

Community & Employer Partnership Plan: 2017 – 2018

North Island Employment Foundations Society
Campbell River Catchment Area #3



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ABSTRACT

The Community & Employer Partnership Plan (CEP) documents North Island Employment Foundations Society's (NIEFS') Annual Plan to increase employment opportunities for unemployed British Columbians through the use of partnerships, shared information, technology, and innovative processes and practices. NIEFS 2017-2018 CEP is aligned with the MSDSI Service Plans, Annual Plan for BC: LMDA, the BC BluePrint for Jobs and NIEFS EPBC contract, section 5.0 Community and Employer Partnerships.

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Purpose of the Community & Employer Partnership Plan

The purpose of the Community & Employer Partnership Plan (CEP) is to increase the employment opportunities for unemployed British Columbians through the use of partnerships, shared information, technology, and innovative processes and practices. NIEFS has developed this Community & Employer Partnership Plan to communicate and demonstrate how NIEFS will achieve greater employment opportunities for unemployed British Columbians living in the Campbell River EPBC Catchment Area.

1.0 Information Sources Used to Develop This Plan

NIEFS has developed this CEP plan using the following key information sources:

- NIEFS EPBC Campbell River Employment Service Center Contract #3: Section 5.0 Community and Employer Partnerships
- Ministry of Social Development & Innovation's 2017/2018 – 2019/2020 Service Plan (February 2017)
- Ministry of Jobs, Tourism and Skills Training 2017/2018-2019/2020 Service Plan (February 2017)
- 2016/2017 Annual Plan for British Columbia: Labour Market Development Agreement
- B.C.'s Skills for Jobs Blueprint
- B.C. Jobs Plan
- B.C. 2025 Labour Market Outlook
- Accessibility 2024: Making B.C. the most progressive province in Canada for people with disabilities by 2024
- B.C. Rural Economic Development Strategy (2017)

Each of the above documents informed and guided the development of this comprehensive Community & Employer Partnership Plan. This CEP document demonstrates how best practices in rural employment and workforce development can be used to link the employment and skill development needs of labour forces with meeting the human resource needs of employers. A focus of this plan is the continued development of services for specialized populations and services for persons with disabilities. The CEP plan will further demonstrate how communities can work together to coordinate provincial, regional and community labour market initiatives through linked labour market information systems, partnerships, engagement of community and employer leadership, and coordinated strategic planning.

2.0 Meeting CEP Plan Contract Requirements

In developing this CEP plan NIEFS built upon its extensive experience leading the development of rural community labour market programs and services that link client employment and skill development with meeting the human resource needs of employers. NIEFS has developed extensive employer and community partnerships through a coordinated workforce development strategy that has been implemented over the past decade. Each point in Section 5.1 to 5.7 of NIEFS EPBC contract has been addressed in this plan. The structure of this plan has been

developed from Section 5.5 of our Ministry of Social Development Employment Service Centre Contract:

5.5 *The Contractor will develop an annual Community and Employer Partnership Plan that:*

- (A) Responds to local community labour market needs;*
- (B) Identifies proactive and responsive strategies and tools to quickly address labour market changes;*
- (C) Establishes community and employer activities to address labour market needs;*
- (D) Outlines strategies responding to the needs of Specialized Populations in the community; and*
- (E) Is aligned with the annual plan that the Province is required to produce under the LMDA.*

This is the sixth Community & Employer Partnership Plan for NIEFS EPBC contract with the Ministry of Social Development and Social Innovation. The primary intent of the plan is to implement the strategies and activities identified in NIEFS RFP bid submission and to respond to changing labour market conditions and opportunities within our catchment. NIEFS will build upon the extensive community development and capacity building work the organization has led in our catchment area and across the North Island over the past decade. This plan lays a solid foundation for our continued work and excellence in rural employment and workforce development.

3.0 Responding to Local Community Labour Market Needs

Effectively responding to community labour market needs requires more than local knowledge it requires a regional perspective that incorporates and delivers services based on the uniqueness of the Campbell River catchment and the communities across the North Island.

NIEFS has extensive experience, expertise, partnerships and systems in place to understand how labour markets function. Moreover, NIEFS demonstrates on a daily basis how a Community Employment Service Centre can play a key leadership role in improving the functioning of the labour market not only across the Campbell River catchment area but across the North Island region as a whole.

A key leadership role NIEFS plays is providing local labour market information. In rural communities it is possible to identify, track, code, and reports local labour market statistics that are key indicators of local labour market supply and demand side conditions needed to support rapid response programming. NIEFS reporting system and database is integrated into our website design and allows us to generate real-time statistics from our North Island Job Bank. This data allows us to report out quarterly on the labour market trends we are seeing through job postings.

For more than ten years, the NIEFS North Island Job Bank has been a reliable indicator of labour market demand and is used extensively to develop programming and activities that connect labour supply with employers human resource needs. Further, we are able to quickly provide data and create custom reports for other organizations (i.e. Provincial and municipal government; non-profits; employers; educational institutions; Chambers of Commerce;

Economic Development offices etc.) across the region to support their initiatives in delivering services and creating strong, healthy and resilient communities.

Job Postings generated from the NIEFS North Island Job Board are communicated across the North Island region through NIEFS' website; our Employment Service Centers; our Satellite offices; and through our subcontractor work locations. With 1,222,268 page views and 96,857 unique visitors (consistent with the previous year) to the NIEFS website and Job Board between April 1, 2016 and March 31, 2017 the NIEFS website and North Island Job Bank is often the first way that employers come into contact with NIEFS. This allows us to then connect directly with employers regarding other services (i.e. wage subsidy; unpaid work experience; job development etc.) effectively building our employer relationships and targeting our marketing at the same time.

3.1 Understanding Local Labour Market Needs and Emerging Opportunities

NIEFS has extensive networks and strong labour market information tracking systems to gather, interpret and communicate provincial, regional and local labour market information to our clients, employers and communities across the catchment area and North Island region. Labour Market information gathered by NIEFS from employers and job seekers enables us to develop community, employer and sector specific strategies to: support the functioning of seasonal labour markets; adjust to the effects of market cycles on resource extraction industries; support industries and companies that are growing; support employers with their implementation of major projects; replace the workers and the skills that are lost when people retire; utilize the skills of displaced workers; increase the employment participation of specialized populations; and assist employers and education and training organizations to train workers in needed occupations and to equip these workers with needed skills.

