



Week Ending December 2, 2016

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Reminders

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

There are **very few spaces left for Part 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

Who Are the Helpers?

Through our [Humans of Employment](#) digital campaign we are seeing organizations across the country embracing the concept. Photos and testimonials are a simple way to get to the heart of the what we do. This week we've received submissions from our members about some of the clients they are helping and the quotes and photos are both inspiring and informative.

The other part of Humans of Employment equation is those helping clients find meaningful work: our members, our employers, our community partners, our funders, and our legislators. All of these people are focused on supporting the employment sector and as a result, their communities. If you are one of these helpers, I invite you to submit your story. Granted this advocacy started here at ASPECTBC, but I think there is room to showcase everyone who contributes. Our goal is to find common ground and acknowledge the dedication that is apparent at every level of employment services.

I invite you to [contact us](#) to share your story, and remember to include a photo. Thank you to those who have already sent their in -- keep them coming!

[Janet Morris-Reade](#)

Members in the News: LETTERS: Stand up against racism and bigotry

Posted by New Westminster Record

Recently, video footage of a verbal, racist assault on a South Asian individual by a white man in an Abbotsford parking lot began showing up on our local news stations.

When that story broke, I had been celebrating Ending Violence Association of B.C. and the B.C. Lions' anti-violence campaign "Be More Than a Bystander," and supporting the team's message to speak up and be part of the solution.

[Click to read more.](#)

Humans of Employment

Send us your Humans of Employment photos and stories. This story was submitted by Free Rein Associates in Hope, BC and their Community Employment Program.



Follow us on Facebook and Instagram.



Like and share the stories through your own social networks.

Sen. Percy Downe: Canada Is Taking In Too Many Young Temporary Workers

Posted by Huffington Post

Canada is accepting too many young temporary workers, shortchanging home-grown talent, and contributing to the high youth unemployment rate, says an independent Liberal senator.

[Click to read more.](#)

Facts and figures about Canadian employment in November, by category

Posted by News1130

A quick look at November employment (previous month in brackets):

Unemployment rate: 6.8 per cent (7.0)

Employment rate: 61.2 per cent (61.2)

Labour force participation rate: 65.6 per cent (65.8)

Number unemployed: 1,326,900 (1,365,000)

Number working: 18,171,300 (18,160,600)

Youth (15-24 years) unemployment rate: 12.9 per cent (13.0)

Men (25 plus) unemployment rate: 6.4 per cent (6.7)

Women (25 plus) unemployment rate: 5.1 per cent (5.2)

[Click for source.](#)

Seth Klein: Four planks for a bold and progressive B.C. jobs agenda

Posted by Georgia Straight

B.C. needs a revitalized jobs plan.

The provincial government's narrow focus on liquefied natural gas (LNG) hasn't worked. The government hitched B.C.'s economic wagon to the elusive investment decisions of foreign transnational corporations, and to the ups and downs of international commodity prices, and the hoped-for investment simply didn't materialize. And for all the talk about innovation, B.C.'s current economic strategy is rooted in old-style extraction and exporting of minimally processed natural resources. We can do better.

[Click to read more.](#)

December 3: International Day of Persons with Disabilities Film Festival

Posted by Inclusion BC

This Film Festival is the only one of its kind in BC. It's a chance for individuals with intellectual disabilities and their families to see themselves on the big screen. Produced, programmed, and starring people with intellectual disabilities, this year's collection of short films features films from Brazil, Canada, Finland, Italy, Lebanon, New Zealand, and the United States.

Leading up to the UN's International Day of Persons with Disabilities on December 3rd, we're exploring how the rights of people with disabilities vary from country to country. Join the conversation online at #InclusionFilmFest

Stay tuned for the launch of our Canada 150 project Disability Pride.

Taking place in:

- Kelowna
- New Westminster
- Powell River
- Prince George
- Victoria

[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. 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

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



Very few spaces left for part 3!

Register at www.aspect.bc.ca/pro-d

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 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

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

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.

Youth Facilitator

Agora Employment Essentials, Abbotsford or Chilliwack, BC

Closes: December 12, 2016

[Click for details.](#)

Community Engagement Coordinator

Pacific Community Resources, New Westminister, BC

Closing date: December 9, 2016

[Click for details.](#)

Manager

Career Link, Powell River, BC

Closing date: January 13, 2017

[Click for details.](#)

Youth Settlement Worker

ISSofBC, New Westminister, BC

Closing dates: December 5, 2016

[Click for details.](#)

Multiple postings including: Career Services Advisor

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.

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.](#)

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.