

Welcome to the Q+ Works Information Session for Service Providers!

We will start shortly!



Q+ Works Employment Program

Information Session

By Meghan Rockwell, Maheen Shaikh & Sascha Kissner

WELCOME!



We appreciate the opportunity to live and learn on the unceded lands of the

qíćəý (Katzie)

q'ʷa:ńł'əń (Kwantlen)

kʷikʷəłəm (Kwikwetlem)

xʷməθkʷəýəm (Musqueam)

qíqéyt (Qayqayt)

First Nations



About the Facilitator/Skills for Success Coach

Meghan

Pronouns: she/they

Role: Skills for Success Coach



As a proud member of the 2SLGBTQIA+ community, I feel passionate about helping 2sLGBTQIA+ clients develop the skills they need to succeed in the workplace.

Nice to meet you!

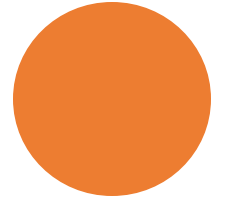
About the Facilitator/Career Coach

- Maheen Shaikh
- Pronouns: she/her/hers
- Role: Career Coach and Job Developer

I help clients with:

- Navigating the job market and with creating a career path that best aligns with their goals, missions, and values
- Steller resumes, cover letters and interview skills
- Confidence building
- Shooting for the moon!

Thank you for joining us!



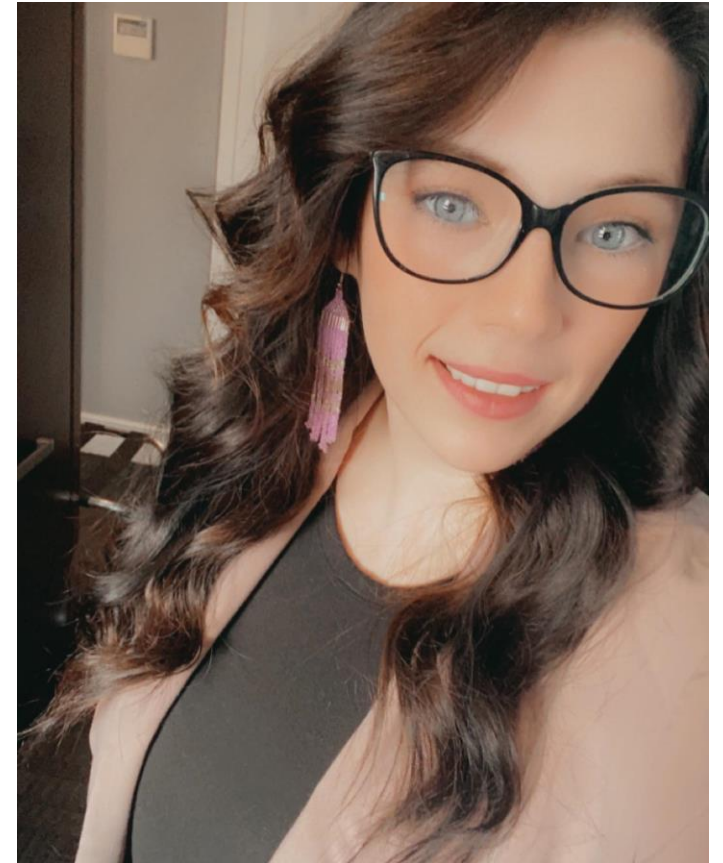
About the Job Developer

- Sascha Kissner
- Pronouns: She/Her/Hers
- Role: Job Developer

I help clients with:

- Indigenous Cultural Connections
- Job Placements
- Building strong employer networks
- Encouraging Informational Interviews
- Education Pathways and how to find funding!
- Continuous employment support after graduation

Thank you for joining us!



What is Q+ Works?

- Q+ Works is a skills training and employment program for 2SLGBTQIA+ clients to develop their workplace skills in a non-traditional and non-judgmental classroom environment
- Q+ Works was built with the needs of the 2SLGBTQIA+ community in mind
- Q+ Works is an opportunity for clients to collaborate and network with other members of the community in a safe and welcoming classroom setting



Weekly Schedule

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
NEW WESTMINSTER 9:00AM - 3:00PM	NEW WESTMINSTER 9:00AM - 12:30PM	ZOOM 9:00AM - 11:00AM	NEW WESTMINSTER 9:00AM - 12:30PM	NEW WESTMINSTER 9:00AM - 3:00PM



What do clients learn?



