



BRITISH COLUMBIA'S COMMUNITY-BASED TRAINERS

# ASPECTIVES

977 ALSTON STREET, VICTORIA, BC, V9A 3S5 | 250-383-9675 | 250-382-9677 [ASPECT.BC.CA](http://ASPECT.BC.CA)

Week Ending November 10, 2016

 Forward to a Friend

## In this Issue

[Humans of Employment](#)  
[Canada-B.C Job Grant](#)  
[Members in the News](#)  
[Employment News](#)  
[ASPECT Webinar Series](#)  
[Job Postings](#)  
[Professional Development](#)  
[ASPECT Tour Dates](#)  
[Norma Moments](#)

## Reminders



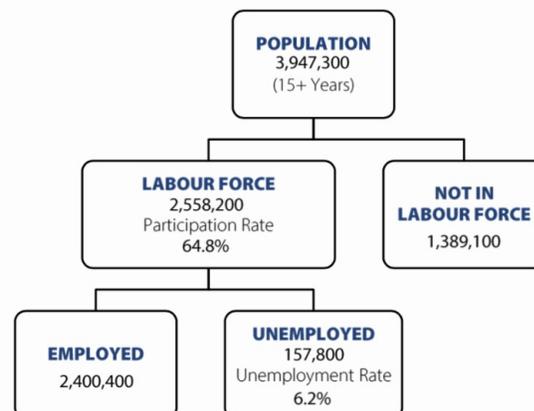
## CEO Report

*Post Conference Follow Up*

This week it's all been about settling down after, which many have described, as the best ASPECT conference yet. We were fortunate to have record delegate numbers and expert presenters. Thanks to all who made it possible.

We will have all of the PowerPoint presentations available for you soon, but in the meantime I wanted to ensure that new information from last week is on your radar:

- [Labour Force Statistic Highlights](#) released by BC Stats last Friday.
- [Slide presentation](#) from ADM Scott MacDonald of the Ministry of Jobs, Tourism & Skills Training and ADM Nichola Manning of the Ministry of Social Development & Social Innovation. In their presentation, they help us interpret those statistics.
- [Report on the Federal-Provincial/Territorial Consultations](#) on the Labour Market Transfer Agreements - "What We Heard Summary Report"



*Labour Force Statistics - November 4, 2016*

ASPECT BC is supporting a nomination to the newly forming LMI National Stakeholder Advisory Council through our national partnership with the [Canadian Coalition of Community-Based Employability Training](#) (CCCBET). We want to ensure that your

needs and most importantly, the needs of your clients, are being addressed in any future negotiations or policy adjustments to the Labour Market Transfer Agreements.

As always, I welcome your comments or suggestions.

## [Janet Morris-Reade](#)

### Norma Moments

*Last chance to submit your Norma Moments*

We said a fond farewell to retiring ASPECT CEO Norma Strachan at last Thursday's reception during the conference.

We had four spirited speakers from Norma's past who were Chris Atchison, former ASPECT employee; Nolan Eddy, former ASPECT board member and David Hutson Award Winner; Ed Kothiringer, from CCCBET; and Allison Bond, ADM responsible for designing our current EPBC model.



Some of those attending came prepared to deliver a speech about Norma at the event, which unfortunately we did not have time for. If you had a speech prepared or a story about Norma that you'd like to share with her, we will be putting the book of "Norma Moments" together soon. [Please email us by Friday, November 18th](#) to have your story (for Norma's eyes only) included.

### Members in the News: B.C. pilot project looks to find jobs for Syrian refugees

*Posted by Global News*

A new pilot project has teamed with British Columbia's manufacturing sector to provide jobs for Syrian refugees, helping them integrate into their new country and boost jobs in the industry at the same time.

[Click to read more.](#)

### Members in the News: How to help Syrian refugees coming to B.C.

*Posted by CBC.ca*

The province's leading immigrant services organization is asking British Columbians to help settle thousands of Syrian refugees expected in the next six to eight weeks.

[Click to read more.](#)

### Best practices make Canada's top employers stand out

*Posted by The Globe and Mail*

The latest best practices from the winners of Canada's Top Employers for 2017 are worth a second look. While these industry leaders already excel in making their organizations a place where people love to come to work through a wide variety of innovative initiatives, many have gone further in transforming their physical space to further engage workers.

[Click to read more.](#)

## Victoria employers look for new ways to attract and keep workers

*Posted by Vancouver Sun*

Competition to snap up employees in Victoria and elsewhere on Vancouver Island is so stiff that employers are developing new strategies to attract workers.

[Click to read more.](#)

## Humans of Employment

*Sharing the stories of employment and employment programs in British Columbia.*

### Help us:

- Share YOUR stories in YOUR words.
- Make the PEOPLE accessing services and delivering services the focus again.
- Create a MOVEMENT.

### Help by:

Follow us on Facebook:

[www.facebook.com/HumansofEmployment/](http://www.facebook.com/HumansofEmployment/)

Follow us on Instagram: [@humansofemployment](https://www.instagram.com/humansofemployment)

Share the stories through your own social media networks.

[Send us](#) your photos and stories to share.



"I had a heart attack in 2010 and I was hitting brick walls trying to find work. My confidence was so low. What we learned here is that there are a lot of ducks out there, but we are eagles."