Employer Testimonial

As a local business employing hundreds of employees in a range of jobs NIEFS has been a key community resource in assisting us with a number of recruitment campaigns. From ongoing hiring at Seymour Pacific and Broadstreet Properties to seasonal hiring at Big Bay to a successful 'pop-up' hiring event for newly acquired Campbell River Golf and Country Club NIEFS has been instrumental in quickly coordinating information sessions, forums and hiring events that are always well attended and result in many qualified candidates. We appreciate NIEFS hard work and understanding the needs of employers in the community!

Leslyann Komljenovic

Senior Human Resources Consultant

Broadstreet Properties LTD.

Seymour Pacific Developments LTD.

3.2 Changing Labour Markets and Emerging Opportunities – Campbell River and Area

Table 1: Trends and Indicators

Trend	Indicator
<p>1. Diversifying Economy & Global Markets</p>	<ul style="list-style-type: none"> • Continued shift from goods producing, resource extraction economy to a more diversified economy with service sector employment growth. • May 2017 saw the largest number of jobs posted on the NIEFS job board ever at 397 jobs posted from a range of industries. • Robust construction and real estate sector. • Major employers remain public sector; aquaculture; major retail; tourism operators, construction, and forest companies. • Community labour markets continue to experience significant seasonal variation in occupational demand and continue to see seasonal hiring patterns for tourism and forestry-based occupations. • Although we have experienced a very robust Tourism industry in the past year given the low Canadian dollar coupled with more ‘staycations’ we have experienced significant labour market challenges driven by global markets and demand in resource industries which have included: <ul style="list-style-type: none"> ○ Continued shutdown of Quinsam Coal mine resulting in over 60 layoffs. ○ Continued shutdown of Nyrstar mine resulting in over 200 layoffs that have continued into 2017. The recent announcement that Nyrstar is calling workers back slowly over the next few months is welcome news and we have posted a number of temporary positions on our job board. ○ Although a slow down in the Alberta oil sands has resulted in an increase in unemployed clients impacted by this slow down there has been some recovery with workers again commuting to Alberta for work.
<p>2. Major Projects</p>	<p><u>John Hart Generating Station Replacement Project</u></p> <ul style="list-style-type: none"> • Project well underway with approximately 75% of those employed living within a 90km radius. • Although the John Hart project will be winding down over the next year and a half BC Hydro has a number of additional projects planned over the next 20 years that may provide opportunities particularly for local workers who now have experience from the John Hart Project. <p><u>North Island Hospitals Project</u></p> <ul style="list-style-type: none"> • Both the Campbell River and Comox Valley hospital construction are nearing completion with staff tours underway. The next phase in the project is working with the contractor Balfour Beatty for maintenance, housekeeping and food services as they will be staffing up to open both hospitals.

With the peak hiring periods for both the John Hart and North Island Hospitals projects occurring last summer we are beginning to see and a decrease in employment opportunities on these projects in addition to spin off opportunities in businesses providing goods and services to these projects (i.e. retailers; hotels; trucking companies etc.).

Other Major Projects

Continued emphasis on downtown revitalization including a new location and building for Dairy Queen and Waypoint Insurance, along with the completion of a new rental apartment building in the Tyee Plaza and continued emphasis on redesign of the Tyee Plaza.

In addition, the City of Campbell River has introduced the CRAdvantage which is an initiative to bring a municipal broadband fibre network to the downtown core in phase one. With a number of large operations including the Casino, Strathcona Regional District, the City of Campbell River and Seymour Pacific Developments already on board this economic development initiative aims to promote Campbell River as a competitive place to do business.

As an organization, NIEFS is also working towards connecting to the fibre as it provides a faster and more robust connectivity which benefits clients and staff.

For more information: <http://business.campbellriver.ca/city-services/capital-improvement-projects/current-projects/municipal-broadband-network/overview>

3. Demographics

- According to the most recent Census (2016) population grew by 5% from the previous Census (2011) in the Campbell River area and is expected to remain stable and possibly increase as our lower cost of living could be a possible option for those looking to exit the major urban centres.
- Conversely, outlying communities in the catchment and across the North Island region experienced population loss in the 2016 Census compared with 2011: Sayward (-1.9%), Tahsis (-21.5%), Gold River (-4.3%) with continued out-migration of youth from these communities.
- Further, population growth among our Aboriginal communities remains stable driven by higher birth rates than non-aboriginal populations.
- The population is aging quickly and we are older than the Vancouver Island average, which is older than the BC average, which is older than the Canadian average.

<p>4. Skill Development</p>	<ul style="list-style-type: none"> • Like other rural BC communities we are seeing changes in the skills required for growing occupations which many workers displaced from long-term employment particularly in the resource sector lack the skills needed to transition into another occupation or industry. • According to the B.C. Labour Market Outlook more than three quarters of job openings to 2025 will require some form of post-secondary education.
<p>5. Rural and Remote</p>	<ul style="list-style-type: none"> • Rural and remote communities (Sayward, Gold River, Tahsis, Discovery Islands) have been affected by a number of factors: <ul style="list-style-type: none"> ○ Supporting transportation - BC ferry sailing reductions have negatively impacted residents of Cortez and Quadra Islands. Increases in ferry fares and decreases in sailings mean residents are increasingly having to choose between employment and living in their home communities. ○ Likewise, employers in the more rural communities are challenged with finding people with the skills needed to run their business and increasing transportation costs make it difficult to recruit from other communities. ○ Reliable internet connectivity in rural and remote communities continues to be a challenge and puts these communities at a disadvantage economically compared to other more connected communities.
<p>6. Aboriginal Economic Development</p>	<ul style="list-style-type: none"> • Aboriginal populations will increasingly form a larger part of the available workforce with industry developing targeted recruitment campaigns as they face skills shortages. • Increased employment opportunities are likely to emerge from new aboriginal economic development projects and activities. With a number of organizations including the Nanwakolas Council which represents 6 member North Island bands who continue to implement strategies and initiatives to support their Training and Employment Strategy LMP completed in 2016. • Additionally, with a range of potential projects including a radio station for the Homalco First Nation aboriginal economic development will continue to build capacity among the community.

4.0 Strategies to Address Labour Market Change and Opportunity

NIEFS is a cornerstone in our community building extensive partnerships with businesses, other organizations, communities and individuals in Campbell River and across the North Island. These partnerships are integral to our ability to assist people to build self-sufficiency through active and sustainable participation in the labour market and assist employers to hire the right people, with the right skills at the right time contributing to a strong, resilient and healthy community.

The strategies developed by NIEFS have evolved from extensive dialogue with community partners, joint initiatives and events, formal facilitated consultations and community meetings and NIEFS participation in the strategic planning sessions of our community partners. These strategies were woven throughout our RFP bid submission and are kept current through annual participation in planning sessions, the sharing of labour market information and the development of annual work plans between NIEFS and key stakeholders from across the North Island region.

