



**CONSTRUCTION
FOUNDATION OF BC**



**Construction Ready Scans:
2.0 Engagement Plan**

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Summary

The intention of this plan is to identify the overall engagement plan and key tactics, as well as to inventory initial contacts in the Northern BC and Lower Mainland regions as well as 5 First Nations Communities.

The completion of environmental scans will utilize a common format in each area. This includes:

1. Distance survey of education opportunities and transition supports.
2. Follow up phone and in person interviews to develop clarity.
3. Forums to update those stakeholders who participated in the 2015 provincial forums, as well as invite new stakeholders to the table (Lower Mainland and North only).
4. Roundtables with educators and employers to build awareness of existing materials and identify potential implementation strategies.
5. School visits and youth roundtables to build an understanding of youth experiences and awareness of construction careers.

An initial high level scan of district activity will build on work previously completed, and include updated lines of inquiry that have emerged through the piloting of the Construction Ready initiative. Follow up community visits will build a deeper awareness of potential partnerships, collaborations, and gaps.

The primary launching point for the North and Lower Mainland will be the core centres. Additionally, remote locations will be identified with the intention of mapping out how Construction Ready, in collaboration with other organizations and programs, can adapt programming to meet local needs.

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Lower Mainland/Southern Coast

The Lower Mainland and Southern Coast areas encompass potentially 18 school districts from Powell River to Hope. While an in depth look at all districts is not feasible within the scope of this scan, an initial high level investigation of the school based option in all 18 will be initiated, with further analysis of 5 key communities completed.

The 18 districts include:

1. SD 35 - Langley
2. SD 36 - Surrey
3. SD 37 - Delta
4. SD 38 - Richmond
5. SD 39 - Vancouver
6. SD 40 - New Westminster
7. SD 41 - Burnaby
8. SD 42 - Maple Ridge-Pitt Meadows
9. SD 43 - Coquitlam
10. SD 44 - North Vancouver
11. SD 45 - West Vancouver
12. SD 46 - Sunshine Coast
13. SD 47 - Powell River
14. SD 48 - Sea to Sky
15. SD 33 - Chilliwack
16. SD 34 - Abbotsford
17. SD 75 - Mission
18. SD 78 - Fraser-Cascade

This region represents upwards of 60% of the overall BC construction industry and contains significant demographic, geographical and economic variation that will affect awareness of, and relationship with, the construction sector and employment.

Completion of the environmental scan will involve an initial outreach by distance, including a survey and follow up phone interviews. Based on these results, up to 5 roundtables with employers and/or educators, a forum for both, and school visits will occur.

Steps to Engagement

The following will form the basis of engagement in this region:

1. Inventory of known employment and education stakeholders as well as other program partners (Initiated in this plan)
2. Distance Outreach
 - a. Survey
 - b. Follow up Interviews
3. Inventory 5 Communities to Follow Up
4. Community Outreach and Local Planning Sessions
5. Complete Readiness Ranking and Implementation Plan

Tactics

The following key tactics will be used to engage stakeholders in this region:

Tactic	Involves	Description
Readiness Survey with Educators	CFBC Staff Lead	Conducted online
Follow up for clarification and key interviews	CFBC Staff Lead	Conducted by phone, or in person when possible.
Educator and Employer Forum	Employers, Educators and representatives from potential partner programs/initiatives.	A follow up plenary to the event in 2015. Individuals who participated will be invited to meet for an update and discuss implementation options.
VRCA Employer Roundtable	VRCA Education Committee	A roundtable with employer representatives from Vancouver Regional Construction Association will be held in April.
Employer Roundtables	Employers in 2 additional communities	A roundtable discussion with employers either interested or actively engaged with high school programming
Educator Roundtable(s)	Career Educators Tech Ed teachers	Where possible, conversation with educators at existing gatherings will be conducted.
School Visits	CFBC Lead, Career Coordinators, Students in School	School visits will be arranged as an opportunity to engage students. The aim will be to start with Project Shop Class recipients.

Engagement Inventory

Education Stakeholders

Education stakeholders are the primary in school contacts who can identify what activities currently exist within the district to support student transitions. They are also the primary gatekeepers for in-school youth. An initial list of who will be contacted in each district is attached as an appendix.

