



## A Summary of the First Regional Virtual Job Fair October 28, 2020



**A Report Submitted in Support of the Labour Market Partnership Project:  
*Inclusion of First Nations Communities in the Lower Vancouver Island Workforce***

Canada



This program is funded by the Government of Canada  
and the Province of British Columbia.

## Table of Contents

Table of Contents.....	2
Background.....	3
Objectives for the First Virtual Job Fair.....	3
Participants.....	3
Presentations .....	4
Outcomes from the First Virtual Job Fair .....	4
Appendix 1: Suggested Presentation Format.....	6
1. Introduction .....	6
2. Your Role and the Company You Represent.....	6
3. What it is like to Work at your Company .....	6
4. Company Benefits .....	6
5. Jobs at your Company (Optional) .....	6
6. Questions and Answers .....	6
Appendix 2: Sample Job Fair Presentations .....	7

## Background

A common issue identified by both First Nations and business leaders through the Labour Market Partnership (LMP) process has been the need for on-going, consistent communication as a way of developing relationships and building trust. The virtual job fairs included in this LMP project are one of the building blocks that will be used to create meaningful dialogue between First Nations and the Lower Vancouver Island business community. The job fairs support the overall goal of relationship development as a means to address and overcome a number of the systemic barriers to employment that exist for First Nations community members. It is also hoped that the First Nations/Business Job Fairs supported by this LMP project will result in improved communication and understanding between First Nations communities and local businesses concerning the nature of work and available job opportunities.

The job fairs were initially envisioned as a way of bringing employers together with First Nations communities on their traditional territory. This was seen as a welcoming approach and one that these communities see as essential for building the bridges to employment that are necessary for their members. Job fairs provide opportunities to increase the awareness of First Nations culture and traditions by regional businesses and help to break down a number of systemic barriers that inhibit the recruitment, attraction and retention of First Nations workers.

Given the on-going COVID-19 pandemic, it has not been possible to gather people together in one location. As a result, Harbour Digital Media (HDM) hosted the first job fair on a virtual platform (ZOOM) on October 28, 2020. This report provides a summary of the presentations and dialogue that took place that day. Also, consultation with First Nations leaders and project steering committee members suggested that the first virtual job fair should involve human resource (HR) leaders from both communities but not actual job seekers at this stage.

## Objectives for the First Virtual Job Fair

The first virtual job fairs is intended to:

- Create a venue that will foster relationships between lower Vancouver Island businesses and members of local First Nations communities; and
- Introduce a selection of lower Vancouver Island businesses to leaders in local First Nations communities who are responsible for helping their community members find appropriate job and career opportunities.

## Participants

The following individuals participated in the October 28th Virtual Job Fair event:

- Lillian Underwood - Employment/Training & Support Services Manager (Tsawout)
- Christine Bird - Education Manager (Tsawout)

- Dorothy Paul - Program & Employability Officer, Coast Salish Employment & Training Society (CSETS) (Tseycum Nation member)
- Nadia Salmaniw - Director of Career, Employment & Education Resources, Victoria Native Friendship Centre
- Herman Henry - CEER Career Transition Guide – Victoria Native Friendship Centre
- Catheryn Kendall, HR Manager, and Taylor Davis, LIDAR App Specialist - Terra Remote Sensing
- Lynn Brown, HR Manager, Schneider Electric
- Carrie Broadhead, HR Manager, Ralmax Group
- Shelley Carlson, HR Manager, Questar Tangent
- Basil Onyia, HR Manager, Epicure
- Sanketh Venkataram, HR Specialist, Epicure
- John Juricic, Harbour Digital Media (moderator)
- Barry Carbol, Schmidt & Carbol Consulting (recorder and report writer)

Chief Rebecca David of the Pauquachin Nation accepted the invitation but was unable to attend.

## Presentations

Industry representatives provided background information about their companies in 15 minute segments followed by questions and answers. A suggested presentation format was provided to each of the presenter and is provided in Appendix 1.

The following presentations were provided over the course of the two-hour job fair:

- Catheryn Kendall – Terra Remote
- Lynn Brown – Schneider Electric
- Carrie Broadhead – Ralmax Group of Companies
- Shelley Carlson – Questar Tangent
- Basil Onyia – Epicure

A sample of the PowerPoints used in three of the presentations is included in Appendix 2.

