



VIRTUAL HIRING SUPPORTS

FINDING GREAT
EMPLOYEES IS
NOW ONLY A
CLICK AWAY!





Being forced to adopt new, virtually enabled business models overnight can feel overwhelming, especially when it comes to hiring. We have the right supports to help you successfully transition to virtual recruitment, so let us help you with your next hire!

As part of our ongoing commitment to employers and business owners across the Kootenay region, we have developed a full suite of virtual hiring services designed to streamline the online recruitment process, saving you time and money.



VIRTUAL HIRING JUST MAKES SENSE.

Like so many businesses, we have spent the past several months adapting to a virtual work environment. What became clear during our transition was how many new systems needed to be implemented for us to continue to deliver services

to our clients at a standard we have come to expect from ourselves, despite external stressors and many unknowns at play. Antidotes were found in the right technology, applications and most importantly, the right people to help guide the process.

HIRING IN A PANDEMIC

Given that public health and safety guidelines recommend keeping in-person interactions to a minimum, employers looking to fill open positions are having to rely on Zoom or similar platforms to conduct interviews. And while it is true that we have all attended enough online meetings over the past several months to learn the basic etiquette, for many, the virtual environment is still foreign, unnatural, and uncomfortable.

But it doesn't have to be! We are offering a variety of services to help make online hiring easy. No more long pauses or awkward online interactions; in their place, guided conversation, job seekers committed to their job search, and at the end, a successful candidate ready for day one!



HOW IT WORKS

1

CONSULT

Meet with Communications Lead and expert Facilitator who will walk you through our services.