- Career Coordinators: Connecting with career coordinators will rely on reaching out to existing contacts developed through the Construction Ready pilot and Project Shop Class initiative. As well, regional meetings of career educators will occur in the timeline of this scan and efforts will be made to attend these.
- Shoulder Tappers (if different than coordinators): The roll out of the Shoulder Tapper role in schools has coincided with the pilot in the Okanagan and South Island and these individuals have proven to be crucial allies in implementation.
- District Career or Trades Principals/Directors (where present): Some of these individuals are present in districts with locally developed career programming (Surrey, Powell River, etc.)
- Tech Teacher LSA Coordinators/District Reps: Through the initial pilot it has been identified that shop class and tech teachers are a critical link to youth engaged in applied learning. The scan of the Lower Mainland will account for this dynamic by inviting LSA coordinators

Additional outreach to post secondary partners will occur either as an invitation to education roundtables, or through individual interviews.

Industry Stakeholders

Through the Vancouver Regional Construction Association's Education Committee several opportunities to connect with industry champions have been identified. Engaging industry stakeholders is intended to generate two outcomes. The first is to gather advice for developing implementation strategies, and second is to generate support for implementation which includes employer led outreach and apprenticeship. In this region, the following will occur:

1. Forum with employers and educators.
2. Roundtable with the VRCA Education Committee
3. Individual interviews with industry champions including employers and industry organizations.

Youth Stakeholders

Outreach to youth will form a key part of the environmental scan of this region. The intention is to gather an initial inventory of actions and activities that are not reflected in FutureBuilder, as well as to have them identify their own pathway through school and into employment. Engagement with youth will start with schools that were recipients of Project Shop Class grants, but may include key schools identified from surveying educators.

Youth Supporters

Several organizations, such as the Industry Training Authority and Skills BC, are engaged with supporting students in school to discover trades. It is intended to reach out to key supporters where available to ensure that no duplication of service occurs.

Mitigation Tactics

Based on initial research the key challenges to completion of a scan for this region include:

- a. Large population over a diverse geographic and socio-economic area.
- b. Strategies reflect large companies, not small to medium sized employers. The initial scan of employer contacts suggests that most of the companies identified represent large sized general or trade contractors. This will likely impact the development of implementation strategies.

The following tactics will be employed to address this:

- a. The issue of a large population will be addressed by starting with the distance scan. From there, in person engagement will be divided into 4 regional focusses: Vancouver (includes Richmond, Coquitlam and Burnaby), South Mainland (Delta to Abbotsford), Fraser Valley (Mission, Chilliwack to Hope), and Rural Coast (Sunshine Coast to Sea to Sky).

Using these areas will enable planning to occur in a more targeted geographical way.

- b. Outreach to small and medium sized companies will be achieved through our Construction Association partners (VRCA) as well as by encouraging educators to invite their key industry partners to any forum or roundtable held.

Lower Mainland Engagement Timeline

This region has been divided into 4 smaller areas:

- Vancouver (includes North and West Van., Vancouver, Richmond, Coquitlam and Burnaby)
- South Mainland (Delta to Abbotsford)
- Fraser Valley (Mission, Chilliwack to Hope)
- Rural Coast (Sunshine Coast to Sea to Sky).

The following community visits are planned.

Month	Region	Community	Activities
April	Rural Coast	Powell River	Education Roundtable
April	Rural Coast	Powell River	School Visit – Youth Roundtable
May	Vancouver	Vancouver	VRCA Employer Roundtable
May	Vancouver	Vancouver	School Visit – Youth Roundtable
May	Vancouver	Burnaby	Employer and Educator Forum
May	South Mainland	Surrey	Education Roundtable 1
May	South Mainland	Surrey	School Visit – Youth Roundtable 2
May	South Mainland	Langley	Employer Roundtable
May	South Mainland	Abbotsford	School Visit – Youth Roundtable 1
May	South Mainland	Abbotsford	Education Roundtable 2
June	Fraser Valley	TBD	Education Roundtable
June	Fraser Valley	TBD	School Visit – Youth Roundtable

Northern BC

The largest geographical area, Northern BC presents significant discrepancies in access to both employment and training opportunities for youth seeking construction careers.

