

## Community and Employer Plan

---

Community & Employer Partnership  
Plan (CEP)

# Catchment 60 Quesnel

## WorkBC Employment Services Centre

### Introduction

### Purpose

This Community and Employer Partnership Plan (CEP) developed by Quesnel Employment Services (hereafter referred to as QES), is an outline of strategies that QES will use to facilitate better communication and partnerships that will benefit both employers and the clients. Activities will outline areas to increase the employment opportunities for our clients and for our ongoing business as well. This plan will outline the local labour market trends and present a plan for changes from the current trends which will be able to be shared with stakeholders. Through collaboration, gaps in the service delivery can more readily be identified and filled in appropriately to constantly improve the service that WorkBC Employment Services Centre provides to the community. It will also help QES develop a marketing plan to share with the community what services and programs are available and to share success stories. This document will be renewed annually to ensure the plan is aligned with the Ministry's LMDA Annual Plan.

### Objectives

- To Identify the labour market issues and strategies to address these issues within the Quesnel catchment area
- To establish partnerships with community organizations
- To plan an approach to community and employer partnerships
- To make the plan available to other stakeholders in the community
- To develop a marketing plan to make the community and employers aware of the role of the ESC and the services it offers to clients
- To report success stories
- To evaluate activities so that learning can be applied to future events
- To share information between ESC and employers and with other stakeholders
- To respond to changing labour market issues throughout the year
- To respond to needs of specialized populations in the community
- To align our plan with Ministry's LMDA Annual Plan and government strategic priorities
- To consult applicable stakeholders

### Local Labour Market

#### Community Demographics

Quesnel is a city in the Cariboo Region 5 and our population is 22 096 including the surrounding areas of Wells, Nazko, and the Cariboo Regional District areas of A, B, C, and I (BC Stats 2011). It is estimated that our community has over a 45% (Forest Policy Resources, Faculty of Forestry UBC) reliance on the forest industry and being a resource dependent economy, we have faced an unprecedented downturn in our economy in the past 3 years. Quesnel, British Columbia would be considered a vulnerable community.

Our current unemployment rate for Northern BC is 10.2 as of October 16, 2014 according to Human Resources Skills Development Canada and the unemployment rate in Quesnel is 13.4 according to the Canada 2011 National Household Survey profile.

The statistics for Quesnel's education levels as of the 2011 census are 61.2% of individuals having no post-secondary education with 30.6% of Quesnel's workforce population not having a high school diploma.

In 2011, the percentage of the population aged 65 and over in Quesnel was 15.2%, compared with a national percentage of 14.8%. The percentage of the working age population (15 to 64) was 67.4% and the percentage of children aged 0 to 14 was 17.4%. In comparison, the national percentages were 68.5% for the population aged 15 to 64 and 16.7% for the population aged 0 to 14.

British Columbia's elderly population is the fastest growing in Canada. Within the next 10 years there will be fewer school age children than people over 65, and more people retiring than entering the workforce. Population growth is concentrated in the 45 and older groups. In 2011, Quesnel's "baby-boomers" made up the largest population, age 45 to 63 (Statistics Canada, 2011 Census of Population). This is not unexpected, and it follows the regional trend of older and aging population.

The female to male ratio will follow the provincial trend, and increase over the next years, mostly owing to women's longer life expectancy. Whilst the higher percentage of females becomes most noticeable in older groups, there will be a slight shift in the gender proportionality in the prime working years that could impact the numbers of available workers (BC Stats, BC population projection 2009-2036). The youth unemployment rate is at 12%.

BC Employment and Assistance clients for the past five years were made up of the following age groups: 18 and under 0%, 19-24 22%, 25-29 15%, 30-45 44%, 46-65 19% and 65 and over 0%. These groups were made up of the following Equity groups: aboriginal people 23%, persons with disabilities 6%, visible minorities 4% and women 35%.