2

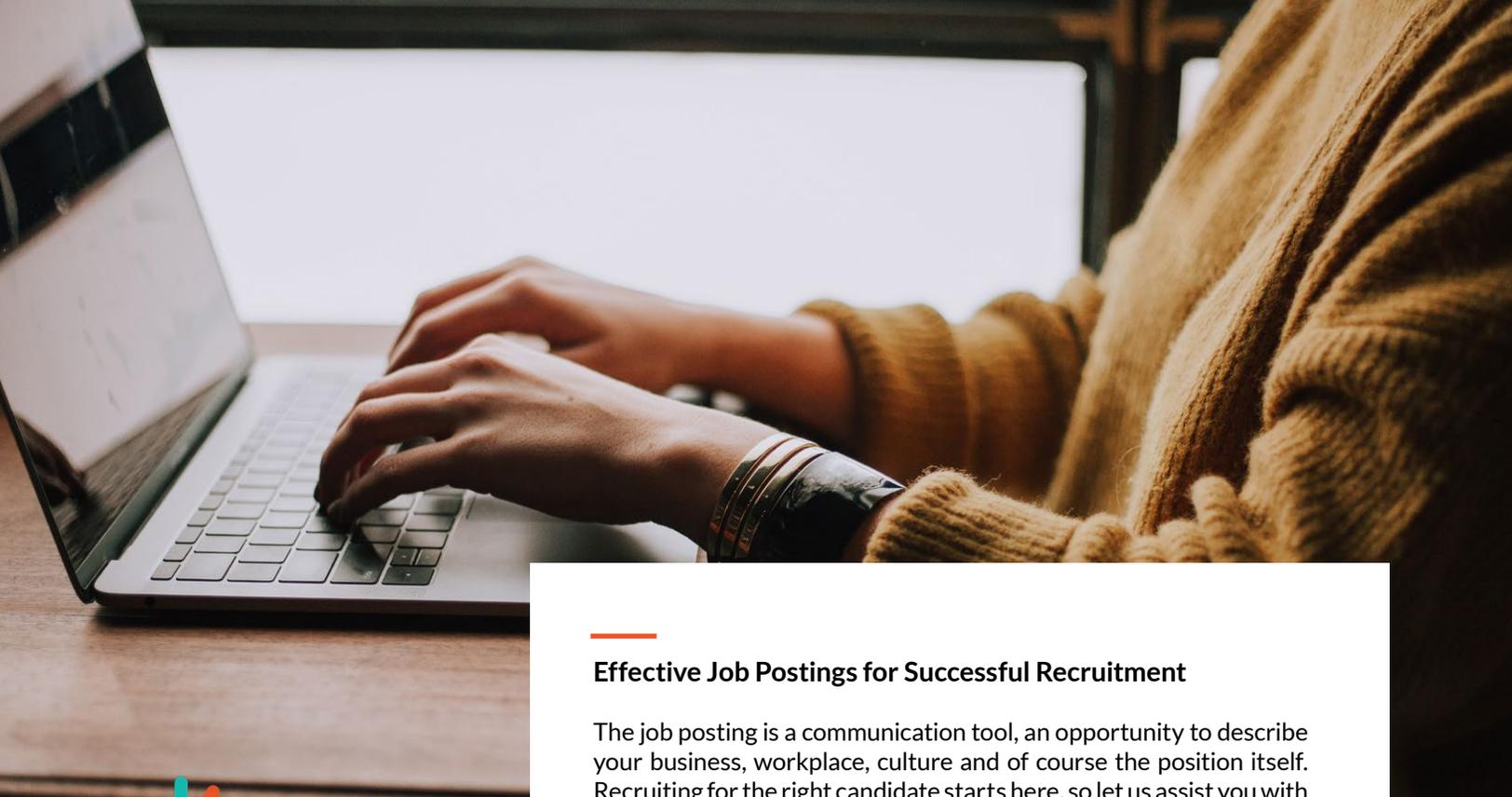
PLAN

Customize your virtual recruitment support plan to meet your hiring needs.

3

IMPLEMENT

From scheduling informational interviews to coordinating job readiness training, we have you covered!



Effective Job Postings for Successful Recruitment

The job posting is a communication tool, an opportunity to describe your business, workplace, culture and of course the position itself. Recruiting for the right candidate starts here, so let us assist you with creating an effective job posting to help you find the right match!



VIRTUAL HIRING SERVICES

Kootenay.jobs

With some built in features that make online recruitment easy, Kootenay.jobs is one of the best options for online job boards out there. It's free, it's local and our staff are standing by to help both new and seasoned users navigate the site or troubleshoot problems.

Personal touches to make technology more accessible!



Virtual Job Fairs & Interviews

From notifying candidates to providing Zoom links and scheduling interview times, our Facilitator will monitor the online hiring process from start to finish. Individuals with no access to technology and/or Internet connection may be eligible to use one of the KCDS resource rooms for the interview.



Post-Hiring Supports

There are many advantages to hiring a WorkBC client. From job readiness workshops to short-term training certificates, we do our best to get job seekers ready for day one on the job.





INFORMATIONAL INTERVIEWS, TWO WAYS



For many job seekers, one creative way to learn more about a posted position is to request an informational interview from a business owner or hiring manager. For employers, the informational interview is an opportunity to describe their business, workplace culture and

what they are looking for in a new recruit without the pressure of a formal interview. Informational interviews can often lead to job offers, but not all employers are in the position to host multiple informational interviews each hiring cycle. But we can help!

We are offering two approaches to informational interviewing to help employers connect with job seekers:

1

Facilitated information sessions for employers and members of the KCDS team. Our Employment Counsellors and Resource Advisors work closely with active job seekers with a diverse range of experience, skills, and training. Start by telling us what you are looking for so we can encourage eligible clients to apply for the position. The better we understand the job requirements, the better we can prepare candidates for current and future hiring cycles.

2

Facilitated information sessions for employers and clients of KCDS. Once we understand the employer's needs, Employment Counsellors can refer eligible clients to individual or group information sessions with the employer. A KCDS facilitator will help guide the process to make sure the time is used effectively.

WITH ACCESS TO PROGRAMS AND SERVICES THAT HELP PREPARE JOB SEEKERS FOR DAY ONE ON THE JOB, HIRING OUR CLIENTS MAKES PERFECT SENSE!



Short-term Training Certificates

In addition to employment readiness activities, WorkBC clients may also be eligible to take short term trainings, acquiring industry related certifications like FoodSafe, Serving it Right, Super Host, Emergency First Aid and WHMIS.

Wage Subsidy

We offer financial supports to employers to provide on-site training to new hires. The wage subsidy programs provide businesses the opportunity to recover some of the costs associated with training and on-boarding.

Job Starts

We offer financial supports to assist new employees with some of the costs associated with starting a new job, including essential work wear, footwear, transportation and other essential items. At the request of the employer, we can also provide on-site job coaching and other assistance with onboarding and training new employees.





KCDS

KOOTENAY CAREER
DEVELOPMENT SOCIETY



To access KCDS Virtual Hiring Supports contact:

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