The area considered as part of Northern BC for this scan includes up to 13 districts across 6 core communities and 8 periphery communities. Core communities include centers, such as Prince George, Terrace or Fort St. John, where a post-secondary institution and the school district can offer frequent trades training at the secondary level. Periphery communities are characterized by limited trades or applied skills training, limited access to school supported work experience, and barriers such as minimal employment potential or prohibitive geography.

The 13 districts include:

1. SD 27 - Cariboo-Chilcotin
2. SD 28 - Quesnel
3. SD 49 - Central Coast
4. SD 57 - Prince George
5. SD 59 - Peace River South
6. SD 60 - Peace River North
7. SD 81 - Fort Nelson
8. SD 91 - Nechako Lakes
9. SD 50 - Haida Gwaii
10. SD 52 - Prince Rupert
11. SD 54 - Bulkley Valley
12. SD 82 - Coast Mountains
13. SD 87 - Stikine

Employer engagement will aim to distinguish strategies for core communities as well as remote outreach by identifying existing opportunities, barriers, and gaps as well as employers working locally versus across the region. The intended outcome is an implementation plan that can support short term work experience, long term career awareness both locally and provincially, and encourage interaction between employers and students in remote areas.

Steps to Engagement

The following will form the basis of engagement in this region:

1. Inventory of known employment and education stakeholders as well as other program partners (Initiated in this plan)
2. Distance Outreach
 - a. Survey
 - b. Follow up Interviews
3. Follow up in 4 Communities: Prince Rupert, Terrace, Prince George and a to be determined community in the North East
4. Complete Readiness Ranking and Implementation Plan

Tactics

The following key tactics will be used to engage stakeholders in this region:

Tactic	Involves	Description
Readiness Survey with Educators	CFBC Staff Lead	Conducted online
Follow up for clarification and key interviews	CFBC Staff Lead	Conducted by phone, or in person when possible.
Educator and Employer Forum	Employers and educators in Prince George	A follow up plenary to the event in 2015. Individuals who participated will be invited to meet for an update and discuss implementation options.
Employer Roundtables/Interviews	Employers	Completed in the Northwest (Terrace and Prince Rupert)
Educator Roundtables	Career Educators Tech Ed teachers	Where possible, conversation with educators at existing gatherings will be conducted.
School Visits	CFBC Lead, Career Coordinators, Students in School	As a follow-up to the distance contact, school visits will be arranged as an opportunity to engage students. The aim will be to start with Project Shop Class recipients.

Engagement Inventory

Education Stakeholders

Education stakeholders are the primary in school contacts who can help inform what activities currently exist within the district to support student transitions. They are also the primary gatekeepers for in-school youth.

Additional outreach to post secondary partners will occur either as an invitation to education roundtables, or through individual interviews.

The following people will be engaged in each district. An initial list of these individuals is attached as an appendix.

- Career Coordinators: There are regional coordinators for the Northwest and Northeast and it will be possible to arrange participation in a broader coordinator roundtable through these individuals. As well, the initial survey will be directed to those previously connected through Project Shop Class.
- Shoulder Tappers (if different than coordinators): There is a Shoulder Tapper present in almost all regions.
- Tech Teacher LSA Coordinators/District Reps: Through the initial pilot it has been identified that shop class and tech teachers are a critical link to youth engaged in applied learning. The scan of Northern BC will account for this dynamic by inviting LSA coordinators

Industry Stakeholders

In this region, the scan will rely on industry partners to identify employers interested in working with youth. Engaging industry stakeholders is intended to generate two outcomes. The first is to gather advice for developing implementation strategies, and second is to generate support for implementation which includes employer led outreach and apprenticeship.

In this region, the following will occur:

1. Forum with employers and educators in Prince George.

2. Roundtable with employers and educators.
3. Individual interviews with industry champions including employers and industry organizations.

Youth Stakeholders

Outreach to youth will form a key part of the environmental scan of this region. The intention is to gather an initial inventory of actions and activities that are not reflected in FutureBuilder already as well as to have them identify their own pathway through school and into employment. Engagement with youth will start with schools that were recipients of Project Shop Class grants, but may include key schools identified through surveying educators.

Youth Supporters

Several organizations, such as the Industry Training Authority and Skills BC, are engaged with supporting students in the school to discover trades. It is intended to reach out to key supporters where available ensure that no duplication of service occurs.

