

May 8, 2018

## Events

► **TechWorks for Youth** is a new program for youth interested in digital skills training.

- Understand the variety of digital skill sets employers are looking for (not just coding).
- Utilize your existing skill set and previous experience within the digital based job market
- Discover new pathways to start up and advance your career in BC's growing digital scene
- Learn how tech recruiters find and select candidates

Program eligibility:

You must be...

- 15 – 29 years old
- Unemployed or working less than 20 hours per week
- non-EI eligible (have had an EI claim in the last 3 years a maternity or parental EI claim in the past five years)
- Not a full-time student
- Not currently participating in another provincially or federally funded labour market program
- Living in Port Alberni, Nanaimo Regional District or the Cowichan Valley Regional District

More information about this program can be found at <https://ethoscmg.com/techworks/>

► **Vancouver Island University (VIU) Upcoming Training**

VIU is offering free training that is specifically selected to help unemployed, (Non-EI Eligible), or, Employed, Underemployed; or, Employed, Low Skilled individuals requiring skills-upgrading to gain or improve employment. Following are

- Building Service Worker – Nanaimo, Vancouver Island University, May 28 – June 22, 2018
- Building Service Worker – Cowichan, August 20 – September 14, 2018 (date is approximate) – dates/location will be confirmed in the near future
- Security Worker Training – Enhanced, Cowichan, Vancouver Island University, June 4 – 29, 2018

More information at <https://pdt.viu.ca/employment-skills-and-support>

► **Superhost - Foundations Of Service Quality (Parksville)**

May 29, 2018, 9:00 a.m. to 4:00 p.m., The Career Centre - Room 328

SuperHost Foundations of Service Quality is a comprehensive, practical introduction to the principles of providing a quality service experience. This one-day course is ideal for people who are either entering the workforce for the first time or after a significant break, or are fairly new at working in a front-line,

customer-facing role. Workshop cost is \$79 per person. For more information and to register, phone the Career Centre at 250-248-3205. For more information about Foundations of Service Quality, please visit the SuperHost page at <http://bit.ly/2w5MOTu>

► **EDGE – Career Focus** is available again in our community! If you are a job seeker 30 years and under, and have a certificate, diploma or degree, the EDGE- Career Focus program can support you to gain work experience, develop skills, advance knowledge and transition smoothly to employment. Call our Employer Services Coordinator Diana at 250.248.3205 ext. 236 for more information.

## Business Buzz

► In 2017, Buckerfields implemented a Living Wage program for full-time employees. The program involved paying employees a wage rate which, when combined with similar wages of a second income earner, was sufficient to cover all the essential living costs of the household. The program included full employee benefits such as medical, dental, pharmaceutical, group life and RRSP contributions. The intention was to ensure that Buckerfields' full-time employees can spend their entire careers working in Buckerfields and have sufficient financial resources to meet their needs.

### Employee Reactions

Suddenly, the financial position of the employees was improved quite considerably. What came as a surprise were other changes. Following the announcement a new air of excitement seemed to fill every store. Everyone seemed to have more energy and everything seemed to pick up, even with customers, a lot. And it's stayed that way.

### The Financial Results

Buckerfields store payroll jumped by about 14 per cent. Salary increases for managers were kept to a bare minimum to make way for the new staff increases. Total costs won't be known until the end of the fiscal year when annual cost comparisons are complete.

### The Reaction of other Employers

Some employers pointed out that their own employees have expressed expectations for similar treatment but the business isn't ready for it. It's made some employers uncomfortable. Living wages aren't for every business. Wages that do not support a basic level of living produce turnover, instability, insecurity and all manner of other undesirable outcomes. Real living wages lead to improved productivity, better financial results, trust and respect. Publishing living wage rates is a form of leadership, and is a good job for the provincial government to undertake.

Excerpt, Nanaimo News Bulletin, Buckerfields Living Wage Program: What Happened? Reviewing the Living Wage initiative, one year later, Apr. 23, 2018 <http://bit.ly/2JRLW73>

► A new development is planned for 850 acres of property located in Union Bay (located 15 minutes south of Courtenay). Union Bay Estates will construct the residential and commercial developments which will include single and multi-family units, retirement and senior living, affordable housing, a mixed use commercial space, as well as two new hotels, a marina, a pharmacy, medical clinic, movie theater, coffee shop and more. Vancouver Island Business Examiner, March 2018, page 36.

► East Side Games is actively recruiting for their new office in Nanaimo on Vancouver Island. <http://www.eastsidegames.com/lead-software-engineer/>

► Nanaimo –based [F & M Installations](#) has won a \$33 million contract to build a substation for BC Hydro's new Site C Dam. The firm will also be building a Coast Guard building in Port Alberni.

