



Week Ending November 25, 2016

 Forward to a Friend

In this Issue

**Canada-B.C Job Grant
Members in the News
Employment News
ASPECT Webinar Series
Job Postings
Professional Development
ASPECT Tour Dates
ASPECT Health Benefits**

Reminders

Prepare yourself and emerging procurement staff for the next funding opportunity now!

There are **a few spaces left for Part 2 & 3** of our three-part webinar series, *Responding to RFPs and Tenders: Social Services Sector Competitive Edge*.

Go to aspect.bc.ca/pro-d for details and registration.

CEO Report

Introducing Our Strategic Plan...and Our Diversity



Last month, the ASPECT BC board got together for a day in Vancouver to put together a new strategic plan for the coming three years. It represents a consensus amongst diverse opinions of what we should do and is informed by the expertise and experience of eight leaders from our sector, the history of ASPECT, and the information gathered from my visits to members these past months.

A strategic plan and vision for the future is ineffective if its not brought to life!

As a means of first introducing the plan at the recent ASPECT conference, I used a newer technology that allowed those in the room to use their phones to text their input with the results showing on a screen in real time. Besides a few technical hiccups, it

was great to see the responses to the plan from some of the people in the room. Areas where I thought there would be little or no discourse, I was pleasantly surprised to see the diversity of answers. This diversity of opinions, I feel, is what keeps ASPECT strong. It keeps us on our toes, helps us seek out new opportunities, and ensures that we are speaking on behalf of all interests within the employment sector.

Here are our 5 goals; to see the entire plan please go to our [website](#):

GOALS	
CHAMPION	ASPECT BC advocates in support of workforce development sector that achieve meaningful and sustainable livelihoods in BC.
ENGAGE	ASPECT BC supports an engaged workforce development sector that shares ideas in order to meet the employment needs of a changing economy.
CONNECT	ASPECT BC connects its members to networks and relevant stakeholders that support members in achieving their missions.
SERVE	ASPECT BC provides the workforce development sector with capacity building opportunities through training, strategies, tools, etc. for continuous professional improvement.
BUILD	ASPECT BC is a strong, self-sustaining organization that provides value to its members and stakeholders in the workforce development sector.

If you are interested in seeing our [Poll Everywhere](#) results from the Strategic Plan presentation, please [click here for a pdf copy](#). If you weren't at the conference and have some feedback about our plan, please click on my name below and send me a note. Our strength lies in our diversity; therefore, I welcome all comments.

[Janet Morris-Reade](#)

Members in the News: Job Connections for Immigrants program participants celebrate graduation

Posted by The News

Ten clients of WorkBC/AbbotsfordWORKS celebrated their graduation last Friday, Oct. 21 after completing 24 weeks of training in the Job Connections for Immigrants (JCI) program.

[Click to read more.](#)

Member Submission: YMCA Okanagan - Fentanyl Crisis

From Robert Bryce, Director of Employment Programs, YMCA Central Okanagan & YMCA WorkBC Employment Services Centre

I wanted to share with you what the YMCA of Okanagan is doing in an effort to mitigate potential overdoses in our Employment Programs due to a drastic increase in Fentanyl and or drug overdose deaths in the Okanagan Valley. As I am sure you aware, there are lots of media reports circulating that drug overdoses have spiked by over 50% in BC in 2016. Year to date, we have had 35 overdose deaths in the Central Okanagan. I am personally aware of a very close call with a Fentanyl overdose at an ESC in the Okanagan Valley and fortunately the client survived due to the amazing response from their veteran staff. The YMCA of Okanagan has connected with Interior Health and we are hosting an all team information session and training session. Part 1 will be an information session about Fentanyl overdoses and how to recognize and respond to

them. Part 2 (which will be optional for our staff but we are hoping at least a few will participate), will be about Naloxone Kits and administration of the injection. Our organization plans to house kits within our facilities with the belief that this is another tool for our first aid kits. I believe that it is not a matter of "if" whereas it is a matter of "when" Naloxone will need to be administered in one of our sites. I believe that our frontline staff have a right to know the occupational hazards of Fentanyl in order to safely complete their work.

If you have any questions, please contact [Robert](#) directly.

Northern BC Housing Study

Posted by UNBC

The Northern BC Housing Study is comprised of a series of research reports detailing the community and housing profiles for ten communities from across Northern BC. The goal of the study was to bring to light some of the key trends, challenges, and opportunities that communities in the north are facing in relation to housing.

[Click to read more.](#)

Park board to train all employees about autism spectrum disorder

Posted by Vancouver Sun

In an effort to better include people with autism spectrum disorder in the community, the Vancouver parks board has become the first municipal agency in British Columbia to create a training program on ASD for staff and implement a pilot job-creation program for people with ASD.

[Click to read more.](#)

Province expands investments in school district apprenticeship programs

Posted by infonews.ca - Penticton

Four school districts in the region will receive a combined \$90,000 in funding for the Youth Work in Trades program to boost trades training for young people..

[Click to read more.](#)

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. Gave 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

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



Limited spaces still available for part 2 & 3!
Register at www.aspect.bc.ca/pro-d

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

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

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.

Employment & Education Advisor
Mackenzie Employment & Career Centre, Mackenzie, BC
Closing date: Open until Filled
[Click for details.](#)

Case Manager
Agora Employment Essentials, Richmond, BC
Closes: November 25, 2016
[Click for details.](#)

Multiple Postings including: Intake/Transition Coordinator, Site Support Worker
Pacific Community Resources, Vancouver, BC
Closing Dates: See details
[Click for details.](#)

Youth Support Worker/REAL Youth Worker
Chilliwack Community Services, Chilliwack, BC
Closing date: November 30, 2016
[Click for details.](#)

Language Instruction for Newcomers to Canada (LINC) Instructor
DIVERSEcity, Surrey, BC
Closes: November 28, 2016
[Click for details.](#)

On-call ECE Teachers
ISSofBC, Richmond, BC
Closing dates: December 1, 2016
[Click for details.](#)

Multiple postings including: Program & Partnerships Coordinator
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.

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.](#)

Health Tips from the ASPECT BC Benefits Plan

Smile.

"You can be happier at work if you smile more, even if you have to fake it," according to an article in the Harvard University Gazette. Putting on a happy face has positive benefits both for you and the people around you. That's true in personal and work relationships. Smiling makes everyone feel good.

- Smile at your manager and co-workers.
- Smile when you walk in the door and greet your partner.
- Smile when you talk on the phone with your mother.
- Try it right now! Smile and notice how it makes you feel more relaxed and cheerful.

The ASPECT Health Benefits program is available to [ASPECT members](#) and is delivered by our partner, Delta Pacific Benefits Brokers. For more information please contact [Christopher Block](#) directly:

Delta Pacific Benefit Brokers Ltd.
300-6935 120th St.
Delta BC, V4E2A8
604-590-0680 ext. 103
1-877-231-4899 ext. 103



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.