Mitigation Tactics

Based on initial research the key challenges to completion of a scan for this region include:

- a. Larger geography, low population.
- b. Pockets of high and low employment.

The following tactics will be employed to address this:

- a. Utilizing the network of schools developed through the initial Project Shop Class grants, we will be able to connect directly with education partners by distance and through school visits.

As well, through employer collaboration we intend to develop strategies to implementation that can mitigate distance for things such as building awareness, accessing training, and work experience.

- b. Through the scans, it is intended that a robust view of the possible transition pathways available to student will be developed. This includes strategies to develop students understanding of work away options, moving for employment, or developing long term self employment locally.

North Engagement Timeline

Community visits are planned for two communities in the Northeast and Prince George. An additional Northeast community will be determined following the scan, most likely a rural or remote community.

Month	Region	Community	Activities
April	Northwest	Terrace	School Visit – Youth Roundtable
April	Northwest	Terrace	Educator and employer roundtable
May	Northwest	Prince Rupert	Educator Roundtable
May	Northwest	Prince Rupert	School Visit – Youth Roundtable
June	Northeast	Prince George	Employer and Educator Forum
June	Northeast	Prince George	School Visit – Youth Roundtable
June	Northeast	TBD	Employer and Educator Forum
June	Northeast	TBD	School Visit – Youth Roundtable

First Nations Communities

The intention of an environmental scan of First Nations communities is to take the first step in building a larger understanding of how Construction Ready and the FutureBuilder app may be adapted to accommodate youth in remote, rural, and urban First Nations communities.

It is anticipated that this scan can be led in collaboration with other industry and government stakeholders to increase all stakeholder understanding of limitations and opportunities inherent to existing programs and services.

Through partnership with the First Nations Education Steering Committee, 6 communities have been identified. The 6 initial communities include:

School Name	Community	Closest Departure
Sts'ailes Community School	Sts'ailes	Agassiz
Skeetchestn	Skeetchestn	Kamloops
Ahouset	Ahouset	Tofino
Acwsalcta	Bella Coola	Williams Lake/Prince Rupert
Lach Klan	Gitxaala	Prince Rupert
Coast Tsimshian Academy	Lax Kw'alaams	Port Simpson/Prince Rupert

The engagement plan for First Nations communities relies on a

collaborative approach that will include an initial plan, an offering of gifts as identified by our community advisors, and visits where possible. The intended outcome is awareness, but it is anticipated that through collaboration additional common outcomes will be identified.

Steps to Engagement

The following will form the basis of engagement in this region:

1. Seek advice from cultural advisors and organizational partners.
2. Reach out to education contacts.
3. Conduct phone survey and plan community visits.
4. Inventory potential regional employer partners.
5. Community visits.
6. Follow up as needed.

Tactics

The following key tactics will be used to engage stakeholders in this region:

Tactic	Involves	Description
Seek Guidance	Cultural advisors and subject matter experts	Prior to engaging the community, guidance will be sought from cultural advisors, subject matter experts, and individuals familiar with programming in the communities
Initial collaborative planning	CFBC Staff, First Nations Schools administrators	In collaboration with administrators in First Nations schools, we will develop a plan for community visits and common outcomes.
School visits	CFBC Staff and potential organizational partners	School visits to identify current programming, gaps, and student interests.
Community Roundtable	TBD	Based on the suggestion of our school partners, community outreach will be initiated. This may include broad community, Band and Council, industry partners, or others
Follow up visits as needed	TBD	TBD

Engagement Inventory

Education Stakeholders

Six First Nations schools have been identified as being launching point for discussion. The administrators in each of these schools have offered to be points of contact for an initial conversation about opportunities and gaps available in their schools. The team will work with these 6 administrators to develop a community outreach plan that will encompass school contact and contact with community members as appropriate.

Industry Stakeholders

In each region, an initial scan of industry partners in the construction sector will be completed prior to community visits. The intended outcome is to identify what in community and out of community work and training options may be available in the sector. If construction is not a viable employment option, other sectors will be identified.

Youth Stakeholders

Through connection and invitation of the schools it is intended to meet with students to identify their awareness, interest in and readiness for construction careers. Through consultation, an inventory of changes and adaptations for FutureBuilder will be identified.