NIEFS board members come from North Island College, School District #72, retired Financial Services owner, Cruise Human Resource Consulting, the retired CEO of a community television organization, and a retired HRDC employee. The composition and cohesive governance of NIEFS board and the communication links that are maintained through our board contribute to the ongoing ability of the organization to identify and respond to economic and labour market change across the North Island.

A key strategic change NIEFS made in 2015-2016 was the creation of two regional positions: Regional Manager, Community & Labour Market Services and Regional Manager, Operations. A further strategic change for 2017-2018 is the movement of NIEFS Employer Services Coordinator to Team Leader, Employer Services which is also a regional position in alignment with changes made in 2015-2016. These changes have allowed NIEFS to further expand and align the organizational ability to address and respond to labour market changes and opportunity across the North Island in a more coordinated way.

Geographically vast the North Island region includes two separate catchments – Campbell River and Port Hardy. Although contracted as separate catchments under EPBC, delivery of service across the North Island benefits from a coordinated approach that encompasses the entire region and both catchments. In many cases, what occurs in the one community often impacts that of another. As such, NIEFS approach in designating regional staff to ensure we are further able to identify trends and opportunities to integrate programs and services that benefit the entire region particularly some of the more rural and remote communities has been very successful. Included in this years Community and Employer Partnership plan in Appendix 1 is an overview of specific activities and services related to rural and remote communities across the North Island.

4.1 NIEFS Community and Employer Partnership Goals

All of NIEFS strategies for employment services and workforce development are meant to support the achievement of the following goals:

1. Assist workers find employment quickly.
2. Assist workers meet their employment, skill development and occupational goals.
3. Assist employers meet their human resource needs in a timely and cost efficient manner.
4. Communities throughout the North Island region are able to accurately describe their economic and demographic base, how it is changing, the required skills and those occupations that are and will be in demand.
5. Increased workforce participation and retention of youth, older workers, aboriginal peoples, immigrants, people with disabilities, individuals who have experienced trauma or abuse, and people displaced from traditional resource sector employment.
6. There is an appropriate and coordinated supply of occupational skill development that meets the diverse needs of job seekers, employers, employees and communities.
7. Effective partnerships (informal and formal) exist that connect key stakeholders through coordinated strategic planning and jointly implemented initiatives, activities and events.

4.2 Coordinated Employment & Workforce Development: 5 Key Strategies

To achieve the above goals NIEFS implemented 5 key strategies which are reviewed annually. NIEFS spearheads employment and workforce development initiatives based on the premise that collaboration, partnerships and a coordinated approach is needed between key stakeholders (private business, industry, unions, aboriginal, business and economic development organizations, community organizations, educational institutions and local governments). These strategies are essential to our future economic success and the functioning of our labour market. The outcome of these five strategies are employers have the right workers with the right skills, at the right time and workers have employment that meets their occupational interests and best uses their skills.

NIEFS 5 Key Strategies for Implementing our Community and Employer Partnership Plan are:

Strategy #1: Build Strong Community Labour Market Information Systems

Strategy #2: Identify Key Employers and Workforce Development Stakeholders and then work directly with them

Strategy #3: Engage the Senior Leadership of Key Organizations and Employers in supporting workforce development

Strategy #4: Formalize Collaboration through Partnership Agreements, Memorandums of Understanding and Community Accords

Strategy #5: Coordinate and Link the Strategic Planning of Key Stakeholders, through the use of formal and informal partnership tools.

5.0 Activities that Address Community & Employer Labour Market Needs

To make it easier for the reader to separate ongoing and date specific activities and events that address community & employer labour market needs the writer has opted to include a listing of all ongoing activities throughout the year in Table 2 below. In addition, Appendix 3 includes a full calendar of actual events planned for 2017/2018.

Table 2: Ongoing Activities throughout 2017-2018

Timeline	Activity
Ongoing throughout the year	<p>Linking and planning delivery of labour market services, initiatives and events through formal and informal processes with key community and regional partners including: Municipal governments; Chambers of Commerce; Literacy Centre; Immigrant Welcome Centre; North Island College; School Districts; Industry Training Authority; Women's Centre; and the Campbell River & District Association for Community Living.</p> <p>Coordinating with community and regional partners reduces duplication of services and increases our ability to reach more clients. It also gives us a good understanding of other activities being undertaken that may be of benefit to clients.</p>
Ongoing throughout the year	NIEFS will maintain current web-based Labour Market information that tracks major project development in our catchment areas and presents this information through a Google map application.
Ongoing throughout the year	NIEFS will maintain a North Island regional job bank that includes catchment specific data and will market this job bank to both job seekers and employers. This job bank will be available to every job seeker and employer located within the North Island region. The job bank will be available at our Employment Service Centres, at our sub-contractors work sites, and on-line at www.niefs.net
Ongoing throughout the year	NIEFS continues to work with the Campbell River Chamber of Commerce, Immigrant Welcome Centre and North Island College to promote Diversity in the Workplace through our Community Accord on Workforce Development.
Ongoing throughout the year	NIEFS will be available to provide community labour market information to CAPA's and APA's to support the successful planning and delivery of Community Employer Partnership and Innovation Funds and Projects.

<p>Ongoing throughout the year</p>	<p>NIEFS WorkBC Service Centre is included on the Chamber of Commerce and City of Campbell River websites as a key resource for employers seeking labour supply in the catchment area.</p>
<p>Ongoing throughout the year</p>	<p>NIEFS will continue to present labour market information presentations to community, service clubs, educational institutions and employer organizations requesting information regarding labour market opportunities and challenges.</p>
<p>Ongoing throughout the year</p>	<p>NIEFS will continue to respond to major employer events (i.e. Nyrstar, Quinsam) across the community that result in the closing or opening of businesses. Examples include the development of specialized employment services (i.e. Resource Workers Job Search Series) to assist workers in connecting with opportunities created by the major economic development projects located in our region and beyond.</p>
<p>Ongoing throughout the year</p>	<p>NIEFS is a member of the community liaison committee for the BC Hydro John Hart Generating Station Replacement project and the North Island Hospitals project community organization committee both of which meet regularly.</p>
<p>October, January, April, July</p>	<p>NIEFS will develop and circulate 4 labour market reports annually that track labour demand (as indicated by job postings), major economic development projects, and major economic or labour market events affecting our catchment area.</p>
<p>Ongoing throughout the year</p>	<p>NIEFS Senior leadership will continue to participate in the strategic planning initiatives of North Island College, Immigrant Welcome Centre of CR and the Campbell River Chamber of Commerce.</p> <p>NIEFS was selected as one of many community partners that NIC President Bowman selected to interview as part of his sabbatical (May – Aug) to undergo community specific research related to collaboration.</p>
<p>Monthly during slow labour market periods. Bi-weekly during peak service months</p>	<p>At its WorkBC Employment Centre, NIEFS will continue to provide a current labour market workshop that provides both regional and community specific labour market information.</p> <p>NIEFS also extends invitations to attend this workshop to employment service professionals working with aboriginal organizations, immigrant services organizations, public sector organizations, school districts, north island college, community economic development organizations, business organizations and employers.</p>

