



Employer Quarterly news & updates

February 2022 | Issue 8

ARE YOU HIRING?
BladeRunners Youth Employment training is back!



Does your organization have a landscaping, grounds keeping, trail building, or light construction project coming up in the next month? Are you a retail, restaurant or accommodations provider with customer service focused job opportunities? Local youth are receiving daily training and certifications at the Career Centre in February and they will be soon be ready to work and engage in on-the-job-training. If you feel this could be a fit for an upcoming project or long term position, give us a call to discuss the options of an unpaid work experience or accessing the WorkBC Wage Subsidy program.

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[Click here for program details!](#)

Mental Health Support in the Workplace

We know you do not need a bunch of research and statistics about *burnout in the workplace* to know there is *burnout in the workplace*. With that in mind, we are continuing to gather relevant tools for you to access and share with your

employees for mental health support. Circulating information on mental health resources to your team sends a message that your organization is making a commitment to them and their mental health needs.

Have you discovered [Workplace Strategies for Mental Health](#)? Previously operating as The Centre for Mental Health in the Workplace, this website offers numerous FREE evidence-based tools for workplace mental health and psychological safety for Canadian employers and employees.

I don't know about you, but personally, I found January to be a very difficult month. I stumbled across the Workplace Strategies for Mental Health website's article on [Preventing Burnout](#) which I found to be very easy to work through. No matter your industry or size of operation, I encourage you to explore this website and find a way to share the materials with your team on a regular basis.

Other tools for Mental Health support:

FREE 1 Hour Webinar: Stress and Self Care

February 10th Noon-1pm [Click here to register](#)

Sponsored by the Canadian Mental Health Association BC Division

FREE 1 Hour Webinar: Stress and Self Care (Tourism & Hospitality)

February 16th 2pm-3pm. [Click here to register](#)

Sponsored by the Canadian Mental Health Association BC Division

[TourismHR Canada Mental Health Support - Covid19](#)

[Manufacturing Safety Alliance of BC - Mental Health in the Workplace](#)

[Province of BC Virtual Mental Health Support Hub](#)

[Province of BC Mental Health and Substance Use](#)



HIRING FAIR

Thursday, April 7

12-4pm

Location: Qualicum & District Curling Club

Stay tuned for registration information!

Enhanced Wage Subsidy Program

The WorkBC Wage Subsidy Program provides support to employers to hire and provide on the job training for year-round full time positions. Currently, an employer can request up to 24 weeks of support for up to 5 new hires at a time (10/year).



For details and eligibility please review the Employer Application Guide.

Ready to hire? Ready to apply? Start here!!

TIP: Have your CRA #, WorksafeBC # a brief description of duties, the skills and duties normally required for the position and an outline of a training plan on hand when you are ready to fill in the online application. If you have identified the worker you intend to hire/re-hire, you will also need the worker's email address. The worker will automatically receive an email and will be prompted to apply for Self Serve Services with WorkBC. Please follow up with the worker to ensure they received the email with the instruction for how to participate. They will be prompted to select a WorkBC office, so please ensure they know to select the WorkBC-Parksville office.

One of our primary goals at the Career Centre is to support local employers with their recruiting, hiring, and training process. The recent enhancements to the WorkBC Wage Subsidy Program can offset some of the initial wage costs associated with re-hiring and/or providing on-the-job-training and skill development.

Should you have questions or need assistance, please contact Lorrie Mohl, our Employer Services Coordinator.

Employer of the Month – Feature Opportunity

The Career Centre highlights an employer each month and we'd love to feature your organization! In a job seekers' market (when there are more jobs than job seekers) every organization needs to generate additional exposure to attract the right candidates. Accessing this opportunity is simple: contact Lorrie to get on the list and then answer a few questions (6!) and provide a JPG of your logo. Your profile, once created, remains active on our website as a resource for job seekers. Think of it as Tinder – but for Employers!

Respect In The Workplace



What do you do about bullying, abuse, harassment and discrimination (BAHD) behaviour in the workplace? How do we recognize these behaviours in ourselves and others and what can we do to prevent them? And just as important, did you know employers can now be held legally responsible for BAHD if “*reasonable measures*” are not in place to prevent BAHD in the workplace?

There are various training programs for you and your staff to explore and choose from. One program we are familiar with is *Respect in the Workplace*, produced by the Respect Group, which is an online self-paced E-training program suitable for all industries and all organizational sizes. There are many other BAHD training programs available, and we encourage you to explore these options – and please let us know which one you select!

*CVIJOBS and the Career Centre are not associated with The Respect Group and have no financial or legal association or obligation with the Respect Group. This material is shared for informational purposes only and is not intended to serve as an endorsement of services.

WorkBC Wage Subsidy Info Session for Employers

Are you hiring? Funding support may be available! Find out more at our Virtual Employer Information Session February 16 from 10:00 to 11:00am.

- Is your organization eligible? It probably is...
- Is the worker eligible? They probably are...
- How to apply? It's now online...
- How to submit a claim? Also now online...
- How much is the subsidy? 30–50% for up to 6 months...

Call our front desk at 250.248.3205 today to reserve a spot.

If you are unable to attend, please call and ask for Lorrie Mohl, our Employer Services Coordinator, and she will gladly review the details over the phone.

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