Youth Supporters

In addition to organizational partners, such as the ITA, it is anticipated that community based youth advocates will be engaged. These will be identified by our education partners and advice will be sought from them on building strong transitional support for youth as well as to identify where changes to FutureBuilder can be made to match community activities or values.

Where possible, advice will be sought from community elders to ensure outcomes align with community values.

Cultural Advisors

To ensure that the scan has a positive outcome for communities and the Foundation, the following individuals will be consulted.

Joe Thorne	Community Advisor	Joe has worked with most of the Island First Nations communities in multiple roles, including to develop and implement trades training and employment programming.
Veronica Williams	Skilled Trades Employment Program – Regional Employment Placement Specialist, Aboriginal initiatives	Veronica has a long history working with First Nations job seekers in and around the Prince Rupert area. She can provide insight into community opportunities, challenges faced by young job seekers, and training opportunities in and out of communities.
Aboriginal initiatives team	Industry Training Authority	Advice will be sought from the ITA Aboriginal Apprenticeship Advisors and Director of Aboriginal Initiatives to identify best practices and lessons for training and employment of youth.
Sue Gower, Marie Matthews and Dawn McGuire Reeves	First Nations Education Steering Committee	FNESC has been a key partner in learning from, and engagement with, First Nations education providers. Advice and suggestion will continue to be sought from them as the process unfolds.

Mitigation Tactics

Based on initial research the key challenges to completion of a scan for this region include:

- a. Travel time and contract length. Initial discussion has identified that multiple visits may be required to achieve the outcomes outlined in the scan.
- b. Community resistance to industry initiatives. Initial flags were raised around bringing industry partners into communities without appropriate process.
- c. Minimal awareness of community needs, history and concerns.

The following tactics will be employed to address this:

- a. Where possible, community visits will be tied to the other regional scans to ensure an effective use of time and budget. Ongoing relationships are an intended outcome of this process.
- b. To ensure that this scan is led collaboratively, any industry engagement will be done through community invitation.
- c. To ensure that the CFBC team is prepared before engagement starts, advice from cultural advisors will be sought. As well, research will be conducted to identify what previous programming has occurred and what challenges the communities may have experienced.

First Nations Engagement Timeline

Community visits are planned to two communities in the Northeast and Prince George. An additional Northeast community will be determined following the scan, most likely a rural or remote community.

Month	Region	Community	Activities
April	Interior	Skeetchestn	School Visit
April	Vancouver Island	Ahouset	School Visit
April	Northwest	Bella Coola	School Visit
April	Northwest	Gitxaala	School Visit
April	Northwest	Lax Kw'alaams	School Visit
June	Interior	Sts'ailes	School Visit
June	Interior	Skeetchestn	Community Roundtable
June	Vancouver Island	Ahouset	Community Roundtable
June	Northwest	Bella Coola	Community Roundtable
June	Northwest	Gitxaala	Community Roundtable
June	Northwest	Lax Kw'alaams	Community Roundtable
June	Interior	Sts'ailes	Community Roundtable

Appendix 1: Contact Inventory for Environmental Scans

This represents an initial list of individuals, companies and organizations to engage in the North and Lower Mainland.

Note that names have been removed for privacy reasons.

Company/Organization	Classifications	Region
Division 15	Industry	Lower Mainland
Ellis Don	Industry	Lower Mainland
Flynn Canada	Industry	Lower Mainland
Graham	Industry	Lower Mainland
Houle	Industry	Lower Mainland
Kinetic	Industry	Lower Mainland
Ledcor	Industry	Lower Mainland
Mott Electric	Industry	Lower Mainland
PCL Construction	Industry	Lower Mainland
Roofing Contractors Association of BC	Industry Organization	Lower Mainland
Vancouver Regional Construction Association	Industry Organization	Lower Mainland
Vancouver Residential Builders Association	Industry Organization	Lower Mainland
Skilled Trades Employment Program	Service Organization	Lower Mainland
Armtec LP	Industry	Northern BC
Bryant Electric Ltd.	Industry	Northern BC
Cascade Mechanical	Industry	Northern BC
Cobalt Industries Ltd	Industry	Northern BC
Geotech Drilling Services	Industry	Northern BC
Harris Rebar	Industry	Northern BC
Sinclar Group Forest Products / Winton Homes	Industry	Northern BC
Sterling Crane	Industry	Northern BC
Westcana Electric Inc	Industry	Northern BC
Northern Regional Construction Association	Industry Organization	Northern BC
Skilled Trades Employment Program	Service Organization	Northern BC
Industry Training Authority	Government	Provincial
Progressive Contractors of BC	Industry Organization	Provincial
Skills BC (InSPIRE Program)	Service Organization	Provincial

Education Contacts

Note that names have been removed for privacy reasons.

