

Vancouver Island Industry and Community Collaboration on Workforce Diversity

Final Report

Results of the January 2019 Immigration and First Nations HR Forums

February 8, 2019



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Funding provided through the Canada-British Columbia Labour Market Development Agreement.

Background

Dialogue and discussion is an important starting point for making change. Harbour Digital Media (HDM), acting as a guide and consulting resource for Vancouver Island manufacturers has found, over a three year labour market partnership (LMP) process, that companies on the island were experiencing increasing difficulty in attracting skilled workers. For some companies, the labour shortage also extends to unskilled workers. The shortage of labour of any kind extends to other regional industries and organizations.

Through its prior experience with labour market partnership and workforce development projects, HDM has found that the process of engaging human resource professionals and senior leaders in dialogue with their colleagues and other stakeholders is critically important to growing their understanding of issues related to the attraction, recruitment and retention of a diverse workforce.

The LMP project described in this report took place over a three month period (late November 2018 through early February 2019). The project focused on bringing together companies and organizations to consider issues related to the inclusion of immigrant and First Nations populations in the local workforce as one way of addressing local labour market needs. At the same time, the dialogue was intended to result in a set of sustainable actions that would create a more inclusive and diverse local workforce that would benefit immigrant and First Nations populations.

To create the dialogue that would lead to sustainable actions a *Diversity in the Workforce Steering Committee* was established. The committee suggested that two full-day human resource (HR) forums be conducted to provide HR professionals from local industries and organizations the opportunity to hear and discuss issues related to the inclusion of immigrant and First Nations people in the local workforce.

The following goals were established for the two HR forums. The forums were intended to:

- ▶ Address critical labour market and HR planning issues affecting Vancouver island industries and communities; and
- ▶ Provide a process through which HR planning approaches and best practices can be shared among Vancouver Island company, organization, and community representatives.

A summary of the steering committee deliberations is provided in Appendix 1. The next section of this report provides summaries of the two HR forums.

Summaries of the HR Forums on Workplace Diversity

As a result of input and feedback obtained from the project Steering Committee, two HR forums (one on immigration issues and the other related to First Nations inclusion in the workplace) were planned by HDM. The Immigration Forum was conducted on January 11th at the Vancouver Island Technology Park in Saanich, BC and the First Nations Forum was held on January 17th at the Songhees Wellness Centre in Esquimalt, BC. A list of participants for the two forums is found in Appendix 2.

Summaries of the discussions and proposed next steps are outlined below.

1. Forum on Immigration

a. Participant Introductions

Forum participants were asked to provide a brief introduction for their company/organization and to outline a key workforce development/employment issue that they are facing. Issues raised by participants included:

- ▶ Difficulty in finding people to fill positions (applies across Western Canada);
- ▶ Challenges of small businesses finding staff (one impact is that local businesses are reducing hours they are open since they can't find enough staff);
- ▶ Barriers to hiring immigrants include:
 - Difficulty new immigrants have in acquiring credentials so that they can work in occupations for which they have education and training;
 - Transfer of foreign credentials to both professional and trades occupations;
- ▶ Finding individuals with entry level skills (simply not enough people available in the local labour pool);
- ▶ Local tourism and hospitality industries have difficulty in finding employees. Job vacancies remain open for 'months at a time'. When people are found they do not stay so retention is also an issue;
- ▶ Language and cultural (including business culture) issues present barriers for immigrants as they try to settle into the local community;
- ▶ Frustration on the part of businesses concerning the complexity of the Canadian immigration system is a barrier to hiring immigrant workers;
- ▶ Challenge of when to employ HR professionals to address recruitment activities for small/medium businesses;
- ▶ Engineers of all types are in short supply. Attracting professionals to the Island is a challenge;
- ▶ Family unification programs could be part of the solution. Increased immigration could help employers fill job vacancies.

b. Presentation #1 – Brian Vatne, Director of Immigration Policy, BC Ministry of Jobs, Trade and Technology

Brian Vatne provided a presentation which outlined the current state of immigration to Canada and British Columbia. During his presentation, Brian referred to recent BC and Canadian statistics related to:

- ▶ Labour force growth through immigration;
- ▶ BC's labour market outlook (see <https://www.workbc.ca/Labour-Market-Industry/Labour-Market-Outlook.aspx> and https://www.workbc.ca/getmedia/1dce90f9-f2f9-4eca-b9e5-c19de9598f32/BC_Labour_Market_Outlook_2018_English.pdf.aspx);
- ▶ Economic benefits of immigration; and
- ▶ Canada's immigration system and the provincial nominee program.

