include employers and labour unions, educators, trainers, academics, practitioners, professional and trade organizations, employer organizations, federal, provincial/ territorial and municipal governments, community groups, learners, people in the workforce and people transitioning to the workforce and others with employment goals.

Throughout the past year NALD has conducted consultations with workplace literacy and essential skills stakeholders in Halifax, Calgary, Toronto, St. John's, Regina and Winnipeg, with additional consultations scheduled for the remaining provinces early in the next fiscal year. These consultations have immeasurable value in bringing Canada's workplace literacy and essential skills community together in the development of the NALD@Work online clearinghouse and portal.

## Additional Project Activities

**Consulting Services for the Advancing Learning Technology Project** - The project will provide

electronic connectivity for all literacy coordinators, practitioners and learners in community-based programs in Nova Scotia. This project will enable Literacy Nova Scotia to further develop their technology use for sharing information online.

**Website for the Centre de ressources en alphabétisation familiale / Project** - Through this project, the Centre FORA will establish and manage a national francophone resource centre specialized in family literacy. NALD is responsible for designing and maintaining the website, thus providing access to information on existing minority-language family literacy projects and programs in French and quality materials intended for parents and children.

**Maintenance of the Literacy for Independent Living (LIL) Website** - This project includes the design, maintenance and hosting of a bilingual website for the Canadian Association of Independent Living Centres (CAILC) for the Literacy for Independent Living (LIL) project. The site will provide online literacy and disability resources, enabling more adult learners with disabilities to access literacy programs in their communities.

**Policy Link NB Website** - The Policy Link NB network is a multi-sector group of government, academia, volunteer sector, business and citizens, which provides a supportive, trusting environment for horizontal collaboration on concerns, common objectives and approaches. Group representation is linguistically, culturally and geographically

balanced. The objective of this project is to foster a more responsible public policy process through inclusion and collaboration among partners. NALD designed and developed the site and provides ongoing monitoring and maintenance.

**Reconstruction of the Community Legal Education Ontario (C.L.E.O.) Website** - NALD reconstructed the C.L.E.O. website to the required standards and to respond to the needs of users with various special needs. NALD continues to maintain the C.L.E.O. site.

**Maintenance of Canadian Public Health Association (CPHA) Related Websites** - NALD continues to monitor and maintain all CPHA-related websites. This results in NALD being able to offer a well-informed, resourceful health-related site on its server to all of the Internet users in the literacy community.

**Canadian Association of Independent Living Centres (CAILC)** - Independent Living Impact Project – NALD developed a credible, sustainable, pan-Canadian framework for analysis, information gathering, storytelling and measuring the participation in Independent Living-related activities, services and supports, enabling CAILC to document success stories and provide a historical account on the impact of the Independent Living (IL) movement in Canada.

**Literacy Basics Plus** - Community Literacy of Ontario (CLO) – A partnership with the National

Literacy Secretariat, Community Literacy of Ontario, this project provides “just in time” training and professional development for Literacy Basic Skills practitioners in flexible learning environments. Literacy Basics Plus also provides “real-time”, online training on Centra and web-based, self-directed training modules to support literacy practitioners.

**Weaving a Knowledge Web** - The partners of this project, Canadian Council on Learning, Springtide Resources Inc., Spiral Community Resource Group and National Adult Literacy Database Inc., are committed to improving literacy learning outcomes by addressing the impact of violence on learning. NALD is to create and maintain a website under the direction of Dr. Jenny Horsman, as a place to examine the impact of violence on learning, to find ways to support learning in the aftermath of violence, and to find out who is doing research or creating innovative practice to understand and address the issue of violence.

**Clear Language Interpretation Project (CLIP)** - Adult Learning Knowledge Centre, an initiative of the Canadian Council on Learning (CCL) - This pilot project was designed to assist literacy researchers, practitioners and partners in understanding the focus, content and conclusions of various literacy-related research papers located in the NALD online library - by ‘CLIPping’ the nuggets of a given paper and presenting them in a way that avoids much of the technical jargon. This essentially makes

research findings more relevant and available to those involved in end delivery of literacy programs and in decision-making processes, and enables one to determine the usefulness and relevancy of a document quickly and efficiently.

**NB Premier’s Community Non-Profit Task Force** – The project includes the design, maintenance and hosting of a bilingual website. The Province of New Brunswick recognizes the need to work with the community non-profit sector, to gather information from this sector in order to improve working relationships between this sector and the government departments. The website will deliver information on the purpose of the Task Force and its work and will provide a forum for members of the community to download the various documents prepared by the Task Force.

**Work-in-Progress Consortium website** – NALD will implement a ready-to-use Web Content Management System package in the development of this bilingual website, as per instructions from the Adult Learning Knowledge Centre (AdLKC) The AdLKC is an initiative of the Canadian Council on Learning (CCL).

**Online Resource Centre** – To enable stakeholders of the Canadian Council on Learning (CCL) across the country to have ready access to a one-stop collection of learning materials, NALD will work with CCL staff in establishing, populating and maintaining an Online Resource Centre. The Online Resource Centre will be accessible through

the CCL website and the related websites of the five Knowledge Centres, as well as the NALD Library.