District	Region	Job Title/Relationship to School
SD 33 - Chilliwack	Fraser Valley	Shop Teacher
SD 34 - Abbotsford	Fraser Valley	Career Programs Facilitator (Career Counsellor)
SD 34 - Abbotsford	Fraser Valley	Technology Education Department Head
SD 34 - Abbotsford	Fraser Valley	Shoulder Tapper
SD 75 - Mission	Fraser Valley	Wood work Teacher
SD 75 - Mission	Fraser Valley	Administrator
SD 75 - Mission	Fraser Valley	Shoulder Tapper
SD 78 - Fraser-Cascade	Fraser Valley	Principal
SD 78 - Fraser-Cascade	Fraser Valley	Shoulder Tapper
SD 35 - Langley	Lower Mainland/Coast	Principal
SD 35 - Langley	Lower Mainland/Coast	Technology Education Department Head/ Instructor
SD 35 - Langley	Lower Mainland/Coast	Vice Principal
SD 35 - Langley	Lower Mainland/Coast	Career Education Associate
SD 36 - Surrey	Lower Mainland/Coast	Internship and Apprenticeship Coordinator
SD 36 - Surrey	Lower Mainland/Coast	Manager, Business Development
SD 36 - Surrey	Lower Mainland/Coast	Principal, Career Education
SD 36 - Surrey	Lower Mainland/Coast	Educator, Career Education
SD 36 - Surrey	Lower Mainland/Coast	Shoulder Tapper
SD 38 - Richmond	Lower Mainland/Coast	Vice Principal
SD 38 - Richmond	Lower Mainland/Coast	Technology Education Instructor
SD 38 - Richmond	Lower Mainland/Coast	Tech Ed/ACE-IT instructor
SD 38 - Richmond	Lower Mainland/Coast	Shoulder Tapper
SD 39 - Vancouver	Lower Mainland/Coast	Tech Studies Teacher (Dept. Head)
SD 39 - Vancouver	Lower Mainland/Coast	Technical Studies Teacher
SD 39 - Vancouver	Lower Mainland/Coast	First year carpentry instructor/Senior joinery cabinetry instructor
SD 39 - Vancouver	Lower Mainland/Coast	Technology Education Teacher
SD 39 - Vancouver	Lower Mainland/Coast	Teacher/ Applied Skills Department Head
SD 39 - Vancouver	Lower Mainland/Coast	Technology Education Teachers (shop teachers)
SD 39 - Vancouver	Lower Mainland/Coast	Technology Education Teacher (shop teacher)
SD 39 - Vancouver	Lower Mainland/Coast	Shop Teacher
SD 39 - Vancouver	Lower Mainland/Coast	Shoulder Tapper
SD 40 - New Westminster	Lower Mainland/Coast	Technology Teacher - Department Head / SSA / Apprenticeship
SD 40 - New Westminster	Lower Mainland/Coast	Career Programs Coordinator
SD 41 - Burnaby	Lower Mainland/Coast	Woodworking
SD 41 - Burnaby	Lower Mainland/Coast	District Principal
SD 41 - Burnaby	Lower Mainland/Coast	Shoulder Tapper