From the Ministry of Jobs, Tourism and Skills Training, British Columbia Labour Market Outlook, we get the following statistics projected for the years 2012-2022:

NOC	Jobs in Demand in the Cariboo region	# openings	Level of skill
7511	Transport truck drivers	1220	C
7271	carpenters	840	B
7311	construction millwrights and industrial mechanics	600	B
1311	accounting technicians and bookkeepers	580	B
7521	heavy equipment operators (except crane)	560	C
1411	general office support workers	500	C
7312	heavy-duty equipment mechanics	490	B
7241	electricians (except industrial and power system)	480	B
7611	construction trades helpers and labourers	480	D
1414	receptionists	390	C

**Key:**

NOC = National Occupational Classification System

Level of skills:

A = university degree

B = college or apprenticeship

C = high school or occupational specific training

D = on-the-job training

## Summary of Labour Market

### Indicators from the Cariboo region

Labour Force	86200
Employment	81300
Unemployment	4900
Unemployment rate	5.70%
Unemployment rate (aboriginal)	19.60%
Unemployment rate (youth)	12.40%
Unemployment rate (immigrants)	1.80%
Unemployment rate (PWD)	18.10%
Participation rate	68.50%
% of labour force with some PSE	67.10%
EI beneficiaries (regular benefits)	3210

## Location

Quesnel can be found where the Fraser and Quesnel rivers meet in the Central Interior of British Columbia, Canada. Quesnel is considered the commercial centre of the North Cariboo

Our city is also perfect for shipping as we are well served by CN Rail, we are also located on Highway 97 which is the major north-south corridor in BC, and we are 120km (73 miles) from Highway 16 which is the major east-west corridor connecting central BC to central Alberta.

<http://www.quesnelinfo.com/>, 2001)

The College of New Caledonia has completed a \$3.2M second phase to the community campus to support trade and technical training. The College, in partnership with the University of Northern British Columbia currently offers Nursing, Horticulture, Business, Carpentry, Electrical, Plumbing, Welding, Cooking, Criminology, and Sciences.

<http://www.quesnelinfo.com/>, 2001)

## Employment sectors in the Region

### Major employers in Quesnel

- West Fraser Timber Co. Ltd.
- School District No. 28
- Northern Health
- Tolko Industries
- City of Quesnel
- Wal-Mart
- Taseko Mines Ltd.
- C&C Wood Products
- Extra Foods
- Save-On Foods

### Forest Industry

We are one of BC's most forest dependent communities. Quesnel is home to three sawmills, two pulp mills, a plywood mill, and a medium-density fibreboard plant. The local economy is characterized as having a 'high' (between 30% and 49%) level of dependence on the forest industry and is among the 'least' diversified in the province. (Horne, G., 2009, British Columbia Local Area Economic Dependencies: 2006).

We had two mill closures since 2009, with one being in March of 2014. The recent 2014 closure of Canfor resulted in the loss of 203 jobs. Workers are having to transition to different employment in order to be self-sufficient. Due to these closures and layoffs we have seen a high number of unemployed labourers who have not been unemployed for past 10 to 20 years. In

addition, many spouses who have not traditionally worked are now seeking employment as the family household income has dropped.

Another major impact of the downturn in the forest industry, was the number of unemployed contractors, specifically forest and logging contractors, who no longer had a business, no access to financial assistance and limited training supports available. These contractors did not qualify for EI. This group had many work related skills but lacked certification and education.

### **Future Outlook**

The release of the “Growing Fibre, Growing Value” and the “Mid Term Timber Supply Report and Action Plan” have shown the annual allowable cut will be reduce by up to 75% in the next few years. This will have a major impact on the economic viability of our wood industries as the tree will not be available for processing. There is a possibility of further closures during this process.

The Mid-term Timber Supply Project team formed by the major forest licensees is proposing looking at the Land Use Plan to see if there are areas that could be reviewed to see if there is any way of increasing the TSA. This would allow for possibly a few percentage points to increase the timber supply. This is will help with the wood deficient but it will only increase it minimally.

The effect of the beetle's devastation is clear from the amount of wood fibre the Province allows to be harvested. Prior to the MPB epidemic, an AAC in the Quesnel Forest District of around 2.3m cubic metres was normal. During the MPB epidemic, the AAC was increased up to 5.3m cubic metres as the industry tried to cut as much dead wood as possible before it became unusable. The AAC is now around 4m cubic metres and falling. The central issue facing Quesnel is that the AAC is expected to fall to somewhere between 1m and 1.5m cubic metres. That represents a significant reduction (35 – 55%) from AAC levels that until recently were considered normal. Such reduced AAC levels are expected to prevail during the 'mid-term', until wood fibre supply levels recover from the effects of the MPB. That is not expected to be until 2050/60. (Figures extracted from TSA Analysis Reports and based on 1996 Census).

