

Pre-Summit: The Next Big Idea

Afternoon Keynote, June 4, 2019

Presented by: Janet Morris-Reade, CEO



ASPECTBC

ASSOCIATION OF SERVICE PROVIDERS
FOR EMPLOYABILITY & CAREER TRAINING

We live

HRReporter

HR Reporter Employment Law Safety Labour Payroll HR Ven

Canadian HR Reporter > Columns > The C-Suite

Editor's Desk | Canadian HR Law | HR Policies & Practices | Employment Law |
The C-Suite | HR Guest Blog | (Former) Publisher's Desk

Email Print Republish

Share

Finding the right people for the right job is becoming harder than we think

How do we ensure we have the right talent with the right skills to be successful, not just for today, but for the future?

Jun 3, 2019



VANCOUVER
Canada's #1 Community Newspaper Site

Home > News

B.C.'s skilled labour

Can the province find the 14,000

Nelson Bennett / Business in Vancouver
JANUARY 22, 2019 10:50 AM



Instructor Bernard Booth working in a greenhouse on Bowen Island in Delta. Photo Rob Kruyt

SUBSCRIBE

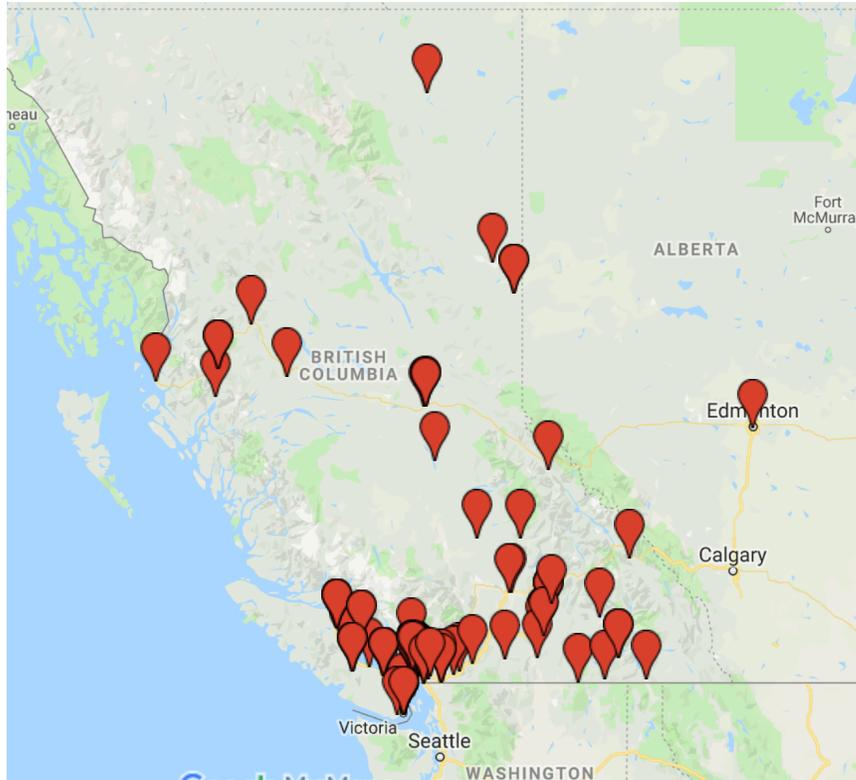
Opinion World Canada Polit

es report difficulty

Last Updated: September 5, 2018



How Do We Help?



We are located all over the province, serving the entire province = access

We do training every day to prepare people for work.

ASPECT Members = Employment Experts

We respond to community and market conditions on a dime.



How Do We Help?



We sometimes act as the HR department for SME

We are trained to support all kinds of job hunters.

We have great community connections.

We can deliver specialize training on site.

How Do We Help?



We stay up-to-date on the latest innovations and practices.

We are passionate about what we do.

We genuinely want to help others.

We are great at partnerships and pilot projects.



We've got pre-employment and supported employment covered.



But How Can We Help Employers Once they've already hired someone?