SD 42 - Maple Ridge-Pitt Meadows	Lower Mainland/Coast	Shop Teacher / Department head Technology Department Head / ACE IT Carpentry Instructor
SD 42 - Maple Ridge-Pitt Meadows	Lower Mainland/Coast	Shop Teacher
SD 42 - Maple Ridge-Pitt Meadows	Lower Mainland/Coast	Technology Teacher, Wood -Auto -Metal
SD 42 - Maple Ridge-Pitt Meadows	Lower Mainland/Coast	Automotive Teacher
SD 42 - Maple Ridge-Pitt Meadows	Lower Mainland/Coast	Shoulder Tapper
SD 43 - Coquitlam	Lower Mainland/Coast	Vice Principal Teacher, Technology Education Department Head
SD 43 - Coquitlam	Lower Mainland/Coast	Technology Education Department Head
SD 43 - Coquitlam	Lower Mainland/Coast	Shop Teacher
SD 43 - Coquitlam	Lower Mainland/Coast	SSA Facilitator
SD 43 - Coquitlam	Lower Mainland/Coast	trades & transitions coordinator
SD 43 - Coquitlam	Lower Mainland/Coast	Shoulder Tapper
SD 44 - North Vancouver	Lower Mainland/Coast	Teacher of Technology Education
SD 44 - North Vancouver	Lower Mainland/Coast	Technology Teacher
SD 44 - North Vancouver	Lower Mainland/Coast	Shop Teacher
SD 44 - North Vancouver	Lower Mainland/Coast	Work Experience Facilitator
SD 44 - North Vancouver	Lower Mainland/Coast	Shoulder Tapper
SD 45 - West Vancouver	Lower Mainland/Coast	Technological Education Teacher
SD 45 - West Vancouver	Lower Mainland/Coast	Secretary-Treasurer
SD 45 - West Vancouver	Lower Mainland/Coast	Shoulder Tapper
SD 46 - Sunshine Coast	Lower Mainland/Coast	District Principal, Careers and Technology
SD 46 - Sunshine Coast	Lower Mainland/Coast	Shoulder Tapper District Principal, Operations and Transition Programs
SD 47 - Powell River	Lower Mainland/Coast	Shoulder Tapper
SD 47 - Powell River	Lower Mainland/Coast	Teacher of Technology Education and Trades and Careers Department Head
SD 48 - Sea to Sky	Lower Mainland/Coast	District Coordinator, Transition, Training and Trades
SD 27 - Cariboo-Chilcotin	Northeast	Shop Teacher
SD 27 - Cariboo-Chilcotin	Northeast	Career Programs Assistant
SD 27 - Cariboo-Chilcotin	Northeast	Career Programs Coordinator
SD 27 - Cariboo-Chilcotin	Northeast	Shoulder Tapper
SD 28 - Quesnel	Northeast	Principal
SD 28 - Quesnel	Northeast	Shoulder Tapper
SD 57 - Prince George	Northeast	Vice Principal
SD 57 - Prince George	Northeast	Woodwork Teacher
SD 57 - Prince George	Northeast	Shop Teacher
SD 57 - Prince George	Northeast	Technolohy Education Shop Teacher
SD 57 - Prince George	Northeast	principal
SD 57 - Prince George	Northeast	Administrator
SD 57 - Prince George	Northeast	Work Experience & SSA Teacher

SD 57 - Prince George	Northeast	District Career Programs Coordinator
SD 57 - Prince George	Northeast	Shoulder Tapper
SD 59 - Peace River South	Northeast	Teacher - Shop and Community Connections
SD 59 - Peace River South	Northeast	Shop Teacher
SD 60 - Peace River North	Northeast	Teacher / Woodwork; Computers; Math
SD 60 - Peace River North	Northeast	District Principal of Careers and International Education
SD 60 - Peace River North	Northeast	Shoulder Tapper
SD 81 - Fort Nelson	Northeast	Principal
SD 81 - Fort Nelson	Northeast	Shoulder Tapper
SD 91 - Nechako Lakes	Northeast	Shoulder Tapper
SD 50 - Haida Gwaii	Northwest	Technology Education Teacher
SD 52 - Prince Rupert	Northwest	director of instruction
SD 52 - Prince Rupert	Northwest	Shop Teacher
SD 52 - Prince Rupert	Northwest	Shoulder Tapper
SD 54 - Bulkley Valley	Northwest	Superintendent of Schools
SD 54 - Bulkley Valley	Northwest	Shoulder Tapper
SD 82 - Coast Mountains	Northwest	District Trades Career Coordinator
SD 82 - Coast Mountains	Northwest	Technology Teacher
SD 82 - Coast Mountains	Northwest	Trades Training Coordinator
SD 82 - Coast Mountains	Northwest	Shoulder Tapper
SD 87 - Stikine	Northwest	Superintendent
SD 92 - Nisga'a	Northwest	Administrator for Student Services