



Week Ending December 16, 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](#)

#### Reminders

There will be no [job posting section](#) in the next issue of ASPECTIVES. The next issue to include job postings will be Friday, January 6, 2017.

Check out our [Winter Webinar Series](#) which counts towards professional activity hours for your CCDP.

## CEO Report

### *ESS and JTST Roundtable*

Yesterday I had an opportunity to meet with Employment Services and Supports (ESS) contractors in Kelowna in a pilot roundtable discussion facilitated by the Ministry of Jobs, Tourism, and Skills Training (JTST). The roundtable was a follow-up to individual meetings JTST had with ESS contractors. It was an inspiring and innovative morning as ministry staff and contractors brainstormed ways to help clients. At times, it felt like anything was possible!

We started the day with short presentations from contractors about how they achieve results for their clients, giving everyone in the room a good understanding of the diversity of services offered. Then we had three facilitated discussions about needs, outcomes, and collaboration. I'm not in a position to share with you exactly what was discussed, but I can tell you what I saw happening in the room that wasn't directly related to the topics discussed.

Those in the room began organically sharing best practice ideas, setting up opportunities to do staff exchanges so that their clients have access to a broader perspective, and discussing opportunities to refer clients to each other's programs. It was exciting to witness.

Thank you to Catherine Poole, Cordelia Williams, and Sunjit Mark of JTST for including me in the roundtable and doing such an excellent job. I'd also like to thank ADM Scott MacDonald for his leadership in making this happen. It is a perfect example of how policy and practice can come together to create intelligent and effective service ideas for clients.

In the New Year, ASPECT will work with members to present more regional meetings and topic-specific conference calls for our members so that we can provide more opportunities like this. Details are coming soon.

[\*\*Janet Morris-Reade\*\*](#)

The winner of a package of Q-cards for participation in last week's poll is **Victoria Pruden** at Bridges for Women. Congratulations Victoria.



Thank you to all of you who participated last week. The polls will return in January!

## Members in the News: B.C. government invests \$630,000 to help immigrants, refugees find work

*Posted by The Province*

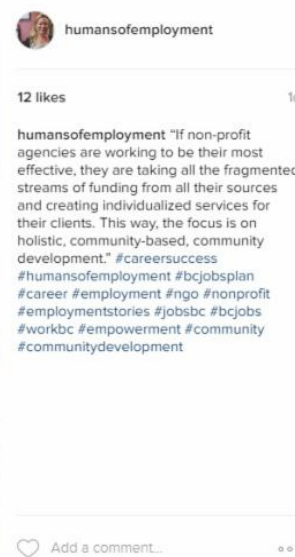
The B.C. government on Tuesday announced more than \$630,000 to help immigrants, including refugees, find work faster.

[Click to read more.](#)

## Humans of Employment

*Send us your Humans of Employment photos and stories.*

This story is from Sources Community Resource Centres in White Rock.



Follow us on Facebook and Instagram.



Like and share the stories through your own social networks.

## B.C.'s economy to grow in 2017, but regional divide exists: credit union

*Posted by News 1130*

A B.C. credit union says Vancouver, Victoria and Kelowna will lead the province in economic growth next year while other regions of the province will grow slowly.

[Click to read more.](#)

## Carpentry employment growing

The timing looks good for people with an interest in carpentry. After a one-year hiatus, Okanagan College's Residential Construction Program is gearing up for 2017.

[Click to read more.](#)

## Half of adult Syrian refugees unemployed 1 year later: Liberals

Posted by Global News

One year after the first of 35,000 Syrian refugees landed in Canada, only half of all adults - approximately 9,000 individuals - have found work.

[Click to read more.](#)

## ASPECT Professional Development - Winter Webinar Series

### Start planning your new year's professional development!

The winter webinar series has been approved by BCCDA for professional development hours in maintaining your CCDP.



Register at [www.aspect.bc.ca/pro-d](http://www.aspect.bc.ca/pro-d). Visit the [website](#) for all of our 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)

### Leading and Managing Job Development

3-part webinar series

Presenter: Angela Hoyt, Evolution Group Inc.

**January 4, 11 & 18, 2017, 10:00am - 11:30am**

\$299 + tax (individual); \$899 + tax (agency registration for 4 staff)

During this three-part webinar series managers will learn what it takes to be an employer-focused service. Managers will learn how to plan for, and to build a "culture of job development". A culture that blends client preparation, and job development interventions, to achieve success for all clients regardless of employment barriers. The

webinar series includes concepts and strategies to:

- Identify and measure job development effectiveness
- Engage employers
- Assess and support changes in job development efforts
- Set short and long term goals to increase long term productivity
- Ensure the job development function is the key driver in achieving employment outcomes

For full details on all winter session and to register, visit [www.aspect.bc.ca/pro-d](http://www.aspect.bc.ca/pro-d)

## Canada-B.C. Job Grant

### Tips on how to use the Canada-B.C. Job Grant:

*As a career practitioner:*

1. Talk to your employers about the grant for training new hires, especially those who were previously unemployed. Employers now have up to one month after hiring a new employee to apply for the grant under the unemployed stream.
2. Give your clients the information to market themselves to new employers. Clients can use the grant as an extra incentive to hire them.

*As a trainer:*

1. Talk to participants to see if they are employer sponsored. Provide them with the information for their employers to access the grant to train additional staff.
2. Talk to your employer community to see if the grant will help them access training for their staff.

*As an employer:*

1. Use the grant to train your existing staff. Provide them with the professional development to acquire new skills, move into new roles or improve their current role.
2. Use the grant for new hires. Under the improved edibility criteria: "The Participant cannot have worked for the employer for more than three consecutive months during the fiscal year of the application (April 1 to March 31 of the following year), unless the Participant is a seasonal or casual worker that will be hired for permanent full time employment at the end of the training." If you have a casual employee that would become permanent with additional training, then ask about the 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 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.*

Manager

Career Link, Powell River, BC

Closing date: January 13, 2017

[Click for details.](#)

Multiple postings including: Youth Moving Ahead Counsellor  
DIVERSEcity, Surrey, BC

Closing dates: See Details  
[Click for details.](#)

Multiple postings including: Career Services Advisor  
MOSAIC, Vancouver, BC  
Closing dates: See details.  
[Click for details.](#)

Multiple postings including: Case Manager, Assistant Manager  
ISSofBC, Multiple Locations, 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

*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.*