

EMPLOYMENT SERVICES QUARTERLY REPORT

FISCAL 2022-2023 – QUARTER 3



EMPLOYMENT SERVICES PROGRAMS

- **EMPLOYMENT ASSISTANCE SERVICES (EAS)**
- **PRE-EMPLOYMENT SERVICES PROGRAM (PESP)**
- **INCOME ASSISTANCE FIRST NATIONS YOUTH EMPLOYMENT STRATEGY (IAFNYES)**
- **SEABIRD ISLAND DRIVING SCHOOL**
- **OTHER PROGRAMS**

EMPLOYMENT ASSISTANCE SERVICES

- CAREER RESEARCH EXPLORATION
- DIAGNOSTIC ASSESSMENT
- EMPLOYER REFERRAL
- EMPLOYMENT COUNSELING
- EMPLOYMENT RETENTION SUPPORTS
- GROUP INFORMATION SESSIONS
- JOB SEARCH PREP STRATEGIES
- JOB START SUPPORTS
- OCCUPATIONAL SKILLS TRAINING
- OTHER GROUP SESSIONS (NON-EGS)
- REFERRAL TO AGENCIES
- SELF-EMPLOYMENT
- SKILLS DEVELOPMENT
- WORK EXPERIENCE

SUCCESS STORIES - EAS

OCTOBER

CLIENT CAME TO THE EMPLOYMENT CENTRE SEEKING ASSISTANCE WITH AN APPRENTICE APPLICATION. CLIENT WAS ASSISTED WITH THE ONLINE ONBOARDING FOR THE APPLICATION. THEY WERE ALSO ASSISTED WITH A LONG-TERM TRAINING APPLICATION. CLIENT'S REQUEST WAS ACCEPTED, AND THEY RECEIVED \$2,100 IN TRAINING SUPPORTS. WHEN COMPLETED THE APPRENTICESHIP TRAINING, THEY WILL RETURN TO THERE POSITION BUT NOW AS A CERTIFIED UTILITY ARBORIST.

NOVEMBER

CLIENT CAME INTO EMPLOYMENT OFFICE TO APPLY FOR LABOUR POOL . THEY WERE WORKING WITH SEABIRD ISLAND DURING THE LAST FEW YEARS AS ON-CALL WORKER WITH VARIOUS PROGRAMS. CLIENT WORKED WITH CAREER DEVELOPMENT PRACTITIONER AND FOUND INFORMATION ABOUT THE HEALTH CARE AID PROGRAM. CLIENT WAS ASSISTED WITH GETTING INTO THE PROGRAM. THEY STARTED THE PROGRAM IN DECEMBER 2022 AND ARE EXPECTED COMPLETE IN JULY 2023.

DECEMBER

CLIENT CAME INTO THE SEABIRD EMPLOYMENT SERVICES OFFICE REQUESTING ASSISTANCE WITH JOB SEARCH. IT WAS DETERMINED THAT THEY COULD BE ELIGIBLE FOR EMPLOYMENT INSURANCE, AND THEY WERE ASSISTED WITH THE APPLICATION FOR EMPLOYMENT INSURANCE. THEY WERE SUCCESSFUL IN SECURING AN OFFER OF EMPLOYMENT BUT REQUIRED FINANCIAL SUPPORTS FOR STARTING IN THE NEW POSITION. THEY WERE ASSISTED WITH AN APPLICATION FOR A TRANSITION-TO-WORK SUPPORTS REQUEST WITH SASET SERVICES. THE REQUEST WAS APPROVED, AND THEY ARE NOW EMPLOYED AS A CULTURAL OUTREACH WORKER.

PRE-EMPLOYMENT SERVICES PROGRAM

- **PRE-EMPLOYMENT SUPPORTS TO MOVE INDIVIDUALS TOWARD SELF-SUFFICIENCY**
 - **COUNSELLING RE: BARRIERS TO EMPLOYMENT: ADDICTIONS, TRAUMA & GRIEF, PSYCH - ED ASSESSMENT**
 - **COACHING, MENTORING**
 - **CHILDCARE AND ACCOMMODATION COSTS**
 - **INTRODUCTION TO INDUSTRY AND JOBS, REFERRAL TO CLBC**
 - **PRE-EMPLOYMENT TRAINING (SUCH AS LIFE SKILLS)**
 - **LIMITED TRAINING INCENTIVES**
 - **TRANSPORTATION AND EQUIPMENT COSTS**

SUCCESS STORIES - PESP

OCTOBER

STARTED A 12-WEEK (12-PERSON) WELLNESS AND WORK READINESS LIFE SKILLS WORKSHOP FACILITATED BY DESIGN YOUR CHANGE. THEY WORKED ON DISCOVERING MORE ABOUT THEMSELVES, BONDING AS A GROUP AND STARTED LOOKING AT NUTRITION, TRAUMA, GRIEF AND LOSS. THE CLIENTS HAVE REALLY BEEN ENJOYING THIS WORKSHOP. THE WORKSHOP GOAL IS TO IMPROVE CLIENT CONFIDENCE, KNOWLEDGE AND HANDS-ON TEAMWORK EXPERIENCE RESULTING IN A BETTER IDEA OF WHAT THEY WOULD LIKE TO DO FOR WORK.