- Some training is available from our members.
- Some of that training is provided through training grants.
- Some of the training is available through community organizations, Chambers of Commerce, private trainers, online, etc.
- Many employers don't have the expertise to diagnose the training that their employees need.



Challenges to Our Sector



**In-Kind
Contributions**



Losing Trained Staff to other Sectors



BIG

IDEA



Booking.com Model of Post Employment Services and Training – FEE for SERVICE

The screenshot shows the Booking.com search interface. The search criteria are: Destination: Richmond, BC; Check-in date: Tuesday 11 June 2019; Check-out date: Wednesday 12 June 2019; 1-night stay; 2 adults; 1 room. The results show 75 properties found. The top results are:

- Days Inn by Wyndham Vancouver Airport**: Good 7.7, 2,748 reviews. Located in Richmond City Centre, 13.6 km from centre. Sold out for Tue 11 Jun 2019 - Wed 12 Jun 2019 (1 night). Available dates: 9 Jun - 10 Jun (1 night, Sun - Mon, CAD 189), 10 Jun - 11 Jun (1 night, Mon - Tue, CAD 209), 12 Jun - 13 Jun (1 night, Wed - Thu, CAD 209), 13 Jun - 14 Jun (1 night, Thu - Fri, CAD 249).
- La Quinta Inn by Wyndham Vancouver Airport**: Very good 8.0, 1,354 reviews. Located in Golden Village, Richmond, 2 km from centre. Double Room with Two Double Beds, 1 night, 2 adults. Price: CAD 217. Includes breakfast, free cancellation, and no prepayment needed.



The screenshot shows the ASPECT.COM search interface. The search criteria are: City or Town: Kelowna; Type of Training: Soft Skills; In house or customized: Customized; Length of training: 1 week. The results are a list of four providers:

- Bowman Employment Services**: 211-1664 Richter St, Kelowna · 250-861-... (Image of staff)
- MAXIMUS WORK BC EMPLOYMENT SERVICES**: 102-1460 Pandosy St, Kelowna · 778-471-... (Image of staff)
- Canadian Employment Services**: 102-346 Lawrence Ave, Kelowna · 250-7... (Image of staff)
- Platinum Personnel**: 202-1475 Ellis St, Kelowna · 250-979-... (Image of office)



We Already Receive Calls



WorkBC

[About Us](#) | [Find a WorkBC Centre](#) | [Publications](#) | [Login](#) | [Register](#)

Search



[Jobs & Careers](#)

[Employment Services](#)

[Training & Education](#)

[Labour Market & Industry](#)

[Employer Resources](#)

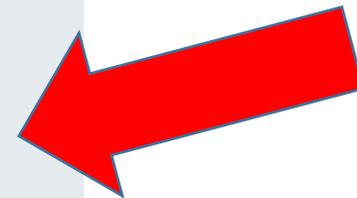
[Resources For](#)

Essential Skills

Nine “essential skills” are the foundation for learning all other skills. They let people work productively, learn what they need to know, solve unexpected problems and adapt to workplace change. The nine essential skills are reading, writing and numeracy; document use and computer use; oral communication and working with others; thinking and continuous learning.

Find out how supporting your workers’ essential skills can become an investment in your business success.

- [Tools, Assessments and Training Support](#) – Discover the benefits, case studies and a simple process for integrating essential skills training in the workplace.
- [Essential skills profiles](#) – Review which essential skills are most important in your industry.
- [SkillPlan](#) – Find resources for employers and instructors from the BC Construction Industry Skills Improvement Council.
- [ASPECT](#) – Find out how organizations that offer training in job skills and careers can benefit your business.



How it would work?

1. Determine what kind of questions we want to ask?
2. Survey our members to collect information about the services they could offer. Strike member committee to determine the best information to collect.
3. Determine a price that they already charge or create one if this is new business.
4. Load the information on to a simple searchable website.



How it would work?

5. Employers would be directed to the service provider or could request information.
6. ASPECT provide financial administration for members who need it at cost.
7. Update the website information quarterly.
8. Only ASPECT members would have their information listed. Those who don't qualify to be a voting member of ASPECT could be an associate member.