## Outcomes from the First Virtual Job Fair

The first virtual job fair was successful in continuing the development of working relationships between local First Nations leaders responsible for career and employment development and Lower Vancouver Island company HR managers and leaders. The job fair has also resulted in a number of follow-up actions by staff at the Victoria Native Friendship Centre (VNFC) and company HR managers related to employment opportunities in the region and outreach to the Coast Salish Employment and Training Society. HDM has been made aware of efforts by VNFC and employers to connect with one another concerning employment issues and opportunities since the job fair in late October.



The November and December monthly virtual (i.e. via ZOOM) HR meetings also built on the success of the job fair. These meetings, chaired by HDM, have helped expand the network of individuals interested in supporting employment opportunities for First Nations workers. This has been one of the most positive outcomes of the first virtual job fair.

Another positive outcome has been the development of a series of video vignettes featuring HR managers from local companies speaking about employment opportunities that their companies have to offer. These vignettes will form the basis for the job profiles being developed by HDM as a part of this LMP project. Additional details related to the video vignettes and job profiles will be provided to LMP partners in early 2021.

## Appendix 1: Suggested Presentation Format

The following instructions were provided to presenters.

Presenters will each have **30 minutes** (amended to 15 minutes given that there were five industry presenters) for their presentation and questions and answers from the audience. The following outline is provided to guide presenters in the development of their presentations. Presenters may want to use visual images during their presentation or a PowerPoint deck to enhance the impact of their presentation.

### 1. Introduction

Introduce yourself by telling the audience about who you are, the kind of activities you like to engage in, and your family life. Use any personal stories that might help to break the ice with the audience.

(2 - 3 minutes)

### 2. Your Role and the Company You Represent

Tell the audience about your work and the role you play at the company you work for. Outline the type of work that the company is engaged in and why it is important to its customers (i.e. the value that it provides to customers and the broader community).

(3 – 5 minutes)

### 3. What it is like to Work at your Company

Spend some time talking about what it is like to work for your company and why you think it is a great place to work. Again, personal stories that illustrate how the company is welcoming could be a useful way to begin this section.

(3 – 5 minutes)

### 4. Company Benefits

Provide the audience with an understanding of the types of benefits the company provides.

(2 – 4 minutes)

### 5. Jobs at your Company (Optional)

Recognizing that your company potentially has a myriad of jobs, take a few minutes to highlight jobs that illustrate how individuals can have a career path and career growth at your company. Again, doing this (anonymously) using some examples of employees who have started in entry-level positions and moved up to other positions in the company.

(2 - 4 minutes)

### 6. Questions and Answers

Try to leave up to 10 minutes (out of the 30 minutes allocated) for questions from the audience.

## **Appendix 2: Sample Job Fair Presentations**

PowerPoint Presentations from the following companies are included in this appendix:

- Schneider Electric
- Ralmax Group of Companies
- Epicure



# INCLUSIVE

## Connecting our Communities

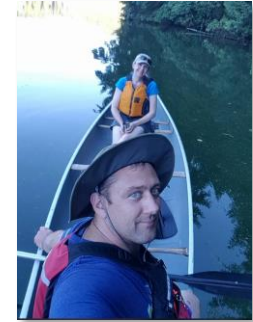
First Nations of Saanich Peninsula and Victoria ↔ Schneider Electric

Presented by: Lynn Brown, HR Manager, Schneider Electric Victoria

# An Introduction...

Lynn Brown – HR Manager, Schneider Electric Victoria

- Joined Schneider Electric in 2003 (17 years ago!)
  - Inside Sales
  - Customer Service / Logistics
  - Human Resources
- Hobbies / Interests:
  - Boating
  - Hiking
  - Canoeing
  - Camping
  - Fishing
  - Knitting
- Live, work & play on the Saanich Peninsula!



# Schneider Electric in Saanichton



**Main products:** High performance meters for utility networks, mains or critical loads on HV/LV networks. Compact, modularly flexible meters for feeders or critical loads. Also supply EcoStruXure Power Monitoring Expert Software.