Throughout the presentation, forum participants raised questions and made comments. Some of these comments/questions were:

- ▶ Could a Chamber of Commerce be an employer proxy for the provincial nominee program? Not right now but this could be something to consider. Such an approach would be similar to a standing offer approach where a set of skills are described and potential qualified immigrants apply through a single window rather than having to seek an offer of employment from one employer.
- ▶ Student immigrants seem to be an attractive category for recruitment by employers. They are the largest group of immigrants. Current issues relate to post-grad pathways to immigration which are difficult.
- ▶ Other issues raised during the discussion included:
 - The use of temporary foreign workers to address worker shortages;
 - Integration of refugees and asylum seekers (many of whom are well trained and have some resources to help them during their transition to life in Canada);
 - Employer education re: employment and the immigration system and diversity in the workforce.

Brian Vatne's PowerPoint presentation was provided to forum participants and is posted on the MCLN website at: <http://mfgcln.com/reports-resource-links/>.

c. Presentation #2: Bill Collins, Questar Tangent & VIEA

Bill Collins provided a presentation entitled *Capturing Talent on Vancouver Island*. This presentation provided an overview of research Bill was involved in with the Vancouver Island Economic Alliance (VIEA). The impetus for the research related to finding ways to attract foreign direct investment to Vancouver Island as a way of building capacity for VI companies and businesses and at the same time building a competitive workforce on the Island. Some of the highlights of the presentation included:

- ▶ The importance of retaining BC and Island educated foreign students;
- ▶ Immigration is a key to meeting productivity goals;
- ▶ Another key to workforce development on the Island is the involvement of First Nations communities;
- ▶ Access to high skill jobs is critical to the success of immigrants. To enable this, immigrants (and non-immigrants from that matter) require access to affordable housing and child care;
- ▶ Social cohesion is essential to the development of a vibrant workforce in the region;
- ▶ International students need to become aware of what is available in the broader community by way of employment and a social network beyond the educational institutions they attend;
- ▶ Students indicated that they are looking at 'whole life' issues not just 'work life' issues; Students want to be integrated into the community;
- ▶ There is an opportunity cost related to not dealing with immigration effectively;
- ▶ As employers, we all need to do more 'listening'.

An expanded version of Bill Collin's presentation can be found at: <http://viea.ca/economic-resources-initiatives/initiatives/capturing-talent/>.

d. Next Steps

The presentations and discussions suggested a number of possible courses of action that could be undertaken in relation to immigration and the VI workforce. These included:

- ▶ Establishment of venues/mechanisms for increased dialogue among chambers of commerce, the tourism sector, and educational institutions concerning attracting foreign students to work on the Island beyond their education and training experience;
- ▶ Organizing industry tours targeted at foreign students in local secondary and post-secondary institutions and at educators. These tours would help to build understanding of the types of employer and employment opportunities that are available on the Island and also build community;
- ▶ Establish a mechanisms for employers to meet with post-secondary institutions with a view to establishing 'preferred employer' relationships and the sponsorship of foreign students by companies;
- ▶ Establish showcases for foreign students to show employers what they can do and the skills that they have.

e. Immigration Forum Feedback

Forum participants were asked to complete a short feedback form to provide organizers with their impressions of the day's activities. The following is a summary of the feedback received from 7 of the 11 participants including their comments:

Overall Satisfaction

- ▶ The Immigration forum received a rating of 4.7/5 (highly satisfied); the First Nations forum received a similar rating (4.6/5);

Sessions that were most valuable to Participants

- ▶ Participant introductions, the two presentations and the dialogue and discussion were rated by most of the respondents (5 or 6/7) as valuable;