What's out there now?

1. WorkBC
2. BC Employment Hub from the BC Centre for Employment Excellence
3. Industry associations and employer organizations



The screenshot shows the WorkBC website. At the top left is the WorkBC logo with the text 'WorkBC' and 'BRITISH COLUMBIA' below it. To the right of the logo is a navigation menu with links: 'About Us', 'Find a WorkBC Centre', 'Publications', 'Login', and 'Register'. A search bar is located to the right of the navigation menu. Below the navigation menu is a main header with a dark blue background and white text. The header contains several categories: 'Jobs & Careers', 'Employment Services', 'Training & Education', 'Labour Market & Industry', 'Employer Resources', and 'Resources For'. Below the header is a large banner for 'EMPLOYER RESOURCES' with a background image of two hands shaking. The banner text reads: 'Grow your business with WorkBC. Learn about funding, training and how to secure talent with our job board's free job postings.' Below the banner are three columns of content, each with a dark blue header and white text. The first column is titled 'EMPLOYER RESOURCES POST JOBS FOR FREE' and contains the text: 'Secure talent through our free job board.' The second column is titled 'EMPLOYER RESOURCES YOUR WORKFORCE' and contains the text: 'Find out how to expand your sources of labour, get advice on training and keeping workers, and learn about Apprenticeship Job Match.' The third column is titled 'EMPLOYER RESOURCES SKILLS TRAINING' and contains the text: 'Invest in your business with training and skills development for your workers.'



The Conference Board of Canada

[Focus Areas](#) [Services](#) [Insights](#) [About Us](#)

[Home](#) > [Centre for Skills and Post-Secondary Education](#) > [Employability Skills](#)

Employability Skills

[> Français](#)

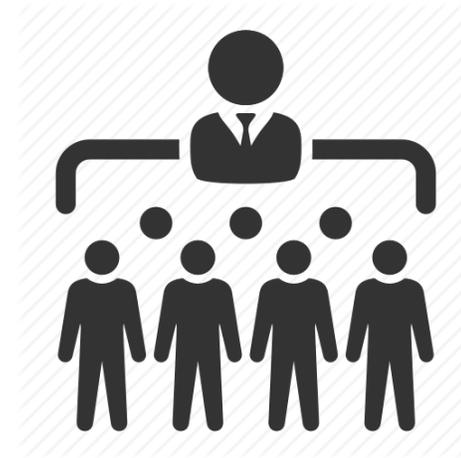


The skills you need to enter, stay in, and progress in the world of work – whether you work on your own or as a part of a team.

These skills can also be applied and used beyond the workplace in a range of daily activities.

Employer-Facing Marketing

1. Project website marketed to employers.
2. Employer groups contact ASPECT with their needs – ASPECT refers to members.
3. Would not compete with other services, but rather augment them.
4. Another tool in the employer tool box.



Win-Win...

1. ASPECT members could expand or launch their fee-for-service to create a funding not completely connected to government contracts.
2. An important service outside of the existing contracting model would further secure our relationships with employers.



...Win-Win...

3. The information that is collected would help service providers when they are searching for partners offering specialized services in neighbouring communities.
4. Our sector would further support the challenges that employers face in the current employment market.



...Win

5. The website would help ASPECT build it's membership by attracting those who want their business or organization to be included on the website.
6. ASPECT would remain viable allowing us to continue our our work.



If you prepare people for the workforce, you should join ASPECT today.

Opportunities to network with others like you.

Connections to the latest news in workforce development and best practices.

Discounts on conference and workshop attendance valid for credits toward your CCDP and other credentials.

Advocacy to government and funders on your behalf.

Go to aspect.bc.ca to join now.



Challenges

Too busy or no capacity to take on new business model.

Belief that all employment services should be funded by the government

Perceived duplication of existing services.

Keeping the information up-to-date and properly marketing it.



Your thoughts?



Poll

Two ways to respond: through the website or by texting your answers.



When poll is active, respond at **PollEv.com/groovydesert705**



Text **GROOVYDESERT705** to **37607** once to join