**Established in 1983, Power Measurement Ltd**

**Address: 2195 Keating Cross Road, Saanichton**



**Employees: 263 employees**

**# of Shifts: 3**



# Employee Experience

## Transforming employee feedback into positive actions

- LinkedUp
  - Cross-functional employee representatives
  - Local employee voice when manager / team is remote to Victoria
  - HOW? Suggestion boxes / Teams feedback channel / Direct to any LinkedUp rep / Focus group sessions

*SE Global Well-being Ambition*



WELL-BEING

We create a working environment where employees feel empowered to make the most of their energy





# Our Diversity and Inclusion Ambition is to

**“provide equal opportunities  
to everyone everywhere  
and to ensure all employees feel  
uniquely valued and safe  
to contribute their best”**





# Psychological Safety<sup>(\*)</sup>

The Belief that you won't be punished when you make a mistake

A climate in which people are comfortable being / expressing themselves



A belief that one will not be punished or humiliated for speaking up with ideas, questions, or concerns

# Employee Benefits

To support employee well-being:

- Health / Dental / Vision
- Short-Term / Long-Term Disability
- Paid Time Off (starting at 19 days per year)
- Employee and Family Assistance Program
- Defined Contribution Pension Plan (5% Employer match)
- RRSP
- Employee Share Purchase Program
- Employee Discount Program
- Paid Family Leave (maternity – 12 weeks / parental – 2 weeks)
- Paid Care Leave (family member critical illness / elderly parent transitioning living arrangement – 5 days)
- Paid Bereavement Leave (immediate family – 5 days / extended family – 3 days)



Benefits that empower

# COVID Safety

- Masks mandatory at all times
- Daily temperature screening
- Daily health declaration
- Strict 6ft distancing
- Day porter disinfecting surfaces every 2 hours
- Operators disinfecting work area at start / end of shift
- Restricted on-site visitors / vendors (only business critical)
- 75% of employees working from home
- Secured facility
- Local Crisis Management Team
- Paid COVID leave if required to isolate or care for a COVID positive family member



# Jobs at Schneider

Production Operator / Warehouse Associate

## Responsibilities

- Prepare, assemble, verify, test and / or inspect electrical components
- Work from standard operating procedures to meet quality requirements
- Follow production build rates, schedules and meet time standards

## Qualifications

- High school diploma
- Good written, verbal, reading and math skills
- Good manual dexterity and eye / hand coordination
- Basic computer skills
- Ability to work and contribute in a team environment

Life Is On



**Schneider**  
Electric

# **RALMAX**

## GROUP OF COMPANIES

**POINT HOPE**  
MARITIME

**UNITED**  
ENGINEERING

**CHEW**  
CONTRACTING

**TRIO**  
READY-MIX

**ELLICE**  
RECYCLE

**SALISH SEA**  
INDUSTRIAL SERVICES

**NIXON BROS.**  
TRUCK REPAIR

**ESQUIMALT**  
DRYDOCK COMPANY

**RALMAX**  
MARINE

**ST. VINCENT BAY**  
QUARRY LTD.

**VICTORIA**  
HARBOUR FERRY

**RALMAX**  
PROPERTIES



## Who we are:

Ralmax Group of Companies is a diversified group of local industrial businesses focused in and around Victoria's working harbour.

Check out [www.ralmax.com](http://www.ralmax.com) for more details.

Find us on social media:

<https://www.facebook.com/RalmaxGroup>

<https://www.instagram.com/ralmaxgroup/>

<https://www.linkedin.com/company/ralmax-group-of-companies>







## Who we are:

The companies within the group include:

- Ralmax Contracting Ltd.,
- Chew Excavating Ltd.,
- Nixon Bros. Truck Repair Ltd.,
- Ellice Recycle Ltd.,
- Point Hope Maritime Ltd.,
- Esquimalt Drydock Co.,
- Trio Ready-Mix Ltd.,
- United Engineering Ltd.,
- Ralmax Properties Ltd.,
- St Vincent Bay Quarry Ltd.,
- Victoria Harbour Ferry Co.
- A partner in Salish Sea Industrial Services Ltd. with the Songhees and Esquimalt Nations.









## Who we are:

- Diverse, challenging and rewarding work
- Inter-company transfers/promotions
- Company supported apprenticeship programs
- Community supporter
- Employee Discount Program
- Comprehensive Benefits: extended health care: dental vision; short term and long term disability insurance, life insurance; employee and family assistance programs and pension (union positions).



Carrie Broadhead  
Human Resources Manager

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Check out [www.ralmax.com](http://www.ralmax.com)  
for more details.