## General LMI

►Funding has been provided by the Province of BC, Ministry of Social Development & Poverty Reduction, to finance a project aimed at conducting research on the Oceanside region's current and future labour market needs and challenges. Key Project Stakeholders include: Career Centre, Community Futures, Parksville Qualicum Beach Tourism Association, Qualicum Beach Chamber of Commerce, Regional District of Nanaimo, Vancouver Island University, and together they want to hear from employers, to ensure the report's recommendations represent local labour market needs and challenges. For more information visit <http://bit.ly/2leBR78>

►The British Columbia Real Estate Association (BCREA) believes the thriving housing market could be slowing down. BCREA forecasts some economic headwinds in 2018 as indicated by factors such as the mortgage stress test known as Guideline B-20 which come into effect in January. This new guideline reduces homebuyers ability to access additional funds (such as through a line of credit) to assist them in making a down payment. This combined with rising interest rates and the new taxes introduced by the provincial government, could affect the market by slowing growth. Vancouver Island Business Examiner, March 2018, page 3.

►Prime Minister Justin Trudeau announced that Amazon is expanding its Vancouver tech hub with a new headquarters. This is expected to bring an additional 3,000 high tech jobs to the city in fields including e-commerce technology, cloud computing, and machine learning. The new headquarters will be located at the old Canada Post headquarters, at 349 West Georgia Street where Monday's announcement was made. It is expected to open in 2022. This is in addition to Amazon's current Vancouver offices – including its 156,000 square-foot location in TELUS Garden which opened to Amazon employees in 2015. On top of Monday's announcement, Amazon also confirmed last November its plans to expand into another downtown site on Dunsmuir Street, which will open in 2020. <https://globalnews.ca/news/4176455/vancouver-amazon-headquarters>

►Google recently announced that it had rolled out new search capabilities for Canadian users, allowing job seekers to browse postings that can be filtered by commute distance, job title and time commitment within the Google search engine. More information can be found on Google's blog <https://canada.googleblog.com/2018/04/connecting-more-canadians-with-jobs.html>

►The Huge Job Opportunity In Tech (That No One Talks About), Published on May 2, 2018 by Ryan Holmes, CEO of Hootsuite

Mention "tech jobs" and thoughts typically turn to developers—the programmers and engineers who translate great ideas into working technology and keep the platforms we all use humming along.

But the reality is that it's impossible to scale and sustain most software platforms today without a highly capable, highly trained sales team. Indeed, at many of the most successful cloud software companies, the sales squads are just as big as the technical teams.

I'll repeat this for clarity: the current innovation boom hasn't just created an outsized demand for IT pros; it's created an equal—if not greater—demand for salespeople.

For Canadian-based companies like my own, this translates into tremendous challenges and tremendous potential. For all of the strengths that Canada's burgeoning tech scene has—from great universities to growing investment and thriving regional hubs—senior sales talent is not one of them. According to a 2016 survey by Wilfrid Laurier University's Lazaridis Institute, seven out of ten high-growth tech companies here struggle to obtain executive-level sales and marketing talent. A 2018 Randstad report

shows that sales rep is the second most in-demand job in Canada, with extreme demand for B2B reps....But the good news is also that there's a huge, unfilled demand for sales talent among Canadian tech companies. These are high-growth, well paying jobs in a sector that's only poised to expand—and you don't need an engineering degree to apply. It's no exaggeration to say that for a generation of ambitious Canadians—fed up with gig work and facing downsizing from AI and automation—these could literally represent some of the jobs of the future.

But first, we need to find a way to connect the right candidates with the right roles. This starts with education and awareness. In one respect, it's necessary to rewrite the popular perception of "sales"—which can conjure images of selling sweaters at The Gap or pitching vacation timeshares over the phone. Technology sales is a true vocation, requiring the tech savvy to understand products inside and out, the business sense to network with leaders inside large companies and the people skills to make this all seem effortless. Doing the job well requires training and continuous learning. In this respect, it's encouraging to see Canadian universities begin to offer accredited sales programs, focusing on the science and craft behind modern selling. Read more at <https://www.linkedin.com/pulse/huge-job-opportunity-canadian-tech-one-talking-ryan-holmes>

## Local Job Leads and Postings

### Parksville and Area

- ▶ Prep Cook/Customer Service - Taco Shack - Qualicum Bay <http://bit.ly/2rgbVhI>
- ▶ Deli Clerk - Qualicum Foods - Qualicum Beach <http://bit.ly/2jlQYNX>
- ▶ Insulator/Trainee – Errington <http://bit.ly/2rlR9xl>
- ▶ Sales Associate/Assistant Store Manager - Sexessories – Parksville <https://indeedhi.re/2KyJfly>
- ▶ Dispatch/Office Assistant - The Comfort Group Heating Corp – Parksville <https://indeedhi.re/2rgNoYT>
- ▶ Full Time Gas Meter Reader - Olameter – Parksville <https://indeedhi.re/2HKLbfo>
- ▶ Store Manager - Suzanne's and Jenny's – Parksville <https://indeedhi.re/2l8mfBR>
- ▶ Kennel Attendant & Office Supervisor - Errington Pet Lodge – Errington <https://indeedhi.re/2KuqgyY>
- ▶ Sales Associate - Albertsons Home Center – Parksville <https://indeedhi.re/2JL6kqo>
- ▶ Administrative Assistant III – City of Parksville <http://bit.ly/2JKzNRo>
- ▶ Clerk Bakery - Sobeys – Parksville <https://bitly.is/2jmzWPA>

