



HOT TIPS

Labour Market

care@centre.org | 250.248.3205

April 17, 2019

Programs and Events

► **BladeRunners Grounds Maintenance Program**

NEW DATES: April 29 to May 24, Monday to Friday, 8:30 am to 4:30 pm

Career Centre, Unit #328 -198 E Island Highway, Parksville

This program, for youth aged 16 – 30, is designed to give participants the skills and certificates they need to obtain work in a Grounds Maintenance/Labourer position. The program includes theory in the classroom, onsite experience, life skills training, job search assistance and related certificates. Call us at 250.248.3205 to learn more about this program.



► **SuperHost Workshop**

Wednesday, May 8, 9:00 am to 4:00 pm

Career Centre, 198 E Island Highway, Parksville

Customer service skills are highly valued by employers! Gain industry recognized certification. This public *SuperHost Foundations of Service Quality* course is a comprehensive, practical introduction to the principles of providing a quality service experience. Course fee is \$79.00 per person. Please call the Career Centre at 250.248.3205 to register and for more information.

Notes from the April 11 Career Centre Hiring Fair Information Sessions:

► **Careers with Island Health**

Speaker: Rod O'Connell, Strategist, Talent Acquisition & Retention

- Estimated that 1 in 10 people in Canada work in the health care industry.
- On Vancouver Island the number of people working in health care and social assistance fields equals 55,200.
- The health care industry is female dominated. In both education and health care industries, 77% of the workforce is female.
- Male dominated industries are disappearing, leaving a pool of men with largely non-transferrable skills, unemployed.
- In Canada nearly 200,000 jobs were created in health care and social services in the past 4 years.
- Health care spending will rise by 3.5% to 19.56 billion in the 2018/19 budget. In BC, 42% of tax dollars are spent on Health Care.

- Health care is increasingly complex; eg LPNs have increased tasks and skills than they did even 4 years ago. The LPN program has changed to a 2 year program from a 1 year program. The Pharmacist program used to be a 4 year program, it is now a 7 year program and requires a doctorate due to increased complexities and the quantity of drugs used today (the latest and greatest technology).
- Because we have such advanced training in BC, our RNs and LPNs can work anywhere in the world.

The Perfect Storm – Our Challenge:

- Aging/growing population
- Public expectation and the system's capacity to meet increasing demand
- An aging workforce (27% over 55+)
- Revised entry to practice standards (more education/information to learn today prior to being certified)
- Increased competition for a finite labour pool - public and private sectors (care homes, massage, etc.) - national and international
- Work ethic of Gen X, Y, and Millennials (many youth only want to work part time so they can travel and have a better work/life balance)
- Cost of housing and accommodation on Vancouver Island
- Limited budgets

Why work for Island Health?

- So Vancouver Island can meet future workforce needs
- Opportunities to learn and grow are available within the organization
- Offers career laddering (grow and move up into different roles)
- Provide opportunities provincially, nationally and internationally (Canadians can work anywhere in the world, we are well trained and sought after)
- Well respected in the community
- Excellent job security
- Great salaries (livable wages)
- Inflation went up 42% from 1997 – 2016, but in health care we have strong bargaining unions and as such, are moving ahead of inflation
- 12% of people living in Canada work in the health care field
- Island Health is the biggest employer on the island with 1/3400 employers hiring health care professionals
- Fastest growing industry with 240,000 providers in BC
- In 2010, increase to 19.3% workers growth exceeds population growth
- Next 5 years, 80,000 retiring/almost equal growth. Will need 160,000 new hires in BC over next year to meet retirement vacancies

Some common positions and their associated wages are as follows:

- Food Service Worker (all you need is FoodSafe certification) - \$18.62/hr
- Housekeepers (grade 12 education) - \$19.76/hr
- Laundry \$19.36 per hour (grade 10 only, available in Victoria and Cumberland only)
- Community Mental Health Worker \$22.77 per hour (6 month college training program)
- Clerical Unit Clerk \$23.05/hr