Forest companies will increasingly have to get their wood outside our forest district with an anticipate increase over the next two years due to the dwindling supply in the Quesnel Forest District. As the wood supply decreases there are concerns voiced from industry that there may be more curtailments and possible closures in the next three years. Additionally, the pulp mills may have reduced amounts of shavings for operations due to the sawmill closure and future curtailments which could put their operations in jeopardy.

### **Tourism**

Due to the variety and abundance of activities and opportunities in the area, Quesnel is becoming more and more recognized as a travel highlight.

Some of the attractive aspects of the community:

- Stop for the Rocky Mountaineer Vacations luxury train operator
- Access to Barkerville Historic Site
- Vast wilderness
- Abundance of lakes and rivers in the area
- Major through-route
- Range of year round sports facilities and sites
- Local events and entertainment

## **Mining**

While the oil and gas and mining sectors are promising new employment opportunities for the people in the region, we have to be aware that this industry is reliant on global economic conditions. Many of the jobs are full-time permanent positions and a majority of the workforce in this industry is comprised of men. (WorkBC, 2015)

### **Mining Activity in the region:**

New Gold Blackwater project has just finished up the exploration activities of a proposed mine in the Blackwater area west of Quesnel. The company has started the assessment phase and is optimistically seeking a construction start in the next few years. The company estimated that up to 1500 people will be hired just for the construction phase alone. There will be another 500 jobs for operations.

Other projects that are proposed around BC that will provide camp opportunities for local workers include Red Chris Mine, Kemess South, Mount Polley, Lorraine-Jay Jay, Spanish Mountain and Kitsault Molybdenum Project.

Taseko's Gibraltar Mine is the second largest open pit copper mine in Canada and the largest employer in the Cariboo region. The proven and probable reserves were assessed at 752 million tons as of December 2013 and the estimated life in the mine is 25 years

(<http://www.tasekomines.com/gibraltar/ID540174>, 2015). Taseko has another mine in the proposal stage in our region. Aley Niobium Project is north of MacKenzie. Currently, site exploration continues with a drilling program. It is a proposed 10, 000 tonne/ day open pit mine. Giscome Quarry and Lime project is a proposed lime processing facility near Prince George. The capacity is expected to be 600, 000 tonnes/ year with a mine life of 25 years. The project is in the pre-application phase under the Environmental Assessment Act.

<http://www2.gov.bc.ca/gov/content/employment-business/economic-development/industry/bc-major-projects-inventory>  
(Sept 2014)

## **Agriculture**

Beef cattle industry has a strong historic significance in the area.

Some of the aspects of the area that are appealing to agricultural developers:

- Land is inexpensive here
- Plentiful water
- Potential for inexpensive energy by using industrial waste heat from pulp mill

Some area that have a potential for development include:

- Greenhouses
- Beef processing
- Niche and specialty markets

## **Liquefied Natural Gas (LNG) – Future opportunities**

LNG sector is an important emerging industry in British Columbia. According to the BC 2022 Labour Market Outlook, the needs in BC's workforce from 2018 to 2022 are estimated to create up to 100 000 jobs by this emerging sector. The number of workers will become greater than the number of workers available. The largest demand in the Cariboo region will be for workers in the construction field (WorkBC, 2014) and by 2018 the top ten occupations in demand will be:

- Construction Trades/ helpers
- Steam fitters and pipefitters
- Welders
- Concrete finishers
- Transport drivers
- Carpenters
- Heavy Equipment operators
- Gas fitters

- Purchasing agents and officers
- Crane operators

The Province's goal in the BC Jobs Plan is to have one LNG facility operational by 2015 and a total of three plants operating by 2020. The three major projects planned in BC in LNG are in Kitimat, Prince Rupert and Port Edward.

The central location of Quesnel makes it a strong place to live and commute to outlying areas. Quesnel also provides a base for procuring and receiving supplies for these outlying areas.