### Nanaimo

- ▶ Western Forest Products – <http://bit.ly/2DFYbzZ>
- ▶ BC Public Service - Job Opportunities  
<https://bcpublicservice.hua.hrsmart.com/hr/ats/JobSearch/search>
- ▶ Travel Consultant - CruisePlus Management Ltd. – Nanaimo <http://www.cruiseplus.ca>
- ▶ Framing and Concrete Forming – Nanaimo <http://bit.ly/2Kx9EGL>
- ▶ Full and Part Time Painters – Pride Painting – Nanaimo <http://bit.ly/2jouU56>
- ▶ Refrigeration Tech – Nanaimo <http://bit.ly/2FBiTC4>
- ▶ Paint Sales Clerk - Benjamin Moore - Nanaimo <http://bit.ly/2KuAmQp>
- ▶ Skilled Labourer/carpenter/jack of all trades - Smartsite Construction – Nanaimo <http://bit.ly/2w4fJrh>
- ▶ Field Service Technician - POS/ Computer - AM/PM Service – Nanaimo <http://bit.ly/2KuD7kI>
- ▶ Grocery Clerk – Save on Foods Woodgrove - Nanaimo <http://bit.ly/2HHQ1hw>
- ▶ Granite/Quartz Countertops - Sawyer/Labourer- VI Granite & Quartz – Nanaimo <http://bit.ly/2lbDRgj>
- ▶ Accomplished Esthetician - SkinKara Esthetics – Nanaimo <http://bit.ly/2jp5QeA>
- ▶ Cosmetician – Shoppers Drug Mart – Nanaimo <http://bit.ly/2Hc2pmz>
- ▶ Pharmacist – Shoppers Drug Mart – Nanaimo <http://bit.ly/2FBc2ZH>

- Interior Painter (paint, wood fill, chalking) – Sun Porch Homes Ltd. – Nanaimo <http://bit.ly/2HKrV5R>
- RN/LPN – Nanaimo <http://bit.ly/2joH3qL>
- Class 1 Local City P&D Company Driver – VanKam Group - Nanaimo <http://bit.ly/2q7NP88>
- Aluminum Railing Installers and Finishers - K and S Railings Ltd – Nanaimo <http://bit.ly/2H9dchf>
- Delivery Driver/Yard Worker – Tank Trader – Nanaimo <https://indeedhi.re/2FC2gX0>
- Customer Service/Delivery Driver - Madill the Office Company – Nanaimo <https://indeedhi.re/2wfCFE7>
- Warehouse Sorter - Late Night Shift - Purolator – Nanaimo <https://indeedhi.re/2JIJCPy>
- Assistant Store Manager - Black & Lee Tuxedos and Menswear – Nanaimo <https://indeedhi.re/2JO2We6>
- Inventory Supervisor- WIS International – Nanaimo <https://indeedhi.re/2JJroOc>
- CORONER - Community Coroner - BC Public Service – Nanaimo <https://indeedhi.re/2rh9Ot9>
- Planning Technician - Regional District of Nanaimo <http://bit.ly/2JMjXFH>
- Building Official - City of Nanaimo <http://bit.ly/2KvWav9>
- HVAC/R Technician -School District No. 68 (Nanaimo Ladysmith) <http://bit.ly/2rfOhSm>
- Operator Trainee - Regional District of Nanaimo <http://bit.ly/2HLdY3C>

### **Port Alberni and Other Areas**

- Executive Assistant - Community Futures – Port Alberni <http://bit.ly/2qPq44f>
- Marine Electrician - Breakers Marine Ltd. - Port Alberni <https://indeedhi.re/2FDcCFZ>
- Accounting Office Associate – Walmart – Port Alberni <http://bit.ly/2KwFeVo>
- CORONER - Community Coroner - (50389) – Port Alberni <http://bit.ly/2w8OpYV>
- Marine Service & Customer Care - Job Number #17954 - Port Boat House – Tofino  
<https://avemployment.ca/>
- Parks and Recreation – Maintenance Assistant (Casual) City of Port Alberni <http://bit.ly/2FDkLu6>
- Custodial Guard (RCMP) – Casual – City of Port Alberni <http://bit.ly/2jrDfVH>
- Accounting Clerk - The Alberni-Clayoquot Regional District – Port Alberni <http://bit.ly/2rfSlga>
- SPO 25R - Child and Youth Mental Health Clinician - (50550) - BC Public Service - Children & Family Development - Port Alberni <http://bit.ly/2w5VglQ>
- Facility Operations Supervisor - City of Port Alberni <http://bit.ly/2jpPVwB>

### **Camp Jobs**

- Tool Crib Attendant - IS2 Workforce Solutions – Bonnyville AB <http://bit.ly/2HL9EBj>

## **Job Search Tips**

- In today's job market, it can be challenging for youth to find a job when they may not have a lot of experience in the workforce. In May's Tip of the Month, we talk about tools youth can use to land an interview <https://www.careercentre.org/category/tip-of-the-month/>