<p>Ongoing throughout the year</p>	<p>NIEFS will continue to utilize the Campbell River Interagency list serve to stay current on social services, programs and activities within the Campbell River catchment area. This list serve is an important tool for communicating our services to a wide range of community and social service organizations.</p>
<p>Ongoing throughout the year</p>	<p>NIEFS Executive Director was selected and will be participating as an EPBC contractor as part of the research project through the BC Centre for Employment Excellence BizHub project highlighting excellent business practices among employment serving organizations in BC.</p> <p>In addition, the Team Leader, Employer Services continues to participate in the Client Engagement sub-hub and the Regional Manager, Community and Labour Market Services continues to participate in the Staff Engagement sub-hub.</p> <p>For more information: http://www.cfeebc.org/news_item/biz-hub-a-fresh-approach-to-support-the-employment-services-sector-in-making-continuous-improvements-to-client-processes-and-services/</p>
<p>Ongoing throughout the year</p>	<p>NIEFS Regional Manager, Community & Labour Market Services was appointed for a two year term beginning in April 2016 to the City of Campbell River Forestry Task Force and is a member of the Table of Partners for the recently established Strathcona Community Health Network whereby ensuring employment remains part of the conversation related to determinants of health for residents of the region.</p>
<p>Ongoing throughout the year</p>	<p>NIEFS Team Leader, Employer Services was appointed for a three year term beginning in March 2016 to the City of Campbell Community, Services and Recreation Commission. This provides a continuous role for NIEFS at the city level as the Regional Manager, Community & Labour Market Services completed a three year term on this commission in March 2016.</p>

6.0 Strategies Responding to the Needs of Specialized Populations

6.1 Engagement & Employment Service Strategies with Aboriginal People & Communities

- NIEFS will work with key aboriginal organizations that link NIEFS employment services with aboriginal employment and workforce development initiatives.
- On an as needed basis meet with representatives from Nanwakolas Council, North V.I. Aboriginal Training Society, Nuuchahnulth Employment Program, Homalco Band, Cape Mudge Band and Campbell River Indian Bands to coordinate our respective services and to develop effective referral relationships.
- Representatives from bands and aboriginal organizations are invited to attend NIEFS labour market workshops.
- NIEFS will participate in key band and aboriginal organizations employment related events (examples include aboriginal youth and employment days, key cultural events).
- NIEFS will link with key band initiatives supporting major project implementation, BC Construction Association Employment Initiatives and Aboriginal Trades programs.
- NIEFS will maintain information links with Aboriginal Organizations and North Island College that support contract training and short term occupational skill development.
- NIEFS will connect with ASET funded programs and services so that participants in these programs are introduced to NIEFS work support centre and NIEFS employment service centre supports and services as part of their ASET funded program.
- NIEFS will subscribe to aboriginal employment publications that support aboriginal people in accessing employment or skill development.
- NIEFS will participate in regular meetings to share labour market information with the Nanwakolas Council and North Vancouver Island Aboriginal Training Society (NVIATS) in their ongoing work to develop employment strategies for their members across the North Island.

6.2 Engagement & Employment Service Strategies for Immigrants

- At minimum NIEFS and the Immigrant Welcome Centre of the North Island will meet quarterly to generate ideas that link NIEFS employment services with immigrant, employment and workforce development initiatives.
- NIEFS is sub-contracting EPBC immigrant services to the Immigrant Welcome Centre of the North Island and is training their staff in EPBC administration, data entry and employment services.
- Profile Success Stories through the Immigrant Welcome Centre of the North Island to generate word of mouth as this is most effective way to reach Naturalized Canadians with significant employment barriers.
- NIEFS and the Immigrant Welcome Centre of the North Island will (continue to) partner with Employers who have a cyclical hiring need for large numbers of workers at the same time and are open to taking on clients with language barriers (PRT Nursery, Fish Processing, Tourism) with the aim to increase labour market attachment, improve English language skills, and increase word of mouth marketing.

- Representatives from the Immigrant Welcome Centre of the North Island will attend NIEFS labour market workshops.
- NIEFS will participate in key the Immigrant Welcome Centre of the North Island employment & Immigrant service related events (Welcoming Communities Initiative, Safe Harbour Program).
- NIEFS will maintain information links with Immigrant serving Organizations and North Island College that support contract training and short term occupational skill development and access to ESL learning supports.
- NIEFS staff will support the annual CR Walk Against Racism, and the Immigrant Welcome Centre of the North Island Multiculturalism Week Activities.

6.3 Engagement & Employment Service Strategies for Persons with Disabilities

- NIEFS continues to partner with the Campbell River & District Association for Community Living (CRADACL) to coordinate service delivery between our two organizations. Over the past couple of years we have seen tremendous success in job development services for EPBC eligible clients and will continue to have two CRADACL job developers work out of the NIEFS office. This partnership will positively affect NIEFS flow through funding for sub-contractors.
- In partnership with CRADACL, NIEFS co-hosts an Employer Appreciation event during BC Disability Employment month in September that recognizes employer excellence in supporting people with a disability connect to the work force.
- Community Living BC has identified the partnership and service relationships taking place in Campbell River between NIEFS and CRADACL as a BC best practice for integrated service delivery supporting successful work transitions for persons with developmental disabilities.
- As part of our growing disabilities service team NIEFS continues to employ a full-time School-to-Work Case Manager who is responsible for coordinating the School-to-Work transitions of students with disabilities and has added a Financial Supports/Case Assistant dedicated to working with the disability service team.
- To build rural capacity to supply needed disability services NIEFS will train staff in specialized services for persons with disabilities and support staff in gaining disability related certifications.
- Building capacity includes supporting staff to access major disability journals (Insights into Clinical Counselling; Rehabilitation Counselling Bulletin (Hamil Institute on Disabilities); Journal of Assistive Technology; Rehabilitation Reviews (Journal of Vocational Rehabilitation Association of Canada).
- NIEFS is a member of Rehabilitation Engineering & Assistive Technology Society of North America (RESNA) and has one of 5 registered Rehabilitation Technologist on Vancouver Island.
- A NIEFS Disability Team member sits on North Island College's Advisory Committee for Students with Disabilities.
- NIEFS hosts monthly Campbell River Social Services Interagency meeting where we promote EPBC services, inclusive and welcoming workplace and employment services for persons with disabilities.