- Medical Devices Reprocessing Tech (4.5 month training program at VIU, all grads currently get hired) - \$23.54/hr
- Health Care Assistant (6 month program, act as hands-on caregivers to patients, primary care givers in communities, change beds, get people dressed, etc. basically a Care Aide) 350-500 hired per year!!! Will receive raise as of April up 2% per hour - \$23.54/hr
- LPN (2 years of training) - \$27.67 – \$30.46/hr HUGE DEMAND!!! 72 openings right now!
- Respiratory Therapist - \$29.03 – \$36.24/hr (training in Kamloops) HIGH DEMAND!
- Physio/Occupational Therapist - \$33.00 – \$41.37/hr Training required UBC's Masters Degree
- Registered Nurse \$34.00 – \$44.83/hr (benefits add an additional 36% on to your base salary) MOST IN DEMAND!
- Information Management/Information Technology - \$26.97- \$59.69/hr
- Pharmacist \$41.68 - \$52.00/hr

Current employee statistics:

- Rod shared a story of a relative with an RN degree and experience who retired at 65 years old, then worked on a cruise ship running a clinic for 5 years with his wife's cost to live onboard included
- Average age of Island Health worker is 44.9 years old!
- 45% full time work, 26% part time workers
- Over 65 years old, there are 900 workers
- 29% casual workers
- 9.3 years is the average length of service
- 8000 plus nurses compose 36% of workforce
- 3000 plus in paramedic roles
- 9000 support staff
- 1644 non-union, managers, admin support

Positions in highest demand in this order (less than 4 years of training):

1. Health Care Aide
2. Community Health Social Worker
3. Pharmacy Tech (looking to offer training on Vancouver Island. Right now only available on the mainland)
4. Medical Device Reprocessing Technician
5. RN, RPN, LPN – all grads are hired every year by Island Health (230 grads/yr)

Positions in highest demand (4 years or more training):

1. Physiotherapist
2. Pharmacist
3. Social worker/Occupational Therapist
4. Respiratory Therapist
5. Ultrasound Tech
6. Dieticians (UBC Masters 5 years required)

Facilities you can work in:

- Acute care hospitals
- Residential facilities
- Public health units
- Community Care
- Water quality
- Restaurant and child care

Island Health Benefits:

- Medical Coverage
- Extended Health Benefits
- Dental Coverage
- Life Insurance
- Paid Sick Time
- Excellent Vacation Time
- Long Term Disability
- Employee Referral Program
- Annual Employee Scholarship Program – if you are going to school you will get money
- Employee Preferred Purchase, cell phone packages, mortgage rates

There are many more ‘behind the scenes’ jobs such as support services, which include those who look after hospital equipment, patient files, computers, internal libraries, book patient services, change lightbulbs, deliver supplies, laundry, security, unplug toilets, as well as Protection Services Dispatch (security) who get 50,000 calls per year. Titles such as Computer Tech, Engineer, Ambulance Attendant, Admittance Clerk, ER Nurse, Physician, Radio Tech, Orthopedic Tech, Rehabilitation.

Rod recommends you consider volunteering for Island Health (currently has over 6000 volunteers), as you learn so much about the organization and may get great references after 6 months of service. There is a lot of competition for jobs even though they are always hiring. They want the person most qualified for the job.

To find more information regarding the Youth Leadership and Volunteer program see their website, <http://www.viha.ca/>

Crowd questions about tuition forgiveness programs:

- Reimbursed called a “rural incentive” if you work in rural areas
- Loan forgiveness in certain communities 20% over 5 years for provincial
- 20% provincial and 80% federal for training institution

Steps to Apply for jobs on the Island Health Website

- Go to <http://www.viha.ca/>
- Go to Careers (left hand column) Note: near the bottom of this page you will see a hyperlink to a list of contractors who offer cleaning and food related type positions. You may want to explore job opportunities with these contractors. FYI as a contracted employee you do not have access to Island Health internal job postings.
- Go to Public Job Postings

- Go to Create Account

Step 1 – Profile Creation/Profile Changes

- **Main tip – simple is better, no bullets, boxes, etc. The top bit is the most important as the manager will read this in 11 seconds or less.**
- Cutting and pasting your resume in the box will now maintain about 99% of your formatting, there will be a **box for resume-tip here: searches by management**, and a box for cover letters. You no longer need to attach your cover letter or resume to your profile, in fact **Rod recommends you don't save them as an attachment.**