NOVEMBER

MOBILE JOB FAIR (WHERE CLIENTS GO OUT AND MEET WITH EMPLOYERS, CONNECT WITH CULTURE AND TOUR EDUCATION INSTITUTIONS) PARTICIPANTS FROM THE PROGRAM WHO HAD NEVER BEEN ON A MOBILE JOB FAIR ATTENDED. DURING THE TOURS, THE CLIENTS WERE PROVIDED WITH OPPORTUNITIES TO HAVE FACE-TO-FACE INTERACTIONS. WITH THE NEW IN-DEPTH UNDERSTANDING FROM THE JOB FAIR SOME OF THE CLIENTS EXPLORED FURTHER TRAINING OPTIONS. THIS WAS DUE TO THE INFORMATION LEARNED WHILE ON THE TRIP.

DECEMBER

CLIENT WORKING WITH PESP SUCCESSFULLY EXITED IA TO FULL-TIME EMPLOYMENT. THEY WILL HAVE ACCESS TO DENTAL AND MEDICAL CARE THROUGH THEIR WORK. PESP SUPPORTED THEM WITH PHONE MINUTES, BUS PASS AND SIM CARD. WE ALSO WORKED WITH THE CLIENT TO PROVIDE CLOTHING TO ATTEND THE WELLNESS PROGRAM AND INTERVIEW FOR THE JOB. PESP ALSO HELPED WITH WORK BOOTS, VISUAL GEAR, WARM COAT/HOODIE, PANTS, SHIRTS, AND UNDERGARMENTS.

IAFNYES PROGRAM

- **INCOME ASSISTANCE FIRST NATION YOUTH EMPLOYMENT STRATEGY (IAFNYES)**
 - **PROVIDE SHORT TERM WORK PLACEMENTS FOR YOUTH TO INCREASE THEIR ACCESS TO MORE PERMANENT EMPLOYMENT OPPORTUNITIES**
 - **SUPPORT THE DEVELOPMENT AND ENHANCEMENT OF ESSENTIAL EMPLOYABILITY SKILLS**
 - **PROMOTE THE BENEFITS OF EDUCATION AS KEY TO LABOUR MARKET PARTICIPATION**
 - **INTRODUCE YOUTH TO A VARIETY OF CAREER OPTIONS**
 - **SUPPORT ACCESS TO SERVICES TO HELP YOUTH TRANSITION TO AND REMAIN IN THE WORKFORCE**
 - **REDUCE LONG TERM DEPENDENCY ON INCOME ASSISTANCE**

SUCCESS STORIES - IAFNYES

- **THE YOUTH' S DAILY JOBS TASKS INCLUDE FRONT DESK CUSTOMER SERVICE, DATA ENTRY, SHIPPING, RECEIVING, EVENT PREPARATION AND USING COMPUTER PROGRAMS. THERE SUPERVISOR HAS DESCRIBED THEM AS "AS SHE HAS GROWN, SHE HAS PROVEN TO BE OF GREAT ASSISTANCE, THE MULTIPLE LITTLE TAKES SHE TAKES ON ARE A BIG HELP TO THE REST OF THE TEAM, ALLOWING US TO FOCUS ON MOST OF THE HARDER WORK."**
- **IAFNYES IS WRAPPING UP. ONE YOUTH WILL FINISH THEIR HOURS AND THEY HOPE TO OFFER THEM CONTINUED EMPLOYMENT AS THEY HAVE ENJOYED THE ASSISTANCE. WE ALSO STILL HAVE THREE MORE YOUTH PARTICIPANTS IN THE YOUTH CENTER AND CUSTODIAL DEPARTMENTS.**

SEABIRD DRIVING SCHOOL

- **THE SEABIRD DRIVING SCHOOL INCLUDES THEORY AND IN-CAR ROAD LESSONS, TRANSPORTATION TO WRITTEN AND ROAD TESTS, SUPPORT TO PAY DRIVING LICENCE FEES FOR ELIGIBLE USERS. ANYONE ATTENDING SEABIRD COMMUNITY SCHOOLS, SEABIRD COLLEGE, PRE-EMPLOYMENT SUPPORTS PROGRAM, AND/OR IS A SEABIRD ISLAND BAND COMMUNITY MEMBER CAN ACCESS SEABIRD DRIVING SCHOOL SUPPORTS AND SERVICES.**
- **DURING QUARTER 3 (OCTOBER THRU DECEMBER) THERE HAVE BEEN 17 IN-CAR LESSONS AND 1 OUT OF 7 HAVE PASSED THEIR DRIVERS TEST.**