## **Proactive and Responsive Strategies & Tools to address Labour Market Needs and Establish Partnerships**

By using a collaboration of supports and programs to improve current labour market activities, the service delivery can be improved for all stakeholders. We will be developing new employer relations and build on existing networks, contacts and working groups. This will increase community and employer awareness of supports, programs and opportunities available. This will also increase the labour market information available to clients. Quesnel Employment Services has a variety of strategies planned to encourage these partnerships and assimilation of information. Since our inception, QES has built partnerships within the communities that we serve and we will continue to develop new connections and foster the existing ones. This increases the labour market participation and by keeping the communication open and consistent, we enable the possibility of growth and change according to the needs of our community. We have strategies in place to ensure the continued information exchange with employers, clients and partner organizations. As outlined below, we have many activities already in effect to foster these partnerships and are open to innovative ways to change or improve our activities as well.

## **Community and Employer Activities**

### **Employer Activities**

- Participate and give presentations to the Chamber of Commerce and attend meetings
- Direct employer mail outs regarding programs and services for employers
- Employer Luncheons to discuss programs and services
- One on one meetings with employers to discuss programs and services
- Employer job postings through website, fax, and in person
- Employers section on website
- Director of the Chamber of Commerce
- Develop quarterly newsletter
- Attend Chamber of Commerce Trade Show
- Host an annual Job Fair
- QES will continue to provide space and promotion for employers to hold Job Fairs, Recruitment drives, interviewing, etc.
- QES will maintain a section on the website dedicated to employer information
- Providing new and existing employer contacts with information about Employer Support Organizations including: BC HR Council, Community Futures, Quesnel and District Chamber of Commerce, WorkBC and Economic Development Corporation.
- Awareness and promotion of existing Job Creation Programs and Canada Job Grant
- Improve relations with employers to promote QES programs to address labour market needs.
- Development of "Employer Information Packages" to be distributed to and have available to employers.
- Continue building relations with employers to understand their specific human resource needs and challenges.
- Continued use of social media such as Facebook to post new job listings, WorkBC Centre events, career and job search tools and tips.

- Continue to provide space for employers to post employment, organizational and training information.

## **Community Activities**

- Host Career Practitioner Meetings quarterly to gather information from other service providers and update service providers on our programs and services. Career Practitioner Meetings include the following agencies:
  - College of New Caledonia
  - University of Northern British Columbia
  - Northern Health
  - Horton Ventures
  - BC Construction Association
  - Nazko Band
  - New Focus Society
  - Continuing and Adult Education
  - Native Friendship Centre
  - Grace Young Activity Centre
  - North Cariboo Aboriginal Family Programming Society
  - Axis Family Resources
  - Ministry of Social Development
  - Service Canada
  - Quesnel Women's Resource Centre
  - Quesnel Shelter and Support Society
  - ESP Consulting
  - Dengarry Professional Services
  - Community Futures of the North Cariboo
  - Quesnel Economic Development
  - Quesnel Literacy Society
  - MLA Cariboo North
  - CCATEC
  - Other agencies that may be interested in participating
  - Plan and attend Quesnel Job Fair. This is an annual Job Fair in partnership with the College of New Caledonia and Community Futures.
  - Attend the Youth Team Committee
  - Community agency presentations
  - Presentations to the classes at the college in the trades and continuing education programs on programs and services
  - Develop quarterly newsletter
  - Attend economic development forums
  - Provide informational booths at community events
  - Director on the Quesnel Chamber of Commerce
  - Programs and Services on website
  - Participate in the North Cariboo Post-Secondary Education Council
  - Awareness and promotion of existing Job Creation Programs and Canada Job Grant
  - Continued use of social media such as Facebook to post new job listings, WorkBC Centre events, career and job search tools and tips.
  - Gathering LMI from employers on hiring forecasts, current job postings, sector specific trends, resume preference such as delivery methods, styles etc. in order to relay information to clients.
  - Continue to host and attend conferences and seminars in order to network and gather LMI.
  - Member of Quesnel Accessibility Committee.