Takeaways from the Immigration Forum

- ▶ Reinforced the importance of connectedness, asking questions, creating conversations, and building community;
- ▶ The need for connections;
- ▶ The importance of creating a community that blends everyday working and living;
- ▶ Various resources, websites, people, and presentations;
- ▶ The importance of adjusting the recruiting process to accommodate immigrant populations;
- ▶ The contacts made at the forum;
- ▶ Understanding that issues in my company are shared with others;

Topics for Future Regional HR Forums

- ▶ The mechanics of the immigration system;
- ▶ The importance of diversity in the workplace;
- ▶ Changing corporate culture;
- ▶ Creating greater connections between business and educators;
- ▶ Employment opportunities for 'challenged' populations;

How the Format of the Forum Might be Improved

- ▶ Although all respondents indicated that the forum format was appropriate and that no changes were needed, one felt that there could have been more sub-topics, another suggested a half-day forum to encourage participation, and another suggested more interactivity among the participants;

Other Comments

- ▶ An excellent forum and one that will hopefully lead to some functional solutions. This needs to not be another round table but an action table;
- ▶ Relaxed format encouraged input;
- ▶ Enjoyable discussions;
- ▶ Very comfortable, encouraged dialogue, exceptionally done!
- ▶ Great event!

2. Forum on Inclusion of First Nations in the Workplace

a. Participant Introductions

Forum participants were asked to provide a brief introduction for their company/organization and to outline a key workforce development/employment issue that they are facing. Issues raised by participants included:

- ▶ High turnover rate in the building products industry;
- ▶ Difficulty in finding skilled workers;
- ▶ Importance of diversifying the workforce;
- ▶ The need to promote diversity and inclusion;
- ▶ Recruitment, retention, and succession planning;
- ▶ Importance of attracting and retaining skilled and qualified workers;
- ▶ Difficulty in finding individuals in local bands to work with businesses and industry;
- ▶ Local employers having difficulty filling jobs;
- ▶ It is a struggle to find even unskilled labour – very high turnover;
- ▶ There was a common need among those present to find ways to diversify local workforces.

b. Presentation #1 – Christina Clark, Songhees Nation

During her presentation, Christina Clark provided an overview of the history of the Songhees First Nation, its governance, strategic priorities, and current economic development activities. Highlights of her presentation included reference to the following:

- ▶ Not all First Nations have chosen to approach economic development in the same way;
- ▶ There is a deep respect for the right to self-determination among First Nations communities;
- ▶ The primary relationship of First Nations communities is with the federal government (not the provincial or municipal governments);
- ▶ Historically, there are a number of issues that have impacted the development of First Nations communities. These include impacts related to the residential school system, the degree to which First Nations communities were caught in a 'welfare trap', and systems which did not allow First Nations individuals to contribute to a pension system if they were employed. As a result of the latter, First Nations did not develop a culture of saving for retirement;
- ▶ The Songhees Nation governance structure was described (elected Chief and Counsellors). The Nation has had very stable leadership over the past 60 years. This is a contributing factor to its current level of success;
- ▶ Key aspects of the Songhees strategic plan and direction are:
 - Language and culture
 - Land, property, and housing
 - Health and social development
 - Education, skills, and employment
- ▶ A copy of the strategic plan can be found at: <http://songheesnation.ca/wp-content/uploads/2018/02/Strategic-Plan-Objectives-and-Strategies-Aug-2017.pdf>
- ▶ Some of the lessons that have been learned by the Songhees Nation in relation to employment of First Nations individuals are:
 - Job sharing and flexible work hours help to promote work-life balance;
 - It is important to focus on young people and help them to become familiar with career opportunities that are available locally;
 - Building on-going and long-term relationships with industry is critical (in practical terms it means that industry must be prepared to meet First Nations at their location; meetings need to be between co-equals; use of titles such as Chief is important);
 - Providing cultural leave opportunities is important (Songhees provides paid leave up to 10 days a year in its HR policies);
- ▶ Songhees is working on the development of skills profiles of the available workforce. There are 146 people between the ages of 16 and 30 who could be employed;
- ▶ A number of current successful economic development initiatives were also described including:
 - Salish Sea Industrial Services;
 - Development of the Westshore RV Park and facilities;
 - Tourism and hospitality;
 - Songhees Innovation Centre; and
 - Work with the Greater Victoria Harbour Authority.
- ▶ Forum participants raised a number of questions. The resulting discussion related to the following:

- Diversity policies and self-identification on employment applications;
- The importance of companies knowing the cultural background of their workforce;
- Inter-generational issues in the workplace related to work ethics;
- Looking to First Nations communities to expand the inventory of people who are available to work;
- Enabling flexibility in hourly work environments through initiatives such as cross training and other accommodations;
- The importance of having HR policies that allow the organization to deal with employees on a case by case basis;
- Industry needs to be engaged in speaking in First Nations communities;
- Job support for young workers often relies on using social media;
- Life coaches (other possible names for this role are mentor, advocate) can be an important bridge for employees;
- The interview process can be a barrier to employment for FN individuals;

Christina Clark's PowerPoint presentation was provided to forum participants. A copy of a pdf version of her presentation is found on the MCLN website at: <http://mfgcln.com/reports-resource-links/>.

c. Presentation #2: Curtis Harold – Ralmax Group

Rather than a formal presentation, Curtis Harold was asked by the event organizers to provide his perspectives on the partnership that the Ralmax Group (see <http://ralmax.com/>) has established with the Songhees First Nation. Forum participants were invited to raise questions throughout the presentation. The following is a brief summary of the resulting conversation:

- ▶ It is important to establish credibility with the community (in this case with the Songhees FN community) in order to move forward;
- ▶ Employer buy-in is essential. In the case of Ralmax, the interest, involvement, and support of the company owner was critical;
- ▶ Doing what you say you will do is important – your word needs to be respected;
- ▶ Meet with communities and be prepared to do that in a number of ways and at various times;
- ▶ Create employment opportunities and provide the necessary support infrastructure so that employees can succeed on the job. In the case of the Songhees partnership that means providing a mentor/job coach and an on-boarding experience that leads to success;
- ▶ Expect personal accountability from employees;
- ▶ Provide a welcoming workplace. That implies that companies need to address cultural change in the workplace.

d. Next Steps

Discussions throughout the day suggested a number of possible courses of action that could be taken in relation to greater inclusion of First Nations people in the VI workforce. These included:

- ▶ Support for the development of a database which would help to connect employable FN people with local industry job vacancies/opportunities (this could be a similar to what is

currently happening with the immigrant community and could build on work that has already been done);

- ▶ Industry tours for local First Nations leaders (this would help to familiarize these leaders with the types of companies and job opportunities available and help them to work with youth in their communities to promote employment growth);
- ▶ Build case studies of local island companies and organizations (this would help to support information sharing through FN newsletters and other communications vehicles);
- ▶ Establish a mechanism for on-going dialogue between the local industry HR community and the Songhees Nation.

e. First Nations Forum Feedback

First Nations Forum participants were also asked to complete a short feedback form to provide organizers with their impressions of the day's activities. The following is a summary of the feedback received from 11 of the 16 participants including their comments:

Overall Satisfaction

- ▶ The First Nations forum received a rating of 4.6/5 (highly satisfied).

Sessions that were most valuable to Participants

- ▶ The majority of respondents 10/11 indicated that they found Christina Clark's presentation and the discussion surrounding it as most valuable;
- ▶ 7/11 found the discussion and dialogue very useful.

Takeaways from the First Nations Forum

- ▶ The importance of modifying job applications and interview process to attract FN candidates;
- ▶ Importance of connecting with FN face to face;
- ▶ Understanding that FN are a potential target market to meet labour needs;
- ▶ Better understanding of what we (i.e. employers) can do to communicate with bands;
- ▶ Cultural understanding; employers role in developing understanding; accommodations required;
- ▶ Proactive approach needed (i.e. walk in and meet) – start the dialogue and relationship;
- ▶ The importance of action initiatives that are more than just talk;
- ▶ The need for more networking;
- ▶ Further understanding of how to build relationships with FN communities;
- ▶ Contacts with employment services at the Songhees First Nation;
- ▶ How to persist in creating connections with FN communities on the peninsula.