SUCCESS STORIES – DRIVING SCHOOL

- **DRIVING SCHOOL CLIENT WHO HAD BEEN TAKING LESSONS WITH THE SEABIRD ISLAND DRIVING SCHOOL THIS PASSED MONTH THEY WILL BE GOING FOR THEIR NEW DRIVERS TEST THIS COMING NOVEMBER. THEIR LESSONS INCLUDED LEARNING MORE DRIVING SKILLS. THEY HAS BEEN USING THE DRIVING SCHOOL SINCE THE BEFORE THEY RECEIVED THEIR LEARNERS. TOOK LESSONS WITH OUR PREVIOUS DRIVING INSTRUCTOR. THEIR OVERALL GOAL IS TO GET THEIR CLASS 5 SO THEY CAN SUCCEED IN THEIR NEW JOB AT THE PIPELINE.**
- **DRIVING SCHOOL CLIENT IS A MEMBER OF SEABIRD ISLAND BAND WHO HAS MOVED BACK. THEY HAVE BEEN PERSISTENT WITH THE DRIVING SCHOOL. THEY ARE WORKING HARD TO ACHIEVE THEIR CLASS 5 LICENSE. ALTHOUGH THEY HAVE HAD A COUPLE BUMPS IN THE ROAD, THEY CONTINUE TO WORK TOWARDS PASSING THEIR NEW DRIVERS TEST.**

OTHER PROGRAMS

LABOUR POOL/MENTORED WORK PLACEMENT

- THE SPIRIT OF THE LABOUR POOL IS TO GIVE COMMUNITY MEMBERS A CHANCE TO GAIN WORK EXPERIENCE, BE PROVIDED MENTORSHIP AND TO MAKE SOME SUPPLEMENTAL INCOME.

COMMUNITY LIVING BC - CASE MANAGEMENT

- EMPLOYMENT SERVICES PROVIDES DESIGNATED SKILLS DEVELOPMENT AND EMPLOYMENT SERVICES TO ELIGIBLE CLBC REFERRED INDIVIDUALS.

OTHER PROGRAMS

SUMMER WORK EXPERIENCE PROGRAM (SWEP)

- TO HELP YOUTH ACQUIRE SKILLS BY PROVIDING WAGE SUBSIDIES FOR THEIR SUMMER WORK EXPERIENCE;
- TO ASSIST FIRST NATIONS SECONDARY AND POST-SECONDARY STUDENTS IN PREPARATION FOR FUTURE ENTRY INTO THE LABOUR MARKET BY ENABLING THEM TO OBTAIN EMPLOYMENT EXPERIENCE
- TO HELP STUDENTS ACQUIRE EMPLOYABILITY SKILLS, TO SUPPORT THEM IN FINANCING AND FURTHERING THEIR EDUCATION AND TO PROVIDE STUDENTS WITH CAREER AND LABOUR MARKET INFORMATION AND ASSISTANCE IN FINDING SUMMER OR SHORT-TERM EMPLOYMENT

TARGETED WAGE SUBSIDY (TWS)

- TO PROVIDE AN EMPLOYMENT OPPORTUNITY FOR AN UNEMPLOYED ELIGIBLE PARTICIPANT WHO REQUIRES ASSISTANCE TO OVERCOME EXISTING OR ANTICIPATED LABOUR MARKET BARRIERS. THIS OPPORTUNITY MAY LEAD TO CONTINUED EMPLOYMENT WITH THE SPONSOR, OR A FULL-TIME EMPLOYMENT OPPORTUNITY
- TO PROVIDE A WAGE SUBSIDY, EMPLOYMENT RELATED COSTS AND RELATED TRAINING DOLLARS FOR AN UNEMPLOYED ELIGIBLE PARTICIPANT
- SPONSORS WILL ENDEAVOR TO HIRE PARTICIPANT UPON PROJECT COMPLETION
- OUTCOME IS THAT THE PARTICIPANT WILL HAVE MEANINGFUL EMPLOYMENT ATTACHMENT AT THE END OF THE TWS

STUDENT EMPLOYMENT PLACEMENT (SEP)

- TO ASSIST ELIGIBLE STUDENTS TO PREPARE FOR FUTURE ENTRY INTO LABOUR MARKET
- PROGRAM FOCUSES ON PROVIDING WORK EXPERIENCE AND DEVELOPMENTAL LEARNING FOR IN-SCHOOL YOUTH THROUGH THE PROVISION OF A WAGE SUBSIDY TO EMPLOYERS

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