## **Strategies to Promote and Develop the Community and Employer Partnership Annual Plan to Stakeholders in the Community**

The Community and Employer Partnership Plan is a tool to share information to the stakeholders in our community. By sharing the services and strategies that the WorkBC offices are using to benefit employers and the community and promoting the WorkBC website, we help employers find ways that QES can meet their business needs and the needs of the community. The plan helps to outline the benefits to the employers so that we can facilitate partnerships and collaborate with all other labour market initiatives. It will help the stakeholders understand our services and resources that are available through our office. We are also promoting various programs through the plan such as the Job Creation Partnership, Labour Market Partnership and Research and Innovation.

Through this promotion, we expect to see an increased awareness and participation of the programs and services offered at WorkBC. There be more labour market participation for local unemployed clients including an increased participation in the Self-Employment Program and Wage Subsidy Program. The number of local training opportunities will increase as will the awareness of programs and services. This will raise the client's knowledge of what employers needs are. Another benefit to promoting this plan is that there will be more opportunities for employment and community attachment for our specialized populations.

The plan will be made available on the QES website for stakeholders to read. It will also be promoted via Face to Face meetings with employers, job seekers, and community organizations. The plan will be revised on an annual basis.

### **Intended Employers and Organizations**

- Local Employers
- HR Managers
- Education and training organizations
- Unions/Associations
- Aboriginal / ASETS organizations
- School District #28
- Post-Secondary Education Council
- College of New Caledonia
- Dengarry Professional Services
- CLBC
- North Cariboo Aboriginal Family Program Society
- Seasons House
- Mental Health and Addictions
- Nazko First Nation
- L'Htako Dene Nation
- Kluskus Band
- ITAC Apprenticeship Advisor
- City of Quesnel
- Community Futures Development Corp of the North Cariboo
- Quesnel and District Chamber of Commerce
- District of Wells
- Steelworkers Union
- CCATEC
- Axis Family Resources
- Ministry of Social Development and Social Innovation
- Community Living BC
- Quesnel Tillicum Society
- Quesnel Woman's Resource Centre
- Immigrant Multicultural Services Society

- Literacy Quesnel Society
- Child Development Centre
- ESP Consulting
- New Focus Society
- Coralee Oakes, MLA Office
- Grace Young Activity Centre
- University of Northern British Columbia
- Northern Health/ GR Baker Memorial Hospital

## **Strategies to Report Success Stories:**

To share and promote Success Stories throughout the year. Quesnel Employment Services believes that everyone has a success story that may encourage others in a similar situation, and given the right environment and opportunity, they would be willing to share their story.

### **Planned Activities**

Quesnel Employment Services will gather success stories from employers, clients and community

organizations using a variety of methods:

- Workshop Evaluations: Each participant will complete a workshop evaluation upon completing an employment focused workshop.
- Staff will promote and ask for testimonials and feedback from clients.
- Activities such as Job Fairs, community events etc. hosted by Quesnel Employment Services will include a “project review and evaluation for Best Practices and methods to improve future events.
- Newspaper articles highlighting “Success Stories” of our clients with disabilities using the Diversity at Work stickers.

## **Strategies and Tools to Quickly Respond to Changing Labour**

### **Market Issues:**

Quesnel has also some emerging industries and Quesnel Employment Services will be proactive and responsive to these labour market changes. There have been mining exploration and development in a larger scale, camps being set up to deal with the longer distances for hauling logs, large lava deposits, post-secondary trades centre, industrial sites available for resource based projects, and the technological infrastructure for future developments.

In order to be current and up to date labour market information, Quesnel Employment Services is a member of the Chamber of Commerce and the Post-Secondary Education Council. We meet with community agencies on a regular basis for information sharing and partnership building.

If there are labour market needs, our established partnership with the College of New Caledonia, other training providers, and Continuing and Adult Education will allow us to address any training requirements for new labour market opportunities. Quesnel Employment Services will meet directly with employers and identify their training requirements and work with training institutions to establish training programs.

Due to the large amount of labourers in our community we have identified a growing trend of workers living in Quesnel but working throughout the province in camp positions for mine construction, Kitimat Expansion, mine development and LNG exploration.