Step 2 – Optional Attachments

- This is where you attach any of your certificates. Try to submit proof that you have the qualifications you indicated, such as a medical terminology certificate, a typing test speed certificate, Driver's License, and relevant references.
- You can have up to 8 attachments on file. Consider including your references as a separate attachment if your resume is more than 2 pages long.
- Have a list of 3-4 references. Island Health can only make a job offer if they have 2 positive references.
- Every 42 days you must update your password to your account.
- Include requirements eg Foodsafe certificate, typing speed test, Driver's License, registry number, MOA course results. You can change these attachments at any time.
- Give each attachment a clear name eg. "First Aid"

It is okay to put "references available upon request" and explain in an interview why there are no references from your last job.

Step 3 - Diversity Information

- Hiring managers do not see this information, only Rod sees this answer. If you select that you are Aboriginal you can access an aboriginal support coach, and they will contact you to see if they can assist you with your application. First Nations, Metis, Disability or Inuit are the diversity categories.
- Equivalency clause: not all jobs have this leniency; but if they do they can be more lenient for "requirements" and will read your cover letter where you can explain your story (travelled, took time off for medical/schooling, etc); cover letter sent once; customize it to first job title and competition #.
- Rod recommends that if there was conflict or time management issues in your last job to explain that and how you fixed it so it won't be a problem in this job. Be open and honest about it.

Step 4 – Preview

This is your opportunity to review your information prior to submitting. Click finish at the bottom of the page to complete submission.

Times not to include references on file:

1. When you are still working and you don't want your employer to know you are looking for another job, wait until you have a job offer.
2. If you think your current employer or supervisor may say something negative about you. Give your side of the story during an interview, warn Island Health what they may hear and why, be open, honest and transparent.

3. BIG TIP- While logged into your profile click “Job Search Agent” to email postings come to you and you don’t have to log into your account every time – highly advised!
4. 3:00 pm PST is the deadline time for all applications!!!

Do a Job Search

Keyword search - (looking for a job that has a specific word in it) **don’t use this one**, if you don’t use the same terminology. For example, there are 36 different titles for Health Care Aide depending on department.

1. Terminology- Island Health won’t get any results, as you need to do it exactly the same to generate responses. Only use if you are certain as to the title of position.
 2. Location – you can multi-select different communities, this is now more user friendly and a good one to use unless you are willing to move anywhere.
 3. Category – if you search in one category and the hiring manager has posted it in another category you will not find the job posting. Island Health is working with Hiring Managers to improve this in the future by getting them to put all jobs postings in the same category.
- If you click on ‘Job Search Agent’ (the blue button on job search screen), you will get emailed every time a job that matches your search criteria gets posted. You can then click on a link in your email and go right to the job posting.
 - At 3:00 pm on the closing date the posting will disappear from the site. You must submit your application prior to 3:00 pm.
 - When you click on ‘submit job posting’ the hiring manager will get a snapshot of your resume/cover letter, if you change something after submission they will not see the change. Every manager can see all of your attachments, but a manager can only see your resume and/or cover letter if you apply to a job in their department. If you withdraw your application for a job you cannot reapply.
 - Pay attention to the ‘Additional Comments’ section of the job posting for special instructions written in by the hiring manager.
 - Island Health is required to hire based on the qualifications set in the job posting. If you do not meet one of the qualifications, don’t bother applying as you won’t get an interview. If there is an equivalency clause in the job posting make it clear that you have that equivalency, i.e. a combination of training and experience.
 - Leave high school information off of your resume because if you have a college or university component they will know you graduated high school, and you won’t age yourself with your high school graduation date.
 - Competition in the labour force is tough right now. A quality cover letter and resume is the most effective tool in getting an interview.
 - Click apply – majority goes to hiring manager for that department and sometimes they will send an email questionnaire for pre-screening.

Critical Steps to Getting Your Resume Read

- 1 Use a Chronological Template, only use a Functional Resume template if you have had multiple jobs over a short period of time.
- 2 The first section on your resume should not be an ‘Objective’, it’s considered a waste of space as they know your objective is to get the job. Instead call the first section either Career Profile, Summary, Highlights, or Summary of Qualifications, then have 5 – 7 bullet points communicating the

qualifications you have which meet those outlined in the job posting, such as typing speed, education, etc.

