

Small Business Week

"ZOOM AT NOON"

FREE Expert Advice for Employers, Managers and Supervisors !

Everyday Ways to be an Inclusive Employer!

Tuesday, October 19 12-1pm

Based on their involvement with the **LGBTQ2S** community, **Amber Sparks** (she/her) and **Sara Collins** (she/her) share their best tips for changes you can make to your policies and practices to support an inclusive workforce and how to highlight your existing inclusive practices. This info session is designed to be a safe, supportive environment where employers will have the opportunity to expand their awareness of **Inclusion** and **Diversity** in the workplace, in a judgment-free zone.



Amber Sparks, Qmunity/Ethos Career Management Group

Amber Sparks (she/her), coordinates the WorkSafeBC contract through Ethos' head office and remotely, while providing administration to the Island Ops contract. Both contracts provide employment support to persons with disabilities.

Amber is a member of the LGBTQ2S+ community and is currently enrolled in the Career Development Practitioner Certificate Program.



Sara Collins, Qmunity/Ethos Career Management Group

Sara Collins (she/her) offers Career Supports at ETHOS Career Management Group Ltd, where she helps clients to build careers in the digital economy, focusing on high-demand skills training and work experience.

Sara has been a part of the team at QmunityWORKS since the program began in 2019, working with LGBTQ2S+ folks & their allies, who face barriers to finding employment. The QmunityWORKS program focuses on job readiness, career paths and returning to school.

REGISTER: Call 250.248.3205 or email info@careercentre.org

*Everyday Ways to be an Inclusive Employer
Community Futures' FREE Business Coaching
Q&A with Employment Standards Branch*

*Tuesday, October 19 12-1pm
Wednesday, October 20 12-1pm
Thursday, October 21 12-1pm*

FREE Business Recovery & Resiliency Coaching Service

Wednesday, October 20 12-1pm

In response to COVID-19, Community Futures has FREE business coaching services available. Join Business Recovery and Resiliency Coaches, **Rob Regner** and **Katharine Cherny** to find out how this FREE program may be just what you and your business needs to successfully navigate the future. The info session will cover how to apply, what is the eligibility criteria, and most importantly, what kind of assistance you can expect.

Katharine Cherny, Community Futures

With over 25 years of experience in Operations Management, Human Resources and Change Management, both as a business owner and employee, Katharine has a strong understanding of the key challenges that businesses face. Whether it's optimizing customer satisfaction, hiring, developing and retaining skilled and committed teams, growing revenues, or expanding market footprint.



Rob Regner, Community Futures

As a Certified Executive Coach (CEC), Rob brings diverse global business experience combined with his approach to leading organizations and building high performance teams to support entrepreneurs, leaders, and owners of businesses ranging from start-ups to multinationals and from public and private to non-profit organizations.

Q&A with Employment Standards Branch

Thursday, October 21 12-1pm

"Everything you wanted to know about Employment Standards....but were afraid to ask!"

Employers and managers are invited to submit anonymous questions in advance to be answered LIVE by **Deanna Ward**, an experienced Industrial Relations Officer with the **Employment Standards Branch**. *"When is overtime pay not required to be paid?" "Is there a correct way to fire someone?" "How do the new youth employment laws effect my business?" "What can go wrong with an averaging agreement?" "Is a verbal job offer good enough?"* Submit your burning questions to: socialmedia@careercentre.org.



Deanna Ward, Employment Standards Branch

Deanna Ward is an Industrial Relations Officer with the Employment Standards Branch. As a senior investigator, she handles complex and multiple complainant files. Deanna is passionate about this work and believes education is key in ensuring both employers and employees have the information they need to make good decisions.

REGISTER: 250.248.3205 or info@careercentre.org