Follow us on social media:

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<https://www.instagram.com/ralmaxgroup/>

<https://www.linkedin.com/company/ralmax-group-of-companies>





# **RALMAX**

## GROUP OF COMPANIES

**POINT HOPE**  
MARITIME

**UNITED**  
ENGINEERING

**CHEW**  
CONTRACTING

**TRIO**  
READY-MIX

**ELLICE**  
RECYCLE

**SALISH SEA**  
INDUSTRIAL SERVICES

**NIXON BROS.**  
TRUCK REPAIR

**ESQUIMALT**  
DRYDOCK COMPANY

**RALMAX**  
MARINE

**ST. VINCENT BAY**  
QUARRY LTD.

**VICTORIA**  
HARBOUR FERRY

**RALMAX**  
PROPERTIES

**Thank you for having us!**

# Epicure

YOUR NEIGHBORHOOD COMPANY



# Table of Content

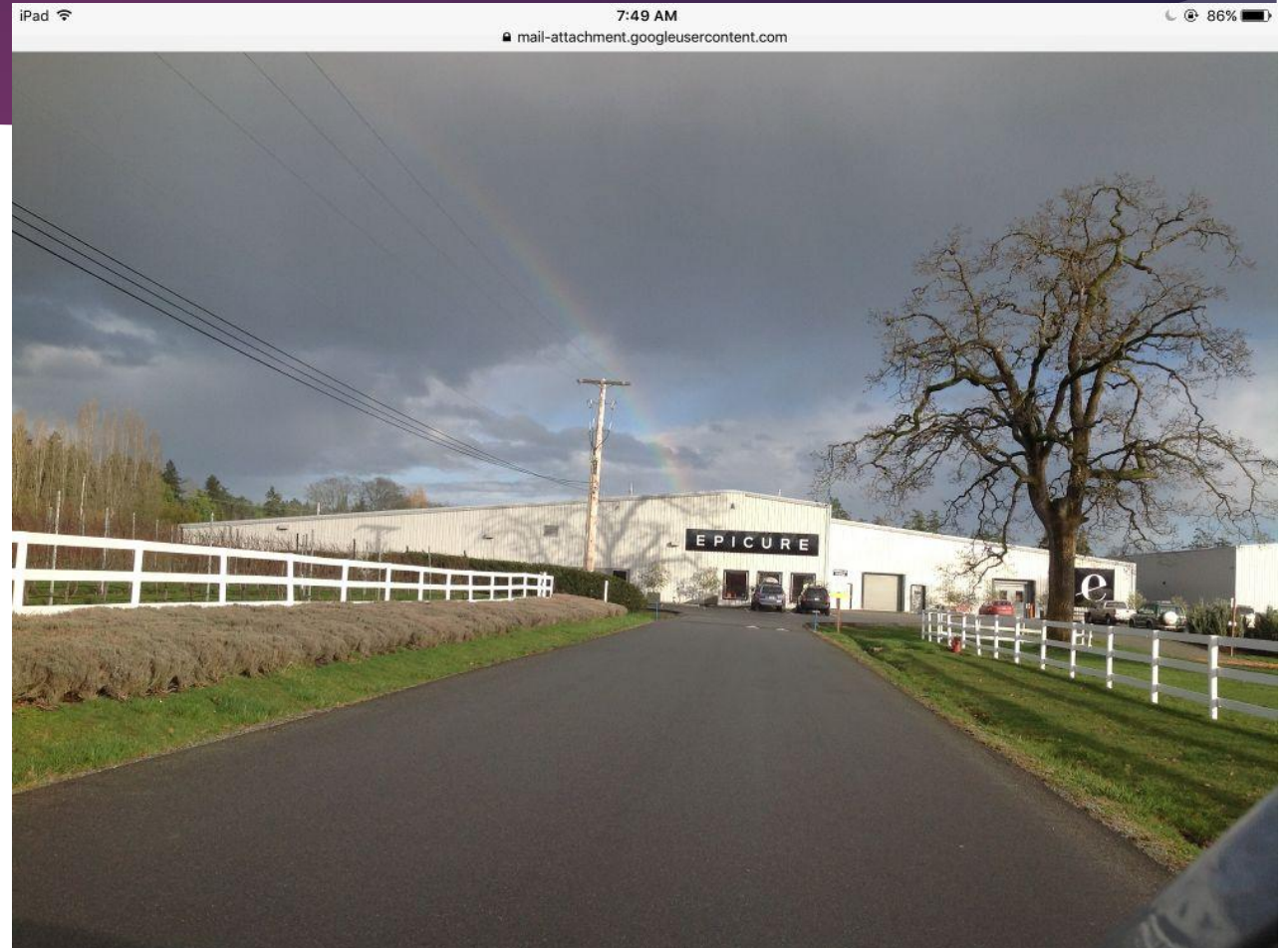
- ▶ Who we are
- ▶ Our History
- ▶ Culture
  - ▶ Our people
  - ▶ Family orientation
  - ▶ Diversity
- ▶ Where we are now (USA)
- ▶ Relationship with Tseycum
  - ▶ Summer work program
- ▶ Relationship with Pauquachin
  - ▶ Working with the band council



