



WorkBC

# WorkBC Employment Services

## Information Session

Chilliwack Centre

# Welcome & Introductions

Hello from Kim Welsh and Lesley Anderson.....

1. Kim – Centre Manager WorkBC Chilliwack. CM
2. Lesley Anderson – Customized Employment Consultant. CEC

# Purpose

**WorkBC** Employment Services  
is here to **help** and **support job**  
**seekers** find their next job and  
keep it!!!

**103 WorkBC Centres in British Columbia**

# Employment Consulting

## What is Employment Consulting?

- Employment Consulting is a collaborative supportive process
- More in-depth job search and career research assistance
- Access to other services



## Who is eligible?

- Unemployed
- Underemployed (less than 20hrs/week)
- Precariously Employed
- Imminent layoff
- At risk of losing employment – can be due to automation

# Job Development Services

**Direct one on one support to assist job seekers with :**



- Industry research assistance
- Help with applying and submitting resumes to employers
- Contacting employers directly to market clients

# STOC Supports

## STOC (Short-Term Orientation Certification):

- STOC certifications are short term courses that are only one to three days in duration.
- All job seekers are eligible for STOC courses.



# Skills Training Supports

**Skills training** is a program that supports case managed clients in accessing a wide range of training.

## **Training includes:**

- Adult Basic Education
- Academic Upgrading
- Occupational Skills Training
- Short Duration Skills Training

## **NOTE:**

All clients interested in these supports will be required to complete documentation before approval.



# Wage Subsidy Services

**Wage subsidy services** are for people who need help with work experience and on the job training to secure a job despite the gaps of skill or knowledge.



## **Wage subsidy services include :**

- Providing and arranging on-site accommodations, supports, or adaptive aids
- Providing encouragement, support, motivation, and additional services that may be required
- to ensure the job seeker can maintain their wage subsidy placement
- Provides a higher rate of subsidy for Youth and Persons with Disabilities



# Customized Employment Services

- Customized Employment (CE) is a flexible process that personalizes the employment relationship between a Client and an Employer in a way that meets the needs of both.
- CE involves providing individualized services to both Clients and Employers when Clients have complex employment support needs and require intensive support services to obtain and maintain employment. .
- Customized Employment involves creating unique employment opportunities, based on these best-match scenarios, by identifying, initiating or creating new jobs, carving existing jobs through negotiating to re-arrange work tasks, or creating self-employment opportunities customized to the Client's needs, skills, abilities and competencies.

# Job Start Supports

**Job start supports** are for people that have found employment, but do not have everything they need to start their first day of work. For example, essential work clothing, supplies, tools and equipment.

Job seekers will be required to provide a confirmed letter of employment and a quote for the items they require and then WorkBC can assist them with this request to ensure they are prepared for their first day of work 😊

# Sustainment Services

**Kudo's to you** ... You started a job!  What happens next?

**Sustainment Services supports** are in place to help you stay employed for a full year.

For example, services include ... monthly contact, helpful tips, orientation, job coaching, encouragement, support, motivation, assisting with transitions, and other services as needed.

- Also remember we will ask you to confirm your employment details at **4 weeks, 24 weeks and 52 weeks** after starting your job.

# Language about People with Disabilities:



○ People with disabilities are asking Canadians, and the media in particular, to use respectful terms when writing and speaking about them or about issues that affect their lives. They are also asking that images chosen to portray them be respectful and not reinforce outdated stereotypes.

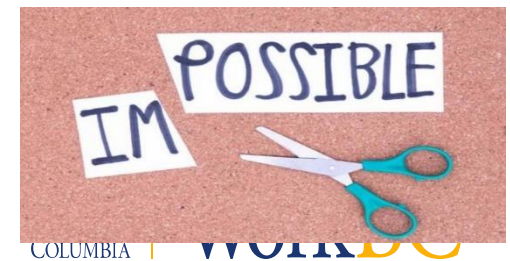


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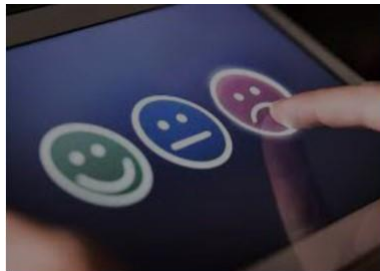
- Attitudes can be the most difficult barrier people with disabilities face in achieving full integration, acceptance, and participation in society. Since words are a mirror of society's attitudes and perceptions, we should all put great thought into how we present information about people with disabilities, to help overcome negative attitudes and shape positive ones.



"A positive attitude brings strength, energy, motivation and initiative."



- Language use is changing as people with disabilities achieve equality, independence, and full participation in all aspects of Canadian society. We can ensure they reach these goals by using proper words and images, and by changing the ways in which issues are reported.



# Myths and facts

○ **Myth: Most employees with disabilities do not perform as well**

**Fact:** People with disabilities have identical job performance ratings as employees without disabilities.

○ **Myth: Most people with disabilities use wheelchairs**

**Fact:** About 1% of Canadians use wheelchairs.–Pain, mobility and flexibility limitations are the most common types of disabilities in Canada.–Many disabilities are not visible.

○ **Myth: It costs too much to adapt the workplace for an employee with a disability**

- **Fact:** 57% of employers spend nothing on workplace adaptations. Most workplace adaptations are low- or no cost.

**The most frequently required workplace adaptations are:**

- Flexible work schedules, such as modified or reduced hours (19%)
- Modified or different duties (13.5%), or
- Special chair or back support (11.2%)
- Depending on the province or territory, there may be [regional government programs](#) that can help pay for some workplace adaptations.

○ **Myth: Training employees with disabilities is too hard and expensive**

- **Fact:** Every employee, whether they have a disability or not, requires different amounts of time to learn new job responsibilities. Persons with disabilities do not take longer than anyone else to learn a new task.

○ **Myth: Persons with disabilities lack qualifications**

- **Fact:** Persons with and without disabilities have similar levels of education.



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# Benefits – The Business Case for Hiring someone with a Disability

Research shows that inclusive practices help to:



**Plus, people like to support inclusive businesses!**



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# Eliminating Barriers Together....

- Speak Up against negative comments
- Physical Accessibility
- Inclusive customer and employee environments
- Advocate a barrier-free environment with your hiring practices with HR and Management Team
- Old fashioned interviews – take the time to take a resume and ask a few questions
- Hiring qualified people with disabilities whenever possible.
- Have a Disability Diversity Plan – know what “reasonable accommodations” are and consider them as you would do for all employees.
- Find a reputable service provider to assist with the hiring and coaching of the new employee
- Remove IT and online application barriers for applicants with disabilities It is always possible to not have people with disabilities apply online - employers can then have the advantage of expanded their potential employee pool by expand their hiring practices from the traditional hiring of 'only online' applicants

# Location and Contact Information

## Chilliwack

200-45905 Yale Road, Chilliwack, BC V2P 2M6

**Phone:** (778) 860-5452

[workbccentre-chilliwack.ca](http://workbccentre-chilliwack.ca)

<b>Hours:</b>	<b>Monday – Thursday</b>	<b>8:30am-5:30pm</b>
	<b>Friday</b>	<b>9:00am-4:30pm</b>
	<b>Saturday</b>	<b>Closed</b>
	<b>Statutory Holidays</b>	<b>Closed</b>

# Questions

Thank you!!

Any Questions?