



Issue 16: February 2020

WORK-WISE

Keeping you current on North Okanagan's employment scene

Local Leads for Job Seekers



Home Depot is having a Job Fair on Thursday, February 19, from 4-8pm, to hire for freight, cash, order pickers, lot, seasonal, and probably lumber. Don't miss the chance to meet recruiters in person and to tell them how you fit the team culture...it's what they're all about. Everyone will get a short interview, so be sure to prep first at www.homedepot.ca/careers and to bring your resume. Linda de Groot is the HR Manager for the Vernon store. She recently met with job seekers at WorkBC Vernon, and said:

- "Spring is our busy season. We start hiring in February/March."
- Who do you hire? "Someone who meets the culture: puts customers first, can ask questions, is quick on their feet."
- If you average 20 hours a week over 90 days, you get benefits.
- What can I expect once I apply online?



Someone from headquarters will review your application and, if you pass, will call you to ask 4-5 basic questions. Then you will do a short personality test online. "Most people fly through it," Linda says. Finally, you are put directly into the Vernon store calendar for an in-person interview.



The brand new Early Years Centre at 730 Whitevale Road in Lumby is opening March 2. To gear up, they're hosting a job fair Saturday, February 1, from 9am to 11:30am, to hire Infant/Toddler Early Childhood Educators (ECEs), regular ECEs, and ECE Assistants. Full-time and part-time positions available.



Have something employment-related you want to get out to job seekers in the North Okanagan? A job fair, a new work perk, a wage increase? Email info-vernon@workbc.ca and let us know.



Predator Ridge is having a hiring fair on March 1. Check their website for times to be determined. HR Manager Krista Frasz will be on site to take resumes and bring people on board. Free golf? It's included with the job.



Ever wondered what it's like to be a 911 Police Dispatcher? Now's your chance to find out. On February 5, from 10am to 3pm, the BC RCMP is hosting a Career Fair at the Kelowna Campus of Okanagan College. Their website says: "Dispatchers function like an orchestra conductor responding to calls, coordinating police officers, and finding help when and where it is needed." Basic qualifications are that you must:



- Be a Canadian Citizen or have permanent resident status in Canada
- Be at least 19 years old
- Possess a Canadian secondary school (high school) diploma or equivalent
- Be proficient in English

When you start your training, your annual salary will be \$51,673. Once you successfully complete the nine-month training, you will be promoted to a 911 Police Dispatcher, and your salary will increase to \$56,837. You will also be eligible for four annual pay increments, increasing your salary up to \$66,495 after four years of service. If all of this has caught your attention, start by reviewing their new(ish) website at brcmp911.ca, then take the online self-evaluation questionnaire to see if the career might be a fit. Finally, visit the career fair on February 5.

Workshops That Work



We're probably biased (okay, definitely), but we think WorkBC Vernon offers some of the best workshops. Plus, the facilitators are top notch. Take Chelan Cotter (above). She's been facilitating employment workshops here for 16 years, and she loves it. One of her favourites, "Workplace Communication", is a three-day gem that she hosts monthly.

"I think communication is the number one workplace skill," Chelan says. "It's the skill that's going to keep you in a job, and happy in a job — yet I think it's one of the biggest barriers people have to finding work."

Chelan describes her workshops to me in true facilitator fashion: part-way through our chat, she unconsciously stands up and continues on with gestures and movement and even a dash of charades. She doesn't even know she's doing it; it's just second nature.

"The ultimate goal of the workshop is assertive communication — to feel confident to have that conversation, ultimately with the employees and employers that you work with," Chelan says. "There are a lot of 'aha!' moments in the classroom. People learn things they weren't aware of before about themselves."

Past participants agree. "It helped me understand myself in a new light," one said. "It helped me see my passiveness more clearly and learn how to be more assertive."

"There was no pressure to share if I was uncomfortable," said another.

If you have a Case Manager at WorkBC, ask about signing up for Workplace Communication. If you don't have a Case Manager, call us to see how to get one and register.

Local Leads Continued...

Sarah Patterson, Talent Acquisition and Retention Specialist for the City of Vernon, popped in to WorkBC Vernon in January. She presented to a room full of job seekers, sharing everything from who the City is hiring, to how to apply, to all sorts of great details you don't always get from a website. Here are some highlights:

- "We know people are looking for the opportunity to take their career forward." With this in mind, the City has "invested greatly" in learning and development for staff, with one person in HR dedicated exclusively to the role.
- Professional development for staff in the past has included project management, transgender inclusion, cultural competency, and even custom programs developed with the college, such as time management.
- All interviews are panel-interviews.
- They always check with three references, usually someone you have reported to in the past. "We won't speak with any references until after we've conducted the interview."
- Pro-tip from Sarah: If they schedule you for an interview, the City will let you know who will be on the interview panel. Take a look at their LinkedIn page to get a feel for them beforehand and maybe develop a few questions.
- They don't keep resumes on file, so keep applying.
- "Tailor your cover letter to each job. Tell us a bit more about your motivation for applying."
- They can only call people back if they are shortlisted for an interview.
- Auxiliary Firefighter positions have no minimum requirements to apply, and they hire and train for them every spring. Sarah says: "You don't need to be interested in firefighting as a career to be considered."



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