**Who We  
Are**

# Our History

- ▶ 1991 when it all began
- ▶ Business growth
  - ▶ Good Food Real Fast
  - ▶ Consultants and e-commerce
  - ▶ Commitment to our Employees





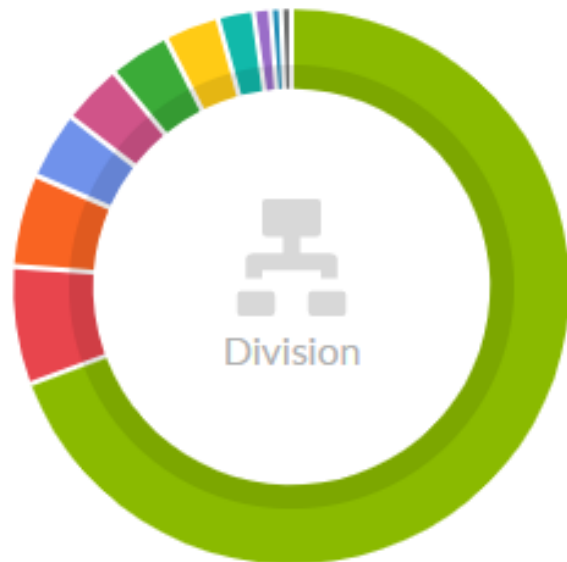
# Where we are Now

- ▶ USA Launch- July 8<sup>th</sup> 2019
  - ▶ What that means for You
- ▶ Silver lining – 2020
  - ▶ Demand, sales, and opportunities



# Community Partnerships

- ▶ Relationship with Tseycum
  - ▶ Summer work program
- ▶ Relationship with Pauquachin
  - ▶ Working with the band council
- ▶ Location as a struggle
  - ▶ But great if local
- ▶ Attempting to still understand the gap



Operations	188
Customer Experience	18
IT	14
Creative & Marketing	10
Sales	9
Finance	9
IRD & Merchandising	8
Human Resources	5
Administration	2
Epicure USA	1
Marketing	1
Total	265

Careers at  
our  
Company



The wall  
of who

## Careers Available at the Moment

- ▶ Operations
  - ▶ Production
    - ▶ Blending/Pre-weight
    - ▶ Sachet
    - ▶ Production Lines
    - ▶ Assembly
  - ▶ Distribution Center

### Job Opening

QA Assistant - Food  
Victoria, British Columbia

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Production Team - Machine Operator (Sachet)  
Victoria, British Columbia

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Operations Team Member - Pre-weigh and Blending Machine Operator  
Victoria, British Columbia

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Operations Team Member  
Victoria, British Columbia

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Pre-  
Weight





In  
process  
before  
blending



# Blending





# Production Line & Assembly



Sachet





# Distribution Center



# Distribution Center





# Distribution Center





A  
collaborative  
culture

# Who We Are cont...

## Benefit and Perks

- ▶ Vacation and personal time
- ▶ Child college tuition reimbursement
- ▶ Professional and Personal Development
- ▶ Health care benefits
- ▶ Referral bonuses
- ▶ Monthly lunches

## Culture and Future

- ▶ Culture of Care
- ▶ Employees as assets- Values
- ▶ Feedback- Officevibe
- ▶ Recognition
  - ▶ Employee of the month/year
- ▶ Opportunities for movement around the company
  - ▶ Especially because of the Launch to the US
  - ▶ Silver lining /our current growth

# How to get In touch or stay in touch

- ▶ Epicure's Career page
- ▶ Email: [Basil.onyia@epicure.com](mailto:Basil.onyia@epicure.com)











► <https://epicure.com/en-ca/catalogue>

# Our Catalogue





Questions?