



## **CBA PROGRAM DESCRIPTION**

### **JOB READINESS COURSE**

A comprehensive life skills program for unemployed individuals planning to enter the Construction Industry. The programme includes:

- Literacy & numeracy
- Document Reading
- Construction industry terminology and work site culture

### **VRCA CORE PROGRAM (CONSTRUCTION ORIENTATION TO RETAIN EMPLOYMENT)**

A 6 week course to introduce trainees to basic skills and safe work practices required for employment in the construction industry. Developed in consultation with the construction industry, this Industry Training Authority (ITA) Foundation program is a qualification for entry level employment in the construction industry.

On completion of the course the Trainee will have certificates in WHMIS, OFA Level 1, Flag Person Safety and Training and the CSTS Worker Course. As well Trainees will have completed assigned building projects; demonstrated safe work practices; be able to perform basic construction industry tasks in a safe and efficient manner; and demonstrate appropriate interpersonal skills to work successfully on a construction work site.

### **VRCA CEP (CONSTRUCTION EMPLOYMENT PROGRAM)**

A 2 week course designed for trainees with previous experience in either commercial construction, forestry, heavy industry, residential construction or the oil and gas industry. The CEP training is designed to re-orient and prepare the trainee for work in construction. The training program reviews safe work practices in the construction Industry and provides Trainees with the necessary safety certifications in:

- WHMIS
- OFA Level 1
- Flag Person Safety and Training
- The CSTS Worker Course

The Trainee, furthermore, will be familiar with the worksite and be able to safely transition into work in construction.

### **EMPLOYMENT RETENTION INITIATIVE**

BOB will work with unemployed or underemployed inner-city residents to obtain employment. To achieve this BOB will:

- Provide a job coach, a qualified journeyman, who will work closely with and support all trainees through their training program, placement and employment;



### **EMPLOYMENT RETENTION INITIATIVE cont.**

- Ensure that the job coach will work closely with employers to mitigate any risk problems experienced by employers to assure a smooth operation;
- Use the Service Canada Supported Employment Program to ensure additional support and access to other services as needed.

### **BOB'S BUSINESS DEVELOPMENT PROGRAMS**

BOB will utilize its business development programs to ensure success in the implementation of the CBA. The programs in BOB's "toolbox" include:

- The Social Purchasing Portal (SPP), which supports and links businesses with inner-city suppliers who promote good employment standards and contribute to economic and community development by: employing persons with challenges; raising the employability or quality of life of residents; taking steps to reduce harmful impact on the environment; supporting social and community organisations;
- A Construction Registry, a directory of 200+ inner-city suppliers and/or businesses that support employment of inner-city residents, that will be used for Olympic City Village construction;
- Consultation Services that will facilitate partnerships and cooperative agreements that will strengthen the capacity of inner-city businesses;
- Consultation Funds to engage businesses and support the development of business plans and marketing strategies;
- Information Sessions and Workshops supported by the 2010 Commerce Centre to enhance the capacity of inner-city businesses to submit successful bids in response to RFPs;
- Business Links, where BOB builds partnerships with businesses to create skill specific training to recruit inner-city residents.