6.4 Engagement & Employment Service Strategies for Rural and Remote Populations

- With the creation of the Regional Manager, Community & Labour Market Services a key responsibility for this position is to further develop strategies to reach the rural and remote communities across the catchment to identify new partnerships and new ways to deliver service to clients.
- NIEFS has spent the past year strengthening and improving services for rural communities across our catchment area. This remains a priority for 2017 – 2018 as many rural communities are experiencing a loss of publicly funded infrastructure that has resulted in NIEFS utilizing new partnerships to support our Itinerant and on-line service provision. Some of these initiatives are captured in Appendix 1.
- There are strong, coordinated referral processes with NVIATS, Nuu-chah-nulth Tribal Council, Heiltsuk Tribal Council & other aboriginal bands, communities and organizations.
- NIEFS will coordinate employment and work force development services with the catchment area's ASET holders. This includes the sharing of facilities, asset mapping of existing resources and linking with these resources in rural and remote locations.
- Coordinated planning/marketing/hosting/and attendance at Career Fairs, Hiring Fairs, Employer Forums and Community Service events in Campbell River, Cortes Island, Quadra Island, Sayward and Gold River. Partnering organizations include the Immigrant Welcome Centre, Vancouver Island Regional Libraries, STEP, ITA, SD 72 and 84, First Nations bands, ASET holders and other aboriginal organizations, and community service organizations.
- Build new partnerships and enhance existing ones with individuals and organizations in rural communities who can provide Internet Access points and/or serve as ambassadors to EPBC such as VURL; School Districts; Community Centres; literacy associations, and private businesses that provide free WiFi, fax and photocopy services.
- Coordinated School to Work activities with School District 72 and 85. Both the Campbell River School District (serves Sayward and Discovery Islands) and Gold River School District (west coast Vancouver Island) are on the distribution list for NIEFS quarterly labour market report; are connected to LMI for the region and for all major economic development projects; and attend NIEFS Industry forums.
- Tracking of major economic development projects across the catchment area and putting into place employment services supporting these major projects.
- Provision of EPBC services to employees losing employment when a major employer located in a rural remote community closes.
- Provision of the North Island Job Bank where local employers and job seekers anywhere in the catchment area have access to current local job postings.
- Participating in sector driven labour market activities for Forestry, Trucking, Construction, Tourism and Hospitality, Mining and Fish Farming. As part of the City of Campbell River Forestry Task Force NIEFS is involved in creating tools such as the video released in support of Forestry which highlights opportunities in the Forestry sector across the North Island - <https://www.youtube.com/watch?v=3VP8cGcOrKA&feature=youtu.be>
- Active Member of the BC Rural Network.

- Work with Chambers of Commerce to develop rural employer service strategies and link these strategies with the BC Chamber of Commerce annual policy development for rural Chambers of Commerce.
- Continued development of Urban-Rural partnerships that link curriculum and content expertise with expertise in rural service provision. An example is the on-going development of the Bridging Services for Women through a partnership with BRIDGES in Victoria.

6.5 Engagement & Employment Service Strategies for Bridging Services for Women

- In addition to the points made in 6.4 NIEFS has linked the BRIDGES Society from Victoria with our local Transition House and Women's Resource and Service Centre.
- In coordination with BRIDGES and the Women's Center, weekly group sessions are now being offered at the Women's Center to women who are participating in on-line services through BRIDGES. This is the first integrated approach to service delivery that includes on-line and in-person and is the model Bridges would like to develop provincially.
- We continue to work with BRIDGES to develop marketing materials appropriate to our rural context.
- We are linking BRIDGES with community resources and community service directories, and reviewing curriculum to ensure appropriateness for rural and aboriginal populations
- On-going connections with organizations providing serves and supports to women through the Campbell River Interagency list serve.
- Continuously updating information regarding community services for women and the specialized services available to assist women who have experience abuse or violence.
- NIEFS Executive Director is the former Executive Director for the Edmonton Elizabeth Fry Society and maintains networks and contacts appropriate for assisting women who have experience abuse or violence.

6.6 Engagement & Employment Service Strategies for Youth

- NIEFS has developed an interactive, experiential-based, hands-on learning Employability Skills programming that utilizes a Job Club format structure (called the Wanna Work club). Given the success of this program last year it will be scheduled again for the fall 2017. NIEFS will target BCEA EO clients, EPBC eligible youth, aboriginal clients and other clients with multiple or complex barriers to participate.
- NIEFS is knowledgeable regarding federal government youth programs like Canada World Youth and promotes these programs as an alternate strategy for gaining valuable life skills and work experience.
- NIEFS uses local labour market information to track occupations and industries that have a high percentage of workers who are new entrants to the labour force.
- NIEFS coordinates with School District 72 (Campbell River, Sayward, Discovery Islands) and SD 84 (Gold River & West Coast) to support hiring fairs and to coordinate sector specific hiring initiatives such as NIEFS hiring event for workers in the spring and summer hospitality sector.

- NIEFS is working with NIC to create stronger College to Work Transitions through joint planning with NIC & other local colleges to arrange presentations to College Grads about EPBC services in their last month of their current program.
- NIEFS continues to partner with NIC to pilot having a NIC Student Advisor work out of NIEFS office to connect with community and clients considering skills training.
- NIEFS Work Support Centre and our website has identified, reviewed and keeps current youth employment resources, websites and on-line resources specifically developed to support youth with their job search and skill development.
- NIEFS is working with School District #72 to support the School to Work Transition for students with disabilities. This service includes a fall 2017 meeting with the students, school district staff and members of the student's family and natural support systems which is then followed up with the development of a school to work action plan in the spring of 2018.
- NIEFS is a key partner in the recently opened John Howard Society youth hub pilot branded the Foundry which is 1 of 5 in the province. NIEFS has committed to having a staff member work out of the hub to provide employment related services in this unique model. A detailed overview is provided in Appendix 2.

6.7 Engagement & Employment Service Strategies for Older Workers

- Provide specialized workshops for older workers (Career Cross Roads – 2 day career transition planning workshop) and our Work Wise Job Search Series that runs weekly for 5 weeks. These workshops target experienced workers and provide networking support and the opportunity for cohort groups to move through shared learning experiences led by experienced employment coaches or job club facilitators.
- NIEFS has in place specialized services to assist workers affected by industrial adjustment and business closures. This includes targeted marketing materials and specialized workshops.
- NIEFS is featured on the Chamber of Commerce Portal for Major Project Development and is working closely with the BC Construction Association, the Campbell River Chamber of Commerce, BC Hydro and the Vancouver Island Health Authority to connect experienced workers with skilled trades and professional employment opportunities.