Some challenges that local employers and agencies are currently undergoing include:

- Lower than average high school completion rate
- Lower level of youth participating in the labour force
- Predominately seasonal work which makes employee retention difficult
- Low literacy skills

- Increased demand to for job seekers to look for work outside of the region and maintain their residence in Quesnel.
- Competing with northern jobs and wages.
- Difficulty in obtaining skilled and/or journeyman trades people

QES will identify opportunities, challenges and needs in the local labour market using the following planned activities. Strategies and tools will continue to be developed to address labour market changes when needed. QES will continue to support employers to meet human resource needs.

### **Planned Activities**

- Gather and disseminate new labour market information to the community
- Share labour market Information within our organization via weekly case manager meetings
- Ensure Case Managers are cross trained to respond to increased client volumes in self-serve Area
- Online job board for employers to quickly post jobs.
- Continue to collaborate with other community organizations to ensure information is shared as quickly as possible.
- Continue to maintain current sector lists in the self-serve area to assist job seekers. Sectors lists provide contact names and phone numbers for:
  - Camp Catering Companies
  - Mineral Mine Companies
  - Coal Mine Companies
  - Metal Mine Companies
  - Diamond Mine Companies
  - Oil and Gas Companies
  - Trucking Companies in BC, AB, and SK
  - First Aid & Safety Companies
  - Mills in the Quesnel Area
  - Construction and trades
  - Automotive listings
  - Hotels, Motels, Camping
  - Logging Companies
- Maintaining and enhancing the job board and Website - both online and at the storefront. Resource Workers will direct incoming clients to specific job postings as applicable.
- Targeting employers who post jobs on our website for the first time, ensuring they are aware of the services and programs applicable to their organization, and available at the WorkBC Centre.
- Sharing regional labour market information and job postings with other WorkBC locations.
- Continued participation in the annual Quesnel Home and Outdoor show held every May. Staff work a booth for three days to network and provide information on programs & services, job search advice and LMI to attendees.
- Attending and organizing meetings with community agencies to increase program awareness.
- Work with the following employer groups that may be experiencing labour market shortages and require assistance with recruitment, retention, training and addressing employee concerns
  - New employers to Quesnel and area.
  - Existing service providers and community agencies.
  - Unemployed and underemployed clients.
  - Job seekers outside of the Quesnel area.

# Strategies to Respond to the Needs of Specialized Populations

## Survivors of violence and/or abuse

- Women's Resource Centre as partner promoting Bridging and programs and services.
- One on one meetings with community service agencies
- Group presentations to target populations within community service agencies
- Advertise services at the Job Fair and Quesnel Home and Outdoor Adventure Show
- Provide employment-related services in person at the storefront depending on level of comfort, or Outreach Services will be provided at an agreed upon place
- Liaise with partners at Women's Resource Centre to ensure awareness and referral of applicable programs
- Referral services to Northern Health & Mental Health and Addictions
- Referral to Amata Transition House (shelter for abused women and children)
- Referral to programs and services at the Women's Resource Society including:
  - Stopping the Violence Counselling
  - Outreach Support Services
  - Luna Woman's Wellness Clinic
  - Respectful Relationships (youth program against violence in relationships)
  - Bridging Employment Program
  - Drop-in Crisis Support Service
  - Sexual Assault Response Line
  - Take Back the Night Campaign

## Francophones

- Advertise and provide French services through Immigrant and Multi-cultural Services
- Advertise services at community events such as the Job Fair and Quesnel Home and Outdoor Adventure Show
- Community and Employment coordinator fluent in French

## Aboriginals

- Maintain contact and working relationship with local bands
- Provide itinerant service to Nazko Band
- Work collaboratively on plans with CCTAEC employment consultant at Quesnel Friendship Centre
- Work collaboratively with Aboriginal Coordinator at the College of New Caledonia
- Advertise services at community events such as the Job Fair and Quesnel Home and Outdoor Adventure Show
- Attend Nazko Community Service Fairs
- Provide Job Club services to Blade runners program
- Attend Youth Team Meetings

## Immigrants

- Advertise and provide immigrant services through Immigrant and Multi-cultural Services (IMSS)
- Posters of services for immigrants
- Advertise services at community events such as the Job Fair and Quesnel Home and Outdoor Adventure Show
- Referrals to New Focus Society for further support for immigrants
- Assist immigrant clients at the WorkBC Services Centre to determine which services they are eligible for including self-serve and case management services