- 3 Most people cut and paste their qualifications from an unrelated job into their Island Health application. Don't put tasks you did, write that you answered phones and emptied garbages. Put down how you used your strengths, knowledge, resources, or authority to improve a situation or to benefit your clients and employer. This will set your resume apart!
- 4 14% of recruiters take 1 minute to look at applications; more likely 60% spend 11 seconds to look at your application
- 5 Only 20% of resumes get read
- 6 Don't take experience out
- 7 Use transferable skills and leave no holes in your timeline

Elements:

1. Cover letter tell your story in 3 parts
2. Resume chronological format
3. Start with summary of qualifications
4. Use accomplishment statements
5. Tip: use words in cover letter and resume that are buzz words such as well organized, ability to prioritize based on job description
6. Use Functional resume only if you have been at the same job for 20 years and you did various tasks/roles or you were a job hopper or you are taking a 180 degree turn in your career direction
7. In employment history: use accomplishment statements, strengths, knowledge, resource, authority, how did you benefit clients, peers, and employer?
8. Highlight transferable skills

IH Managers are looking for employees who have:

- Availability
- Reliability
- Capability
- Ability to handle stress
- Strong work ethic
- Good interpersonal skills
- Conflict resolution skills

People are generally hired in Casual positions first. Then you will get access to internal positions and have a better chance of getting hired for a more permanent position.

► Careers in the Marine Industry

BC Ferries – Dana Temblay, Manager, Licensed Recruitment

If you are trying to get into the company, think about applying for positions that tend to have many openings. The following are some entry level positions:

- **Ticket attendant** positions tend to not have very high turnover. Each summer they only hire one or two and for these openings they receive over 400 applicants.
- **Terminal attendants** assist with parking and light janitorial duties. They usually hire eight to 10 each summer. This position is an active outdoor position with lots of variety.

- If you prefer to work on a vessel, the fastest way in is as a **Customer Service Attendant**. Your main role is passenger safety as Transport Canada requires a certain number of safety staff for every sailing. Your day to day routine would be in the gift shop and in food service. These positions require FoodSafe. If you also have occupational first aid you will have a leg up because every sailing requires someone with that certification to be aboard.
- Marine Emergency Duties is the first training course required for any staff who wish to work in any position where they would like to be able to log their sea time such as a **Deckhand**.

More information on the various positions can be found on the BC Ferries Facebook page <https://www.facebook.com/BCFerries/>.

Canadian Coast Guard – Chris Benson, Marine Engineer

There are two paths into the Canadian Coast Guard. You can receive Marine Emergency Duties and get hired as a steward or deckhand; these positions are not permanent. The second path most recommended by those in the industry is to Canadian Coast Guard College in Sydney, Nova Scotia and train to become an Officer in one of two areas: Marine Engineering or Marine Navigation. If you are accepted to the college then not only is your four years of training paid for, but you also begin receiving pay and contributing to your pension beginning on your first day. Officer positions are permanent positions.

Canadian Coast Guard is a civilian organization. They do not do any enforcement, although they frequently transport those in enforcement such as conservation officers.

Canadian Coast Guard employs over 1000 people in its Western Region. The Coast Guard is probably best known for its role in Search and Rescue, but they also have a variety of other projects including a summer education project that involves one Coast Guard member and two students each year.

Coast Guard members can have a lifelong career with a variety of assignments. The Coast Guard is responsible for servicing the 3800 navigation aids on the west coast. These range from mountain top repeaters to starboard navigation lamps.

Coast Guard vessels are used to transport individuals and goods in a variety of ways. The crew are responsible for refueling and restocking lighthouses as well as delivering needed maintenance items. They may also carry scientists from the Department of Fisheries and Oceans on board or university scientists conducting tests on water or the sea bed using remote submarines or hydrographic specialists who continue to update navigational charts that are used up and down the coast. There are endless opportunities to meet interesting people and see interesting places.

If you have an interest in the Arctic, the Coast Guard uses ice breakers there each summer. The crew ship sails for 6 weeks up to the Arctic, spends 6 weeks breaking up the ice and then spends 6 weeks sailing back down the magnificent coast of British Columbia.