## Canada-B.C. Job Grant

As a delivery partner, ASPECT can assist with CJG applications under three streams of funding to which eligible employers can apply.

For full details and eligibility go to [aspectcanadabcjobgrant.ca](http://aspectcanadabcjobgrant.ca)

## ASPECT Professional Development - Winter Webinar Series

### Responding to RFPs and Tenders: Social Services Sector Competitive Edge

3-part webinar series delivered by NECI: Canada's leading procurement training organization

#### Part 1: Making the Go/No Go Decision for the Competitive Process

November 22, 2016, 1:00pm-2:30pm

\$97 + tax (individual), Maximum 20 participants

- Discuss factors to consider when deciding which contract opportunities to bid on
- Identify the defining characteristics of each competitive contracting method
- Recognize the key laws, duties and obligations that surround competitive contracting processes



## **Part 2: Preparing Your Team for the Competitive Process**

November 29, 2016, 1:00pm-2:30pm

\$97 + tax (individual), Maximum 20 participants

- Analyze the impact of non-binding competitive processes
- Practice pinpointing what information and format to use when preparing your proposals
- Practice preparing proposal response sections based on stated evaluation criteria

## **Part 3: Tips for Success in the Competitive Process**

December 5, 2016, 1:00pm-2:30pm

\$97 + tax (individual), Maximum 20 participants

- Develop approaches to avoid errors in bids and proposals
- Examine case examples of unfairness in competitive contracting
- Discuss how prequalification processes and debriefing can be valuable to you

### About NECI

NECI helps organizations realize maximum value from their procurement and contracting functions through classroom workshops, interactive webinars, and online procurement training.

Register at [www.aspect.bc.ca/pro-d](http://www.aspect.bc.ca/pro-d)

Visit the website for more professional development opportunities in the new year including this complimentary session.

## **Select and Develop Your Team with the Winslow Assessment**

Presenter: Angela Hoyt, Evolution Group Inc.

January 4, 2017, 12:00pm - 1:00pm

\*FREE SESSION\*

Pre-employment personality testing can assist you to select the right people for your team. By understanding the "personality" of the job, you can select the right "fit" for the job. Once hired, the assessment results will help you capitalize on personality assets and control behaviors that are limiting or preventing success.

In this complimentary webinar we will cover:

- An overview of personality assessments including personality trait and personality type theory
- The personality traits that contribute to career success
- The results of Angela's recent MA thesis research that set out to define the personality traits of successful job developers
- The ways personality assessments can support you to select and develop high performing team members

Register at [www.aspect.bc.ca/pro-d](http://www.aspect.bc.ca/pro-d)

## ASPECT Member Agency Job Postings

*Did you know that over 50% of the clicks in our weekly news brief are for job postings? Send us your agency's postings to be included.*

Facilitator / Resource Room Advisor

Agora Employment Essentials, Vancouver, BC

Closes: November 18, 2016

[Click for details.](#)

Case Manager

Agora Employment Essentials, Richmond, BC

Closes: November 25, 2016

[Click for details.](#)

Multiple Postings

Pacific Community Resources, Vancouver, BC

Closing Dates: See details

[Click for details.](#)

Multiple postings

Boys and Girls Clubs of South Coast BC, Multiple Locations

Closing dates: See details.

[Click for details.](#)

Multiple postings

Chilliwack Community Services, Chilliwack, BC

Closing dates: See details.

[Click for details.](#)

EDGE - Career Focus

Beacon Community Services, Sidney, BC

Closes: When Filled

[Click for details.](#)

Multiple postings including: LINC On-call ECE Teachers

ISSofBC, Lower Mainland, BC

Closing dates: See details.

[Click for details.](#)

Multiple postings including: Settlement Worker and Employer Relations Manager

MOSAIC, Vancouver, BC

Closing dates: See details.

[Click for details.](#)

To have your job opportunity included in the newsletter, please send the details including a link to your posting to [nreich@aspect.bc.ca](mailto:nreich@aspect.bc.ca).

## Professional Development Events

### **2017 Cannexus Conference**

January 23-25, 2017

Shaw Centre, Ottawa, ON

Come together with more than 900 of your peers to exchange information and explore innovative approaches in the areas of career counselling and career development.

Register now: <http://cannexus.ca/registration/>

### **2017 CASE National Conference on Supported Employment**

May 30 - June 1, 2017

Niagara Falls, Ontario

Call for presenters is open until December 1, 2016.

[Click for details.](#)

## ASPECT Tour Dates

**ASPECT is hitting the road!**

- Aug 15-18: Kootenays - Thank you for your time!
- Aug 21-27: North & Central - Thank you for your time!
- Sept 12-15: Fraser Valley - Thank you for your time!
- Sept 19-22: Vancouver Island & Sunshine Coast - Thank you for your time!
- Sept 26-30: Caribou-Thompson-Okanagan - Thank you for your time!
- Oct 3-7: Lower Mainland - Thank you for your time!
- Oct 11-14: Vancouver - Thank you for your time!
- Oct 17-19: Victoria & Duncan - Thank you for your time!
- November: Vancouver & Lower Mainland TBA

*ASPECTIVES is the newsletter of the Association of Service Providers for Employability and Career Training (ASPECT). It is distributed weekly to more than 2,600 contacts within the employment and community-based training sector. Attributed articles represent the opinions of the authors and not necessarily the opinions of ASPECT.*