- **Skills for Success**
 - Created by the Government of Canada to promote skill building relevant to Canadian employment needs
- **Clients learn:**
 - What the *Skills for Success* are and why are they important
 - How to build important social-emotional skills like collaboration, communication, creativity, problem solving, and adaptability
 - How to develop their foundational skills like digital literacy, reading, writing, and numeracy
 - How to work in a controlled group setting to complete a project as a team
 - How to identify their strengths and weaknesses
 - How to apply their strengths into their job development and improve their weaknesses
- **ONE ON ONE support with skill building**
 - Financial literacy, goal setting, communication strategies, and time management

Job Development

- Hope Centred Career Interventions
- Personality Dimensions
- Resume, Cover Letter, and Job Application sessions
- Access to inclusive employers and their support with informational interviews, facility tours, resume feedback and much more
- Access to inclusive community partners and their services/programming
- SMART Goals
 - Clients set SMART goals for their careers and re-evaluate when the goal needs changing
- Information about the changing Labour Market Index (LMI)
- ONE ON ONE support
 - Job applications, mock interviews, resume touch ups, educational institution pathways, and more



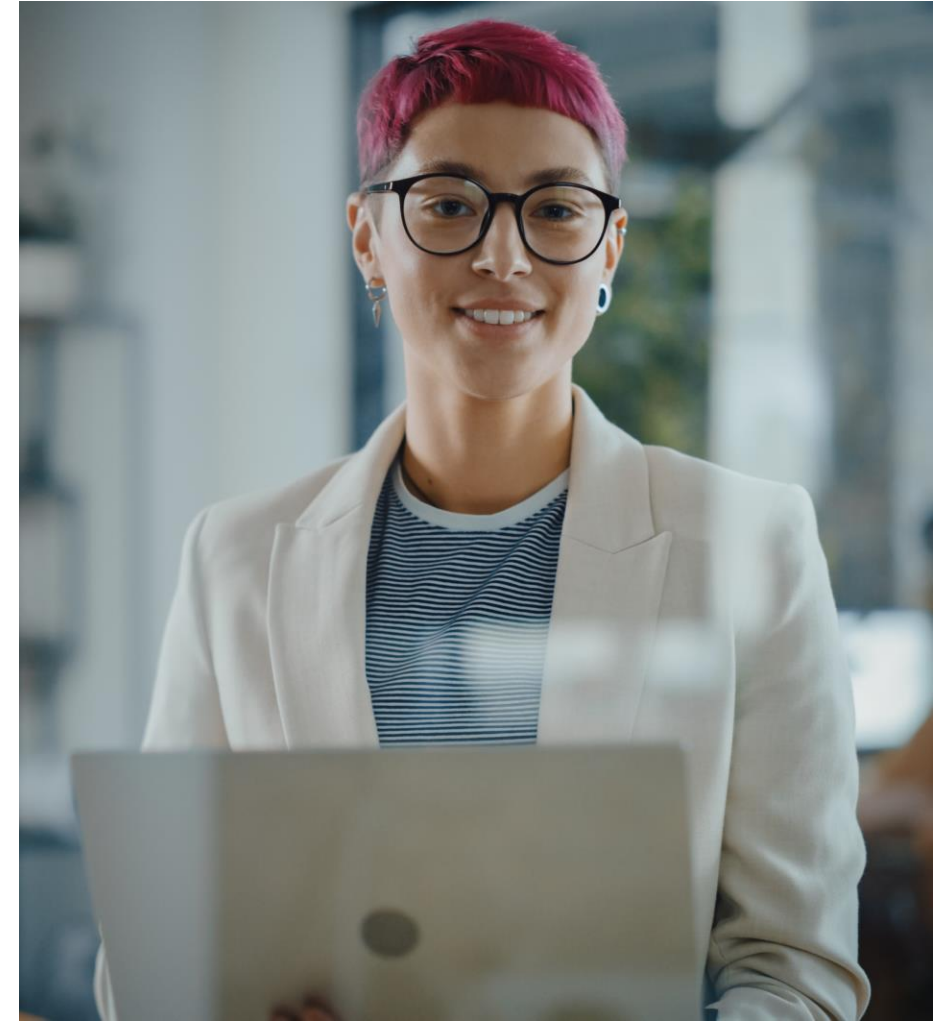
What will clients do?