Some things to think about when considering a career in the Canadian Coast Guard:

- Lifeboat positions can be either 2 weeks on and 2 weeks off or 3 weeks on and 3 weeks off. In the on call time, the calls will be any time of the day or night. It is very rewarding to help people in need. During down time you will be cleaning and maintaining equipment.
- Ships other than lifeboats are 28 days on and 28 days off.
- Ships require deckhands, stewards, engine room assistants, marine engineers, and marine navigators.
- Living aboard is camp style, some shared accommodation, small quarters, food provided, and laundry facilities available.

Gowlland Towing – Andy Leneten, Safety Supervisor

Based out of Campbell River, Gowlland Towing has 14 tugs, 7 winders and 3 dozers currently staffed by 55 employees. They are always looking for captains and mates with experience in log towing and barging. Gowlland Towing hires physically fit people with Basic Marine Emergency Duties and WHMIS. Every day is a training day so come with a willingness to learn and a good work ethic. Andy said the marine industry pays well and that their company provides RRSP matching. If you put in the effort they will train you to move up within their company.

Seaspan Ferries – John Lucas, Terminal Operations Manager, Nanaimo

Seaspan Ferries carry commercial truck traffic from Vancouver Island to the mainland. They operate four ports, Duke Point, Nanaimo, Swartz Bay-Victoria and two in the Fraser River-Richmond and Surrey. The trailers are dropped off and then pulled aboard the ferries by tractors, then offloaded in the same way when they get to their destination terminal. With this efficient process, truck drivers do not have the down time during sailings. Rush hour for these ferries is in the middle of the night as stores want their consumables in the daytime.

Sesapan Victoria Shipyard – Tony Winter, V.P. Projects, Victoria Shipyards

Tony stated the marine industry is a great way for people to get a well-paying career. He explained Seaspan comes under the Washington group of companies which is privately owned. There are four branches to Sesapan: Shipyards, Ferries, Marine, and Petrobulk.

Safety is a priority in the industry. They want people to be physically and emotionally safe. They want the people who come to work to be safe and they want them to live these values at home. He emphasized that they are working in a sensitive environment around the water and voluntarily exceed regulatory environmental standards.

Most of the people who work at the shipyard will be tradespeople and as such, are hired through the various trade unions. There are about 1200 trades people at any given time on the shipyard. The trades represented include; steel, mechanical, electrical, painting, rigging, welding, and nondestructive testing.

Western Maritime Institute - Emmanuel Adenigbagbe, Admissions and Career Advisor

Western Maritime Institute (WMI) <http://www.maritimeed.com/> is always up-to-date on the latest regulations from Transport Canada, Industry Canada, and the provincial government. They can help you understand exactly what's required and will provide the best information to help you make an informed decision for your future.

Courses are led by experienced marine experts in a hands-on environment. As a WMI student, you'll receive the real world training, practical skills and industry certifications you need, in the shortest time possible.

Business Buzz

First BC Vehicle Processing Centre opens in Nanaimo

The Port of Nanaimo and Mercedes Benz Canada rolled out a red ribbon cutting for the official grand opening of the BC Vehicle Processing Centre in Nanaimo on Tuesday.

The occasion was celebrated inside the facility with a display of some of the Mercedes-Benz cars that have been processed at the centre and speeches by representatives from the city, Port of Nanaimo and Western Stevedoring. The centre, the first of its kind in Western Canada, has been in development for about two years and received its first cars from a roll-off car carrier ship for the test run of the facility in early March. In its initial phase of operation it will provide about 40 jobs and receive shipments from two ships per month. The centre is expected to process up to roughly 10,000 vehicles annually. www.pqbnews.com