Topics for Future Regional HR Forums

- ▶ Training needs and benchmark (essential) skills;
- ▶ Future HR programs and practices in retention;

- ▶ Specific agenda/action items to move initiative forward and how each organization can get involved;
- ▶ Cultural understanding of differences and similarities across bands in the region;
- ▶ Cultural awareness and intelligence training;
- ▶ Education, training, recruitment, relationship building, and cultural awareness;
- ▶ More information about FN culture (culture awareness);
- ▶ More sharing of best practices;
- ▶ Information about how to support on reserve people who are unskilled.

How the Format of the Forum Might be Improved

- ▶ Most respondents felt that the format was appropriate. Two of the respondents wanted more time for discussion among participants and one suggested that there be more time allocated for a 'solutions' discussion.

Other Comments

- ▶ Some form of on-going dialogue with a consistent group of individuals in the room would be important;
- ▶ Need to continue to have these discussions – face to face rather than online;
- ▶ Thank you so much for organizing. Felt very privileged to be part of this group and part of this positive change. It was wonderful to be at the Songhees Wellness Centre and to meet with the Songhees people;
- ▶ Would like opportunities to meet with other indigenous people including youth, women, seniors;
- ▶ Great event – just found out about it at the last minute – more outreach marketing might be required;
- ▶ Very much appreciated participating in both forums.

Online HR Forum on Diversity

HDM has developed a collaborative online environment as one way for forum participants to engage in discussions with one another in addition to face-to-face discussions and meetings. The online forum is located on the MCLN website at: <http://mfgcln.com/sector-communication-portals/>. A copy of this report has also been posted for forum participants and others at: <http://mfgcln.com/reports-resource-links/>.

Recommended Action Steps

At both forums, participants were asked to suggest next steps that could be taken to build on the discussion and dialogue that had taken place. These suggestions have been consolidated into four areas where actions can/should be taken in order to improve the extent to which immigrant and First Nations populations participate in the local workforce. The four areas are:

- ▶ Creating mechanisms that result in a continuity of dialogue about workforce development issues (***Continuity of Dialogue***);
- ▶ Organizing and conducting industry tours that help promote understanding of employment opportunities in the region (***Industry Tours***);
- ▶ Providing opportunities for students to showcase their skills to employers and documenting success stories related to the inclusion of First Nations and immigrant populations in the local workforce (***Showcase Presentations and Case Study Development***);
- ▶ Developing or connecting to a database that links job seekers in the First Nations and immigrant communities with local job opportunities (***Employment/Skills Database***).

Each of these areas is more fully described in the following section.

Continuity of Dialogue

Actions would include the establishment of:

- ▶ Venues/mechanisms for increased dialogue among chambers of commerce, the tourism sector, and educational institutions concerning attracting foreign students to work on the Island beyond their education and training experience;
- ▶ Mechanisms for employers to meet with post-secondary institutions with a view to establishing 'preferred employer' relationships and the sponsorship of foreign students by companies;
- ▶ A mechanism for on-going dialogue between the local industry HR community and the Songhees Nation.

Industry Tours

Actions would include organizing:

- ▶ Industry tours targeted at foreign students in local secondary and post-secondary institutions and at educators. These tours would help to build understanding of the types of employer and employment opportunities that are available on the Island and also build community;
- ▶ Industry tours for local First Nations leaders. This would help to familiarize these leaders with the types of companies and job opportunities available and help them to work with youth in their communities to promote employment growth;

Showcase Presentations and Case Study Development

Actions would include:

- ▶ Establishing showcases for foreign students to show employers what they can do and the skills that they have;
- ▶ Building case studies of local island companies and organizations (this would help to support information sharing through FN newsletters and other communications vehicles).

Employment/Skills Database

Actions would include:

- ▶ Supporting the development of a database (or linking to a pre-existing one) which would help to connect employable FN people with local industry job vacancies/opportunities.

As a follow-up to the suggestion action steps outlined in this report, HDM is committed to seeking further LMP funding support to put the proposed actions into effect as soon as possible in 2019.