Why should clients join?

Q+ Works is happy to provide:

- 6 weeks of Skills For Success and Employability Training
- Indigenous Awareness and Reconciliation sessions, Diversity & Inclusion Training
- 4 weeks of 1 on 1 individualized Career Coaching and Skills Coaching after in person sessions have concluded
 - Clients have 1:1 support looking for work
- Up to \$300 in completion bonuses
 - Upon successful completion of course progress markers
- Daily food vouchers (worth \$300)
- Monthly Compass card for 10 weeks (Worth up to \$380)
 - Helping clients who need to take public transportation to job interviews and information sessions



There's more!

- 6-month access of LinkedIn Learning account (Valued at \$286)
- 8-month access of Office 365 account (valued at \$64)
- Field trips and community engagement
- Access to a growing network of employers celebrating DEI
- On-going support with job search, even after the training ends

Other supports

- Referrals to free or low-cost counselling services on a needs basis
- Referrals to other organizations better suited for supports with legal name changes, access to trans medical services, support with applications for persons with disability (PWD), specialized social and support groups, etc.
- Short term training certificates such as First Aid, FoodSafe, Serving it Right, and others (depending on relevance to job development) paid for by Q+ Works
- Reimbursement of supplies needed to start new employment or training (steel toed boots, high visibility gear)
- Emergency supports for clients experiencing dire need, ***on a needs basis***

Eligibility

To join Q+ Works, clients must be:

- A Canadian citizen, permanent resident, or protected person with permission to work in Canada who is currently *unemployed* or *precariously* employed
 - Persons on work permits must have an OPEN work permit and must be allowed to reside in Canada for at least 1 year after the training ends
- ***Self-identify* as a part of the 2SLGBTQIA+ community and have faced barriers to employment**
 - Barriers can include but are not limited to:
 - Recovery from addiction
 - Previous or current youth in care
 - Prior criminal conviction
 - Transportation challenges
 - Severe family challenges
 - Experienced houselessness
 - Low English language skills
 - Mental health challenges or cognitive disability (whether diagnosed or self-diagnosed)
 - Lack of Canadian work experience

What does it mean to *self-identify*?

“Canadian employers acknowledge that as part of an employment equity group, you have likely faced more barriers than others who are not part of an equity group. Self-identifying questionnaires allow employers to recognize members of one or more equity groups to give them a fair chance at being hired.” – settlement.org

Clients must self-identify as 2SLGBTQIA+ for program admission so we can assure that the right clients are receiving the services tailored to the barriers they experience in the workforce.

Douglas College offers several other employment programs for a variety of intersecting identities – such as BIPOC with disabilities, clients who have not completed or are struggling to complete secondary education, language instruction for newcomers, and youth looking for full time work

- As an organization, we work together with other programs to make sure that potential clients are enrolled in the program that suits their needs best

- Aged 16-29 inclusive
- Canadian Language Benchmarks (CLB) 6 or higher, IELTS 5.5 or higher in every band
- *Not* currently attending another paid workplace training program (excluding WorkBC services whether paid or unpaid)
- **Available for full time in person sessions for 6 weeks (Our Next Cohort Starts April 2nd)**
 - Monday to Friday 9:00am – 3:00pm
 - Attendance accommodations can be made on a case-by-case basis, depending on enrollment

Clients are eligible if:

- They are receiving *employment insurance (EI)*
- They are in another employment program that is unpaid and not funded by the ministry of BC (such as PRISM, YWCA) if they can attend sessions regularly
- They work part time, seasonally, or are precariously self-employed



We are recruiting now!

Cohort begins April 2nd, 2024



Need more information before you refer a client?

- Visit our website: www.douglascollege.ca/qworks
- Contact Douglas College Training Group: ttg@douglascollege.ca
- Contact Meghan: rockwellm@douglascollege.ca
- Contact Maheen: shaikhm@douglascollege.ca
- Contact Sascha: skissner@douglascollege.ca



Thank you.

Questions?