7.0 Alignment with the Provinces 2017/2018 Labour Market Priorities

NIEFS CEP is aligned with NIEFS ELMS contract, our RFP bid submission, the BC Skills for Jobs Blueprint, The Ministry of Social Development & Social Innovation's 2017/2018 - 2019/2020 Service Plan and the 2016/2017 Annual Plan for British Columbia: Labour Market Development Agreement. NIEFS Community and Employer Engagement plan will successfully support the implementation of EPBC key priorities and directions. Through our one-stop Employment Service Centres NIEFS will increase access to employment services for British Columbians in our catchment areas and across the North Island region.

7.1 Investing in training to better align British Columbians with sustainable job opportunities and to meet employer demands

- NIEFS services and our Community Partnership plan focuses on employment first and the skills needed to access existing employment.
- For those workers with needed skills and/or work experience, NIEFS focus is to provide these job seekers with access to information and tools to quickly connect them to existing employment opportunities which is further strengthened by NIEFS commitment to a part-time Wage Subsidy Coordinator and full-time Team Leader, Employer Services.
- For those job seekers lacking current marketable skills NIEFS has developed partnerships with North Island College and community employers across the North Island region to assist these workers in acquiring needed skills or to acquire employment where these skills can be learned.
- NIEFS works with education and skill development organizations in our catchment and across the North Island and with our employers to ensure there is an appropriate supply of occupational skill development available to meet the needs of our job seekers and the human resource needs of our employers.
- NIEFS will target in-demand occupations and growing industries to increase Labour Market Attachment outcomes for Tier 3 and 4 clients who are members of a specialized population through EPBC services such as Job Development, Customized Employment Development, Work Experience and Training (Construction Trades and Transportation, Retail/Hospitality and other Service Industries, Forestry and Resource Management).
- Offer career planning and job search workshops paired with STOC training that is targeted to local in-demand jobs and growing industries.

7.2 Continual development of strategies to engage all British Columbians, including underrepresented groups.

- NIEFS has excellent partnerships with aboriginal organizations across the North Island that are key in connecting clients to EPBC services. For example, NIEFS was an active participant in the Nanwakolas labour market partnership throughout 2015/2016 and is listed as an important partner in the final Employment and Training Strategy - <http://www.nanwakolas.com/economic-development-nanwakolas-council-british-columbia-native-people-first-nations> released in August 2016. In addition, NIEFS Regional Manager, Community & Labour Market Services meets regularly with the North Vancouver Island Aboriginal Training Society who is the ASETS holder in the region.
- NIEFS continues to build a highly skilled and responsive Disability Services Team which includes two full-time and one part-time Disability Specialist Case Managers; one full-time School-to-Work Case Manager; and one Financial Supports/Case Assistant dedicated to the disability services team. Further, in partnership with CRADACL two full-time Job Developers work out of the NIEFS office.
- NIEFS is a key partner in the City of Campbell River's pilot on social procurement and identifying ways to include tender specific requirements in terms of underrepresented groups on city infrastructure projects.
- Through partnerships NIEFS can provide EPBC services before and/or after other community employment and/or training programs:

- By providing Employability Readiness Assessment and Action Planning to identify and refer appropriate applicants to these job or work experience placement programs.
- By providing coordinated and ongoing case management to ensure that the client is successful in completing the program.
- By providing any needed workplace accommodations and aids for those clients living with a disability.
- By providing employment follow up services and job retention and maintenance for after the Job program is complete and the client has been placed with an employer to ensure client remains self-sufficient in employment.
- Or when the client was not successful in completing the program or securing employment, EPBC can step in easily to help move the client forward without a disruption in service delivery to the client.

7.3 Continue partnering with local communities and organizations to further develop and increase community-based partnerships across the province.

- NIEFS Labour Market Programs and Services have been developed to meet EPBC program and contract requirements. NIEFS EPBC services have also been built from recent Local Labour Market Partnership studies describing the demographic and economic base of our communities and the needed services to support effective workforce development that is aligned with employers' human resource needs.
- There is a Community Accord in Support of Workforce Development in place that provides a common framework for linking employers, education organizations, community service organizations, aboriginal organizations, business and economic development organizations and our community employment service centers - http://www.niefs.net/Community_Accord_February_2011.pdf
- Extensive partnering through Memorandums of Understanding and through sub-contract relationships are in place and working.
- NIEFS works closely with the CR Chamber of Commerce to maintain an up-to-date employer data base that provides both baseline data on the composition of the Campbell River employer base and how this community employer base is changing over time.
- NIEFS is a member of the CR Chamber of Commerce on-line portal for Major Project implementation. This is a unique data base that profiles community assets that can support the successful implementation and delivery of major economic development projects.
- There is strong employer representation on NIEFS board and on the working committees NIEFS has been invited to participate on in our communities.
- NIEFS continues to work closely with both Island Health (North Island Hospitals project) and BC Hydro (John Hart Generating Stations Replacement project) to support these projects successful implementation. This includes: participation on BC Hydro's Community Engagement Committee; participation on the NIHP Community Organization Committee; the development of a web based portal on the Chamber of Commerce Web Site to inform bid proponents, employers and job seekers of the opportunities created by these project; and the development of specialized workshops and forums to assist job seekers in connecting with employment opportunities created by these projects.

7.4 Continue enhancing EPBC services and supports through improvement of research and innovation, measurement, and reporting capabilities.