- Provide available information and resources to clients and enquirers including the Welcome BC Newcomers Guide to Resources & Services
- Referrals to IMSS
- Provide clients with information and referrals to the IMSS website to gain information on:
- Skills Connect Program assists job ready clients into professions which build on pre-arrival
- training, knowledge and experience
- Referrals to Settlement Workers in Schools Program (SWIS)
- Provide assistance with foreign credentialing

### **Multi-Barriered Clients**

- On site case manager for multi-barriered clients partnered through ESP Consulting
- Referrals to off-site Bridging Program
- Advertisements via brochures available at the Ministry of Social Development and Social Innovations office
- One on one meetings with community service agencies
- Group presentations to target populations within community service agencies
- Advertise services at the Job Fair and Quesnel Home and Outdoor Adventure Show
- Partnering with programs targeted at multi-barriered clients
- Supporting clients in identifying all barriers in finding and maintaining employment or community attachment. This will be done by ensuring that clients are aware of appropriate and relevant community support(s) programs, and services
- Continued liaison with relevant community agencies such as Salvation Army, Women's Resource Center, Season's House, North Cariboo Aboriginal Family Program Society, Mental Health & Addictions

### **Youth**

- Member of Quesnel Youth Team
- Advertise services at the Job Fair and Quesnel Home and Outdoor Adventure Show
- Advertise services at Youth Team Meetings
- Attend youth events
- Provide assistance with the online apprenticeship portal
- Provide insight to the local labour market to the Career Programs
- Referral to clients seeking information on the Self Employment Programs
- Referrals to YMCA's Youth Job Match Program
- Referrals to Get Youth Working

### **Persons with a Disability**

- Provide a site that is fully wheelchair accessible including convenient reserved disability parking
- Advertise services available for persons with a disability
- On site disability case manager
- Contract and partner with Dengarry Professional Services
- Attend School District fairs for clients with disabilities
- Advertise success stories in media with Diversity Works logos
- Provide all clients who identify as having a disability that interferes with them gaining or maintaining employment a Disability Related Employment Needs Assessments
- Advertise services at the Job Fair and Quesnel Home and Outdoor Adventure Show
- Host diversity event recognizing Disability Awareness month
- Referral for specialized assessments will be made when appropriate
- Wage subsidy services will be provided to clients requiring program supports
- Disability related support costs provided to clients when needed

- Assistive Technology Devices would be provided to clients with disabilities when required
- Liaise with and make referrals to Opportunities Fund for Persons with Disabilities agency Kopar
- Member of Quesnel Accessibility Committee
- Network and market programs and services to disability-related support groups in the community i.e. MS Support, Spinal Cord Injury Group

### **Rural and Remote Populations**

- Counselling from a distance on website
- Provide itinerant services to Nazko and Wells
- Advertisements in Nazko and Wells
- Website/ Facebook presence
- Advertise services at community events such as the Job Fair and Quesnel Home and Outdoor Adventure Show
- Partnerships have been developed and will continue to be developed with Nazko Community Centre to provide clients with computers, fax, and phone services on an itinerant basis
- Partnerships have been developed and will continue to be developed with Wells to provide clients with computers, fax, and phone services on an itinerant basis
- Attend quarterly Career practitioner meetings
- Advertise in local community telephone information book: CJ Directory

### **References**

BC 2022 Labour Market Outlook

BC Stats, 2011

BC Stats, BC population projection 2009-2036

Canada 2011 National Household Survey profile

Figures extracted from TSA Analysis Reports and based on 1996 Census

Forest Policy Resources, Faculty of Forestry UBC

Horne, G. (2009). British Columbia Local Area Economic Dependencies: 2006

<http://www2.gov.bc.ca/gov/content/employment-business/economic-development/industry/bc-major-projects-inventory> Sept 2014

<http://www.quesnelinfo.com/>, 2001

<http://www.tasekomines.com/gibraltar/ID540174>

Human Resources Skills Development Canada

Ministry of Jobs, Tourism and Skills Training, British Columbia Labour Market Outlook

Statistics Canada, 2011 Census Agglomeration

WorkBC, Regional Profiles, Cariboo, 2014