Appendix 1: Workforce Diversity Steering Committee Summary

Meeting Date and Location:

December 3, 2018

Schneider Electric, 2195 Keating Cross Rd., Saanichton, BC

In attendance:

Lynn Brown, Schneider Electric

Peter Wainwright, Sidney Councillor and First Nations (FN) consultant

Megan Moore, Ralmax

Ruth Eden – Tourism Victoria

Regrets:

Robin Ambrose, Viking Air

Doug Pauze, Coastland Wood Industries

Candice Paisley, Redlen

Sandra Amador, VMAC

Geoff Orr, FN Consultant

Christina Clark, Songhees FN

Discussion Summary:

Workforce Development Issues

Meeting attendees were asked to describe issues that they considered 'top of mind' concerning workforce development in lower Vancouver Island communities. The issues identified were:

1. Workforce skills gaps (i.e. not enough workers with the skills necessary to participate in the industries represented);
2. Not enough people in the labour pool and those in the current labour pool are likely unskilled;
3. High rate of unemployment within First Nations communities due to a number of factors/barriers (e.g. lack of public transit to get to work; cost of rental housing on the lower island; cultural barriers); and
4. Individuals from the local immigrant community are generally skilled but also face challenges in integrating into the workforce.

Key Recommendations re: Diversity Forums

Those present provided the following advice concerning the two workforce diversity forums that are being planned for January 2019:

1. One forum should focus on connecting First Nations communities to lower island businesses and organizations; the other forum should focus on the immigrant community and how to connect businesses and organizations with immigrants seeking employment.
2. The FN forum will need to have representatives from local FN communities (4 to 6 individuals) along with 15 – 20 individuals from local businesses, industries, and business organizations. The day long (9 am – 3 pm) event should include the following types of activities:
 - a. **Welcoming ceremony** – Regardless of the location of the forum it will be important to arrange for a First Nations welcoming ceremony. Bill Collins has done this for other events and may be a good resource for providing advice for the forum.
 - b. **Showcase partnerships**- It will be important to showcase FN/business community partnerships that are working (e.g. Ralmax (www.ralmax.com) and the Songhees First Nation). The Ralmax/Songhees partnership presentation could also include a young person from the Songhees nation that has benefited from the partnership. A second possible partnership to showcase is the work that has been done by Coastland Wood Industries (Nanaimo) and the Snuneymuxw First Nations (<http://coastlandwood.com/2016/05/coastland-wood-industries-partners-with-snuneymuxw-first-nations/>).
 - c. **Networking opportunities**. The steering committee felt that it was important for those present to have ample time to network with one another.
 - d. **Action steps arising from the forum**. The steering committee indicated that it would be important to have specific actions that could be taken to follow-up on the forum discussion. One suggested action was to arrange an industry tour so that FN communities could experience firsthand the types of employment opportunities available in the region. This was seen as one way of reaching out and beginning to build relationships with FN leaders.
3. The immigrant forum could be structured in a similar manner with representatives from organizations such as the Inter-Cultural Association of Greater Victoria (<http://www.icavictoria.org/>) as well as business, industry, and business organization representatives. Again, a total of 20 – 25 individuals would be targeted to participate. The immigration forum could focus on the following:
 - a. **Background Information** – a speaker (possibly from Tourism and Immigration (BC Government or from the Government of Canada) to address current immigration and demographic trends. Such a person could also be sourced through the Inter-Cultural Association.
 - b. **Showcase Partnerships** – Two possible partnerships were referenced – Gobind farms and Redlen Technologies (<http://redlen.ca/>). Jennifer Philips (sp?) from Camosun could also be a useful resource.
 - c. **Networking opportunities**. As was the case with the FN forum, the notion of having time to network with one another was considered important.
 - d. **Action steps arising from the forum**. A set of action items similar to those that emerge from the FN forum could be undertaken for the local immigrant support community.

Follow-up:

As follow-up to the steering committee meeting, Harbour Digital Media (John Juricic) will:

1. Establish venues and dates for the forums (done as of Dec 7, 2018). The FN forum will place on January 17, 2019 at the Songhees Wellness Centre (confirmed); the Immigration Forum will take place on January 11 at the Vancouver Island Technology Park (confirmed).
2. Potential presenters for the two forums will be contacted based on the suggestions noted above and their participation ensured.
3. Agendas will be drafted. These will serve as the basis for the invitation emails and messages that will be sent to business and industry contacts. John will work with Peter and Christina (Songhees) concerning inclusion of First Nations participants.
4. Steering committee meeting notes will be sent to those present and those who gave regrets for review and any additional feedback and suggestions concerning the content and format of the forums.