- Given NIEFS 30 year history, the organization has well-established partnerships both formal and informal and is seen as a trusted resource across the North Island. Our extensive network of partnerships allows us to quickly identify and act on opportunities for innovation. As a result, NIEFS is often asked to pilot new programs and services which we are always eager to explore.
- NIEFS provides Labour Market Information presentations to employers and community organizations and is frequently asked to present at Regional and Provincial conferences on Rural Employment and Workforce Development.
- NIEFS has developed a strong relationship with the BC Centre for Employment Excellence. Currently, NIEFS Executive Director participates on the Steering Committee as an EPBC contractor as part of the research project through the BC Centre for Employment Excellence BizHub project highlighting excellent business practices among employment serving organizations in BC.
 - In addition, the Team Leader, Employer Services continues to participate in the Client Engagement sub-hub and the Regional Manager, Community and Labour Market Services continues to participate in the Staff Engagement sub-hub. For more information: http://www.cfeebc.org/news_item/biz-hub-a-fresh-approach-to-support-the-employment-services-sector-in-making-continuous-improvements-to-client-processes-and-services/
- NIEFS Regional Manager, Community & Labour Market Services completed a Master of Arts in Community Economic Development from the University of Victoria that culminated in an academically rigorous major research project with NIEFS as the client entitled “Building Connection: Linking Labour Supply and Demand in Support in Major Development Projects” which can be found online at and continues to offer tangible smart practices for collaboration: <http://niefs.net/publications/S.Baikie%20-%20MACD%20-%20Building%20Connections%20-%20Final%20Apr%202016.PDF>

APPENDIX 1 – RURAL AND REMOTE SERVICE DELIVERY 2017-2018

NIEFS is committed to engaging and serving the outlying communities in our region in ways that reflect their unique community landscape and labour market needs. To that end, NIEFS continually consults and engages with community stakeholders to look for areas of alignment and shared aims. Over the years, NIEFS has formed a solid working relationship with the Literacy Outreach Coordinators on the North Island as we see a high degree of alignment between our respective mandates and missions.

Since February 2016, NIEFS has been hosting a regular Job Club and providing drop-in self-serve services once or twice a month on an outreach basis in Gold River and Sayward to augment our storefront and online service delivery of EPBC to the rural remote communities of the North Island. Partnership arrangements are being explored in other areas such as Quadra and Cortes Island. NIEFS plans to continue to engage in ongoing community consultation and partnership development in the coming year to expand the presence of WorkBC services through outreach, itinerant and online service delivery for all communities in our region

Gold River

NIEFS has been working in tandem with the Gold River Literacy Society to advance and enhance both employment and literacy services because of the strong linkage between literacy levels and employment success. Twice per month (as travel conditions permit), NIEFS has been hosting a half- day Job Club/Self-serve drop in at the Gold River Literacy Centre as Gold River has no public transportation to Campbell River, the nearest storefront WorkBC office. There is also no cell reception in Gold River

Results

- Since NIEFS started providing outreach/itinerant services in Gold River, 23 new clients have accessed EPBC case management services as a direct result of NIEFS having a regular presence at the Gold River Literacy Centre
- The Gold River Literacy Centre provided the following statistics regarding residents accessing the center for employment services:

Month	Total Resident Visits
August 2016	1
September 2016	0
October 2016	3
November 2016	16
December 2016	5
January 2017	12
February 2017	5
March 2017	13

- Between April 1 2016 – March 31 2017,
 - 15 new EPBC clients entered Case Management
 - 6/15 clients identified PWD upon acceptance into Case Management, which does not reflect the number of clients where PWD was identified later as a barrier
 - 4/15 achieved a sustainable employment outcome including employment as labourer (2) and office administration (2)
 - A 5th PWD client found part-time employment, but is still needing case management to job search for more hours
 - NIEFS set up a wage subsidy agreement with an air transportation company resulting in sustainable employment.

Future Plans

- Discussions are underway as to how both Societies can partner to advance and enhance both employment and literacy services to the Gold River region so that the Literacy Centre can remain open 5 mornings per week to provide internet, online and in-person access to WorkBC services as well as literacy services.
- In May 2017, NIEFS was contacted by the Mowachaht-Muchalaht First Nations who heard about the Gold River Job Club offered by NIEFS at the Gold River Literacy Centre
- NIEFS met with the Social Development Assistant and the Education Coordinator and have subsequently been invited by the Band to host a drop-in Job Club in the First Nations Community of Tsaxana* in the afternoons following the drop-in service at the Literacy Centre.
- NIEFS was contacted by the community of Tahsis (65km out of Gold River) to provide information regarding our services and supports to members in the community. A presentation to Mayor and Council is scheduled for June 20, 2017. In addition to this in community presentation will be opportunity to explore potential partnerships for service delivery.

*Tsaxana is located 5 kms outside of town with no access to public transportation (like the rest of Gold River). The education centre has 2 computer stations and wireless internet access that band members are able to use for job search or education.

Sayward

NIEFS has also been offering a regularly scheduled Job Club/Self-serve service in Sayward at the local school as Sayward also lacks any form of public transportation and is further handicapped by the village centre being located 10 kms from the Island Highway. There is a very small area that has cell reception and clients wishing to access storefront WorkBC services are required to arrange private transportation. This arrangement was brought about through our linkage to the Sayward Literacy Outreach program, which also operates out of Sayward School.

Results

During the period between April 1 2016 and March 30 2017:

- 13 new Sayward clients accessed WorkBC Case Management services

- 4 clients identified additional barriers to rural, remote such as PWD or youth upon acceptance into Case Management. This number is likely higher as it does not include the numbers of clients who identified additional barriers in the course of case management
- 4 clients achieved sustainable employment outcomes (1 in a restaurant, forestry, aquaculture & 1 works as a janitor) and 3 of these clients were assisted with Job Start Supports

Future Plans

- Recently, NIEFS has been looking at alternative venues that can offer services year-round that can be accessed by all Sayward residents as the school closes in the summer and public access is still somewhat limited by the school location
- NIEFS has initiated discussions with the Kelsey Bay Recreation Centre and Sayward Futures as both have internet access and a couple computer stations that can be used by the public

Island Communities (Quadra and Cortes Island)

Although Quadra Island itself is only a 20 minute ferry ride, there is no public transportation around the island and the costs to commute by ferry are prohibitive for anyone on a limited income. Cortes Island is 2 ferry rides away and anyone wishing to commute to Campbell River must take a 45 ferry minute ride from Cortes to Quadra Island and then make their way across Quadra Island to reach the ferry that will then take them into Campbell River. Again, costs are doubly prohibitive and no public transportation around the islands, between ferries or to Campbell River.

Both Quadra and Cortes Island have distinct communities within where residents tend to congregate. Public internet access is limited to Vancouver Island Regional Library, which is not always centrally located or to WIFI at local restaurants or resorts (which are not necessarily free). On Cortes, clients can access the internet at the local VIRL branch, but it is not necessarily centrally located. The Co-op store in Manson's Landing and the Squirrel Cove Store current owners are both committed to providing public WIFI access and have a computer station where the public can access the Internet. However Whaletown residents do not have access to public WIFI nearby

On Quadra, public internet and WIFI is available at the local VIRL and community centre, but residents living on Heriot Bay (the other side of the island) would have to find a way to travel to the public access points.