Local Job Leads and Postings

Parksville and Area

- ▶ Landscape Gardener/Grounds Operator - Fairwinds Golf Course – Nanoose Bay <http://bit.ly/2uVmzvH>
- ▶ General Labourer for Drilling and Well/Water System Contracting Company – Parksville/Qualicum Beach <http://bit.ly/2OZrGUl>
- ▶ Welder/Fabricator – Parksville <http://bit.ly/2G5RfQ8>
- ▶ Forklift Operator/Labourer - Errington Cedar Products – Errington <https://indeedhi.re/2X2l2zZ>
- ▶ Heavy Duty Cleaners - Dynamic Facility Services - Nanoose Bay <https://indeedhi.re/2Ubj89y>
- ▶ General Labourer - MSE Precast Ltd. - Qualicum Beach <https://indeedhi.re/2GcEwuO>
- ▶ Activity Worker - Retirement Concepts – Parksville <http://bit.ly/2G5qll5>
- ▶ General Labourer - Van-Roc Interiors Ltd – Parksville <https://indeedhi.re/2UNGxXF>
- ▶ Packaging Room Worker - Little Qualicum Cheeseworks – Parksville <https://indeedhi.re/2UUCbZY>
- ▶ Delivery Person - Karma Coffee Ltd. – Coombs <https://indeedhi.re/2G7n0bz>
- ▶ Childcare Educator - Country Air Childcare – Coombs <https://indeedhi.re/2P59OYB>
- ▶ Groundsperson/Gardener - Morningstar Golf Club – Parksville <https://indeedhi.re/2lujCdt>
- ▶ Environmental Services Worker - Vancouver Island Health Authority – Parksville <http://bit.ly/2quV7CX>
- ▶ Full Time and Part Time Line Cook - Rockinghorse Pub Nanoose Bay <http://bit.ly/2VNneez>
- ▶ Cabinet/Closet Organizer - Installer/Manufacturer – Parksville <http://bit.ly/2ZapoH3>
- ▶ Experienced Server - Bread & Honey Food Co – Parksville <http://bit.ly/2UY7Vm8>
- ▶ In Home Decor Consultant – Home Depot-Nanaimo <http://bit.ly/2KDMNxn>
- ▶ General Clerk – Save-On-Foods – Parksville <https://indeedhi.re/2Im7EDC>
- ▶ Aircraft Component Maintenance Technician - Rotor Maxx Support– Parksville <http://bit.ly/2rRLOi2>

Nanaimo

- ▶ Western Forest Products – <http://bit.ly/2DFYbzZ>
- ▶ BC Public Service - Job Opportunities <https://bit.ly/2A1TJ1Y>
- ▶ Patient Care Receptionist - Nanaimo Hearing Clinic – Nanaimo <http://bit.ly/2uYnrje>
- ▶ Post Office Clerk PT - Shoppers Drug Mart – Nanaimo <http://bit.ly/2rRLOi2>
- ▶ Office Assistant - Nanaimo African Heritage Society – Nanaimo <https://indeedhi.re/2lrCbyP>
- ▶ Floral Assistant - Turley's Florist – Nanaimo <https://indeedhi.re/2G5PH8H>
- ▶ Video Editor & Camera Operator - Artez Photography Corporation – Nanaimo <https://indeedhi.re/2X2vdob>
- ▶ Delivery Driver/Labourer - National Diabetes Trust - Nanaimo <https://indeedhi.re/2VJttjD>
- ▶ Social Worker - Community Living BC – Nanaimo <http://bit.ly/2Gcxy9s>
- ▶ Admissions Officer - Vancouver Island University – Nanaimo <http://bit.ly/2rRLOi2>
- ▶ Customer Experience Agent – SteriCycle – Nanaimo <http://bit.ly/2rJ6oz2>

- ▶ Customer Service Representative Inbound Calls – Nordia – Nanaimo <http://bit.ly/2rJ6oz2>
- ▶ Office Administration/Manager – Nanaimo <http://bit.ly/2V6RNPn>
- ▶ Lube Technician – Nanaimo <http://bit.ly/2KH4QTB>
- ▶ Landscaping, Fencing, Irrigation – Nanaimo <http://bit.ly/2Xlu5fj>
- ▶ General Labourer - Nanaimo <http://bit.ly/2VKVAP9>
- ▶ Billing Clerk/Office Assistant - Houle Electric Limited – Nanaimo <http://bit.ly/2UinwIS>
- ▶ Admissions Officer - Vancouver Island University – Nanaimo <http://bit.ly/2rRLOi2>
- ▶ K9 Handler – Securiguard Services Limited - Nanaimo <http://bit.ly/2VRUjpP>
- ▶ Community Support Worker - Support Services - Nanaimo <https://indeedhi.re/2Dex4in>
- ▶ Experienced Renovation Carpenter – Nanaimo <http://bit.ly/2vastZO>
- ▶ Construction Projects Manager Single Family Residential - B. Gallant Homes – Nanaimo <http://bit.ly/2ZfKe7T>
- ▶ Real Estate Assistant - Part Time – Nanaimo <http://bit.ly/2GpsGz0>