Appendix 2: Forum Participants

Forum on Immigration – January 11, 2019

Lynn Brown - Schneider Electric, Victoria
Ruth Eden – Destination Victoria
Denny Warner – Saanich Peninsula Chamber of Commerce
Elizabeth May – MP, Saanich-Gulf Islands
Soji Oyenuga – VMAC, Nanaimo
Alan Kaufman – WorkSafeBC
Bill Collins – Questar Tangent, Saanich
Bill Vante – BC Ministry of Jobs, Trade and Technology
Kyle Preston – ITA, Apprenticeship Advisor, Victoria
Shelly Carlson – Seastar Chemicals, Sidney
Thomas Ahn – Mad Ventures, Esquimalt
John Juricic – Harbour Digital Media, Facilitator
Barry Carbol – Schmidt & Carbol Consulting, Facilitator

Forum on First Nations Inclusion in the Workforce – January 17, 2019

Lynn Brown - Schneider Electric, Victoria
Ruth Eden – Destination Greater Victoria
Denny Warner – Saanich Peninsula Chamber of Commerce
Kyle Preston – ITA, Apprenticeship Advisor, Victoria
Shelly Carlson – Seastar Chemicals, Sidney
Michelle Philpott – Engaged HR
Vivian Leik – Business Co-op Coordinator, UVic
Renee Livernoche – UVic First Peoples House
Julie Adams, Director of HR, Slegg Building Materials
Randy Rohrick – Slegg Building Materials
Lauren Beasley – Viking Air
Meaghan Moore – Ralmax Group
Curtis Harold – Ralmax Group
Lyle Henry – Songhees Nation
Danny Henry – Songhees Nation
Christina Clark – Songhees Nation
John Juricic – Harbour Digital Media, Facilitator
Barry Carbol – Schmidt & Carbol Consulting, Facilitator

Appendix 3: Forum Feedback Forms

Forum on Workforce Diversity – Feedback Form (Immigration)

1. Please indicate your overall satisfaction with today's forum.

5. Very Satisfied	4	3	2	1. Very Dissatisfied
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which sessions did you find most valuable? (Select all that apply)

- Participant Introductions
- Presentation #1: Brian Vatne, Immigration Policy
- Presentation #2: Bill Collins, Questar Tangent
- Dialogue and Discussion sessions
- Networking Lunch

3. Is there anything that you will take away from today's session and use in your workplace?

Yes If yes, describe your 'take away' in the space below.

No

4. What topics would you like to see at future regional HR forums?

5. How might the format of the forum be improved in order to be most appropriate to meet the goals of the event? Select all that apply.

- Format was appropriate; no changes needed
- Increase interactivity among attendees
- Add more sub-topics for discussion
- Schedule more time for Q and A
- Other (describe below)

6. Is there anything else that you would like to share with the event organizers?

Thank you for taking time to complete this feedback form.

Forum on Workforce Diversity – Feedback Form (First Nations)

1. Please indicate your overall satisfaction with today's forum.

5. Very Satisfied	4	3	2	1. Very Dissatisfied
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which sessions did you find most valuable? (Select all that apply)

- Participant Introductions
- Presentation #1: Christina Clark, Songhees First Nation
- Presentation #2: Curtis Harold, Ralmax Group
- Dialogue and Discussion sessions
- Networking Lunch

3. Is there anything that you will take away from today's session and use in your workplace?

Yes If yes, describe your 'take away' in the space below.

No

4. What topics would you like to see at future regional HR forums?

5. How might the format of the forum be improved in order to be most appropriate to meet the goals of the event? Select all that apply.

- Format was appropriate; no changes needed
- Increase interactivity among attendees
- Schedule more time for Q and A
- Other (describe below)

6. Is there anything else that you would like to share with the event organizers?

Thank you for taking time to complete this feedback form.