Results

- April 1 2016 – April 2017, NIEFS provided case management services to 45 new clients living on Quadra Island and 5 new clients from Cortes Island
- Of the 45 clients that live on Quadra Island, 9 achieved a sustainable employment outcome and 1 client achieved sustainable employment on Cortes Island

Future Plans

- During the past year, NIEFS has contacted the Literacy Outreach Coordinators for the island communities on Quadra and Cortes. Both are very interested in working together with NIEFS to identify the best ways to increase access to WorkBC through online, outreach or itinerant service delivery channels
- As both islands enjoy a vibrant tourism-based job market , it is anticipated that WorkBC service delivery would be needed the most during the 'off season' (Oct – May)
- As neither of these Literacy Outreach Coordinators have a physical location or base that they work within their communities to provide services, it is anticipated that services will need to be delivered online or co-located with other community partners
- NIEFS will continue to consult with liaise with key community stakeholders, including the Literacy Outreach Coordinators on both islands to develop online services and workshops that will best meet their employment needs and reflect their unique communities and job markets

APPENDIX 2 – NIEFS PARTNERSHIP WITH THE JOHN HOWARD SOCIETY FOUNDRY

In June 2016, John Howard Society of the North Island successfully won the RFP bid to pilot BC Youth Integrated Services Initiative for Campbell River and surrounding area (aka Foundry). Under this model, services related to youth health and wellness (primary care, mental health and community social services) are brought under one roof for the purposes of collaboration, coordination and integration of youth service delivery. Recognizing that employment is a key piece of youth health and wellness, NIEFS and John Howard Society of the North Island partnered to offer employment services at Foundry as a means to extend WorkBC for youth. NIEFS Board of Directors has also allocated charitable funds towards youth employment programming and service delivery for those youth who are not eligible for WorkBC case managed services.

John Howard's Foundry opened with a soft launch March 13, 2017 and NIEFS started working out of Foundry April 4, 2017. John Howard's Foundry recently held their official Open House May 29, which was attended by approx. 200 individuals. Early statistics gathered between March 13 and May 30 show:

- 289 youth (ages 12 – 24) “visits” to Foundry, including 50 youth who were new to Foundry or any of the community services hosted by Foundry. 52 were already connected to a service provider and 187 were return visits to use Foundry services
- The demographics of first-time youth visits (50) to Foundry show that 50% were age 19 and an additional 24% were age 18.

Future Plans

Services are still under development but currently include:

- John Howard's Foundry Campbell River has offered an office for a NIEFS Case Manager/Employment Advisor to work from 5 days per week to see clients
- Additional group space is available for workshops and group activities
- NIEFS provides youth employment specialist staff to work 5 days per week out of Foundry Campbell River to increase access to and enhance WorkBC, School to Work Transition and other youth employment services/programming
- Drop-in employment services are available Tues – Friday afternoons
- NIEFS is planning to run an active, experiential ‘Job Club-type’ group weekly (more frequently in the summer months) and are planning a longer term employment group in the Fall, Winter and Spring targeting out-of-school youth and those in transition from school to work
- In May 2017, NIEFS, School District 72 and John Howard's Foundry Campbell River initiated a community employment services group with other youth, aboriginal and community agencies (i.e. North Island College, Northern Vancouver Island Aboriginal Training Society, Island Health, Laichwiltach Family Life Society, Campbell River Literacy to name but a few of a rapidly growing list) with the aim to:

- map out youth employment programs, services, resources and assets for Campbell River and surrounding area
- identify opportunities to collaborate and coordinate youth employment service delivery to address gaps and enhance capacity
- engage the employer community to inform the development and delivery of youth employment services and what is needed to improve the rate and retention of youth employment

APPENDIX 3 – NIEFS CALENDAR OF EVENTS & ACTIVITIES THAT ADDRESS COMMUNITY & EMPLOYER LABOUR MARKET NEEDS

April 2017

- NIEFS will host a Canadian Armed Forces hiring event to connect potential applicants with recruiters
- NIEFS will participate in an Aboriginal Apprenticeship Roundtable. The Canadian Apprenticeship Forum is interested helping companies to successfully integrate Aboriginal apprentices into skilled trades workplaces. This session, in partnership with the Industry Training Authority of BC will highlight the business case for hiring and training Aboriginal apprentices, employer best practices and local stakeholder initiatives. Discover the tools and resources available to help you implement effective strategies in your workplace.
- NIEFS will host an Employer Forum & Hiring Event for the Campbell River Golf and Country Club.
- NIEFS will host an Employer Forum & Hiring Event for the Real Canadian Superstore. This large community employer has created a partnership with NIEFS to help address staffing needs as this employer prepares for a large renovation of their current location in the community. NIEFS will continue to support this employer by providing space for Hiring Events and posting job advertisements via the online job board.
- NIEFS will host an Employer Forum for Broadstreet Properties & Seymour Pacific Developments. This event allowed potential applicants to learn about the many job opportunities that this large employer has to offer.

May 2017

- NIEFS will host our annual healthcare careers event in partnership with Island Health to connect job seekers with opportunities within the healthcare industry.
- NIEFS to participate as a Community Partner in the Campbell River Chamber of Commerce Business Leader Roundtable. The roundtables are the Chamber's continued outreach to grow and support the businesses, organizations and people that power Campbell River and our local economy.
- NIEFS will host an Employer Forum for Pro Pacific Restoration an employer that has been contracted for a project with CFB Comox this summer.

June 2017

- NIEFS will host a Canadian Armed Forces information session.

September 2017

- NIEFS and North Island College are co-sponsoring two Awards for Excellence in Workforce Development to recognize local businesses that demonstrate best practices in occupational skill development.
- NIEFS is partnering with the City of Campbell River Forestry Task Force to host a Forestry Career Expo event in support of National Forestry Week Sept 24-30 2017.
- NIEFS will co-host with Campbell River and District Association for Community Living an Employer Appreciation event in recognition of Disabilities Month for local employers who demonstrate excellence in working with people with disabilities.
- NIEFS will be hosting a Campbell River Chamber of Commerce after hours mix and mingle to provide information regarding services to employers in the community.

October 2017

- NIEFS will host a community hiring fair in the fall of 2017. The timing of this event is coordinated with our major employers.
- NIEFS will participate in the CR Chamber of Commerce Business Expo in October 2017.

February & March 2018

- NIEFS will host our annual tourism hiring event in partnership with Painter's Lodge and April Point Resort to connect workers to opportunities in the tourism industry.
- NIEFS will participate in the Annual North Island College Career Fair in March 2018.
- NIEFS will host a hiring event for the Campbell River Golf and Country Club as they ramp up operations for the 2018 season.

It is important to note is that these are the events planned to date. Throughout the year NIEFS is very responsive to requests to host hiring and information sessions and events and can often coordinate a successful event within a few days of request. Our calendar continues to populate throughout the year.