**Nova Scotia Professional Development Website Project** – NALD will develop a portal for the collection and sharing of Adult Literacy Practitioners (ALP) curriculum resources for the Skills and Learning Branch, Department of Education, Province of Nova Scotia. NALD will provide technical support to users as required and will maintain the site.





# Finances

General Information

# Finances

NALD is an important employer in New Brunswick, having contributed more than \$8.1 million to the New Brunswick economy since 1995. One hundred and twenty-six people have gained new skills and valuable work experience at NALD since its beginnings with a staff of four in 1995. NALD employees have included students, recent graduates, priority groups, and people seeking valuable work experience. Former NALD staff have transformed this experience into successful careers in a variety of fields as IT professionals, lawyers, teachers, entrepreneurs and administrators, to name a few. Nineteen people are currently employed at NALD's Fredericton location with two more in Moncton and one in Camrose, Alberta.

NALD continues to evolve to meet the needs of the literacy and workplace essential skills community in all regions of Canada while continuing to be an important player in the economy and labour market of New Brunswick. A result of the sound financial management and practices employed at NALD is evidenced by the significant growth in service and impact over the years. Consequently,

NALD is increasingly recognized as a key organization in Canada's literacy landscape.

An Audited Financial Statement for the fiscal year ending March 31, 2007, is available upon request from the office of the National Adult Literacy Database Inc. (NALD).



# To the Future

# To the Future

Growing from adolescence to adulthood, while natural and exciting, can also sometimes be painful as well as challenging. So, in June 2007, NALD will say good-bye to retiring Executive Director Charles Ramsey who, more than any other, can justly claim NALD as his child. His ever-expanding vision and dedication have served him well as he has led NALD from infancy to a place of national prominence in the Canadian literacy landscape. But the painful farewell will be eclipsed by the anticipation of a new era of growth and expansion in the services and impact of NALD, as the newly appointed CEO, Katherine d'Entremont, assumes responsibility at the helm in the same month.

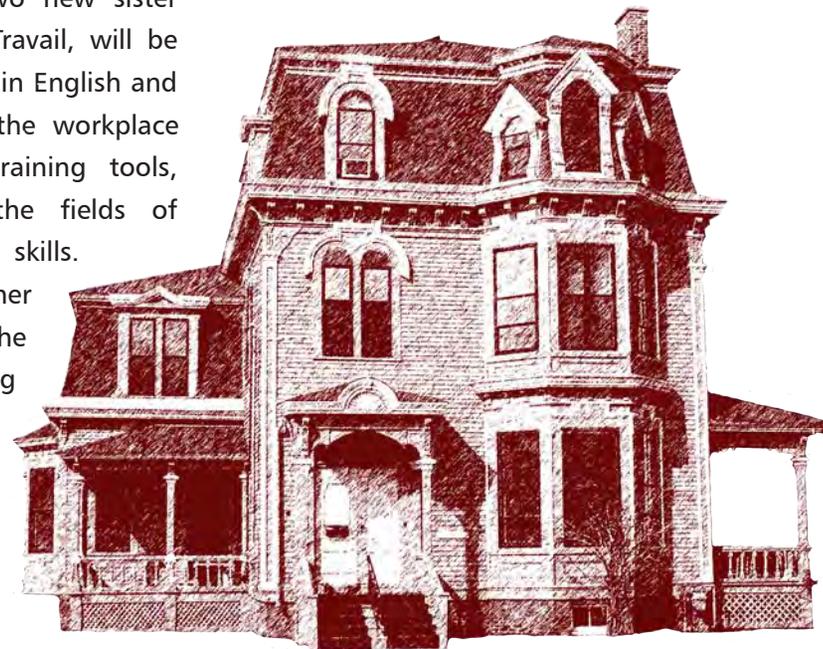
With a Master's degree in Public Administration and a Bachelor of Education from Université de Moncton, and a Certificate in Adult Education from St. Francis Xavier University, coupled with more than 17 years of experience in New Brunswick public service, Katherine, it seems, has been preparing for this role her entire professional career. Being perfectly bilingual, and having extensive presentation experience, a broad understanding of local, provincial and federal

government, considerable community and not-for-profit board experience, and a passion for education, uniquely qualify her to build on the solid foundation that has served the organization so well.

With adulthood comes even greater responsibility for NALD, in advancing the quality of life for ordinary Canadians. In 2007 two new sister sites, NALD@Work and BDAA@uTravail, will be introduced. These online libraries, in English and French respectively, will provide the workplace and workforce with research, training tools, and networking resources in the fields of workplace literacy and essential skills.

With increased demands for higher literacy function in the workplace, the further development and training of Canada's workforce in literacy function unique to the workplace will help improve the quality of the Canadian way of life and enable Canada to maintain and advance its role in the emerging global economy.

Fuelled by a vision to serve Canada's literacy community by providing access to education and literacy resources through the Internet, empowered by strong and passionate leadership, energized by competent and committed staff, and enabled through sound financial management, NALD is a world class online library, positioned for even greater impact in the years ahead.



*Sterling House - Fredericton, NB*