Port Alberni and Area

- ▶ Community Health Worker - Vancouver Island Health Authority – Port Alberni <http://bit.ly/2JYhOMr>
- ▶ Experienced Log Hauling Truck Drivers - Kurt LeRoy Trucking (expanding in Port Alberni) <http://bit.ly/2uYdKRZ>
- ▶ Lodge Chef/Manager-Port Alberni <http://bit.ly/2GhN6tJ>
- ▶ Wage Subsidy & Job Development Coordinator - Job Number #19784 - Island Work Transitions Inc. - Port Alberni <https://avemployment.ca/>
- ▶ Early Childhood Educator Infant & Toddler Program - Job Number #19782 - Tseshaht First Nation Administration Office - Port Alberni <https://avemployment.ca/>
- ▶ Excavation Labourer - Job Number #19537 - Private Contractor - Port Alberni <https://avemployment.ca/>
- ▶ Heavy Duty Parts Person - Berk's Intertruck Ltd – Port Alberni <http://bit.ly/2UujX7b>
- ▶ Millwright - Red Seal Recruiting - Port Alberni <http://bit.ly/2IsyCbZ>
- ▶ Early Childhood Educators - Job Number #18316 - Shining Star Childcare - Port Alberni <http://bit.ly/2unh6fa>
- ▶ Sawmill Operator – Port Alberni <http://bit.ly/2Ik8Zuv>
- ▶ Employment and Assistance Worker – Ministry of Social Development & Poverty Reduction - Port Alberni - <http://bit.ly/2UhiKlr>
- ▶ Ship Engineer - Part Time, Seasonal - Lady Rose Marine Services <http://bit.ly/2GdJtn9>
- ▶ Project Coordinator - Huu-ay-aht First Nations – Port Alberni <http://bit.ly/2UDGeQ4>
- ▶ Family Support Liaison Worker - Huu-ay-aht First Nations - <http://bit.ly/2v3DzQz>
- ▶ Commercial Cleaner - Port Alberni <http://bit.ly/2KHaO6J>
- ▶ Animal Care Attendant - Pacific Rim Animal Hospital – Port Alberni <https://indeedhi.re/2KGgXA8>

Camp Jobs

- ▶ Guide, Whitewater Rafting - ROAM Adventures - Tatla Lake <http://bit.ly/2D4mNoT>
- ▶ Wildlife Biologist - BC Public Service - Dawson Creek <http://bit.ly/2Uo986G>
- ▶ Ecosystems Biologist - BC Public Service - Prince George <http://bit.ly/2VzRV6D>
- ▶ Miner 3 - Coeur Mining Inc. - 10 miles south of the Yukon Border - <http://bit.ly/2V6XBbD>
- ▶ Heavy Equipment Operator – Grader - Pretium Resources - BC <http://bit.ly/2lrxzic>
- ▶ Oil And Gas Field & Plant Operators - Rhyason Contracting - Fort St. John, BC <https://indeedhi.re/2UIE82a>
- ▶ Dinner Chef - Joe's Salmon Lodge - Bella Bella <https://indeedhi.re/2GdDoau>
- ▶ Journeyman Plumber/Gas Fitter - Temporary 3 Month Contract - Pretium Resources - BC <http://bit.ly/2UIMcJA>
- ▶ Journeyman Carpenter - Temporary Contract - Pretium Resources - BC <http://bit.ly/2GsijJR>

► Stewardship Forester - BC Public Service - Dawson Creek, BC

<https://bcpublicservice.hua.hrsmart.com/hr/ats/Posting/view/59012>

► Community Association Assistant - Bamfield Community School Association - Vancouver Island, BC

<http://bit.ly/2UYzQ5q>