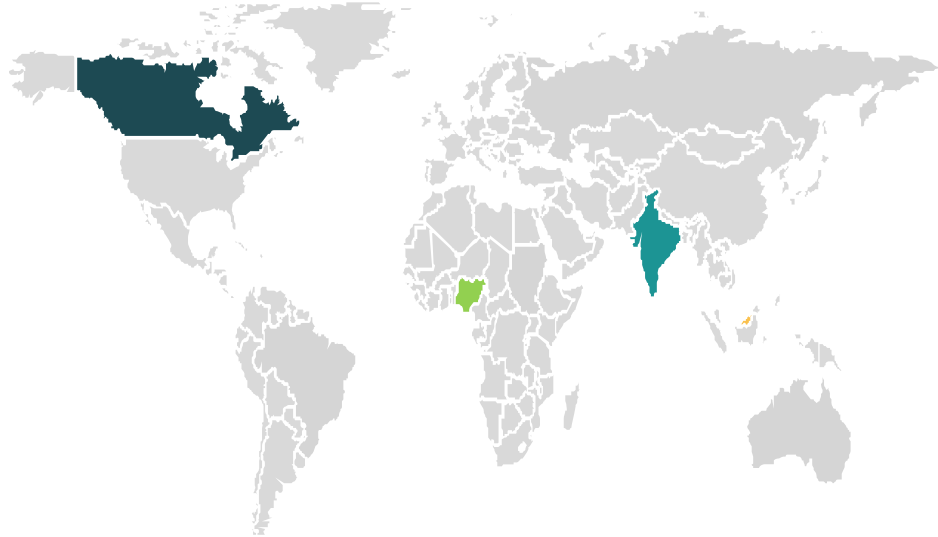


TEAM LARCH

United we stand.... on the **Island**

A collage of cultures from Brunei, India, and Nigeria painting the canvas of Canada

Meet the Team

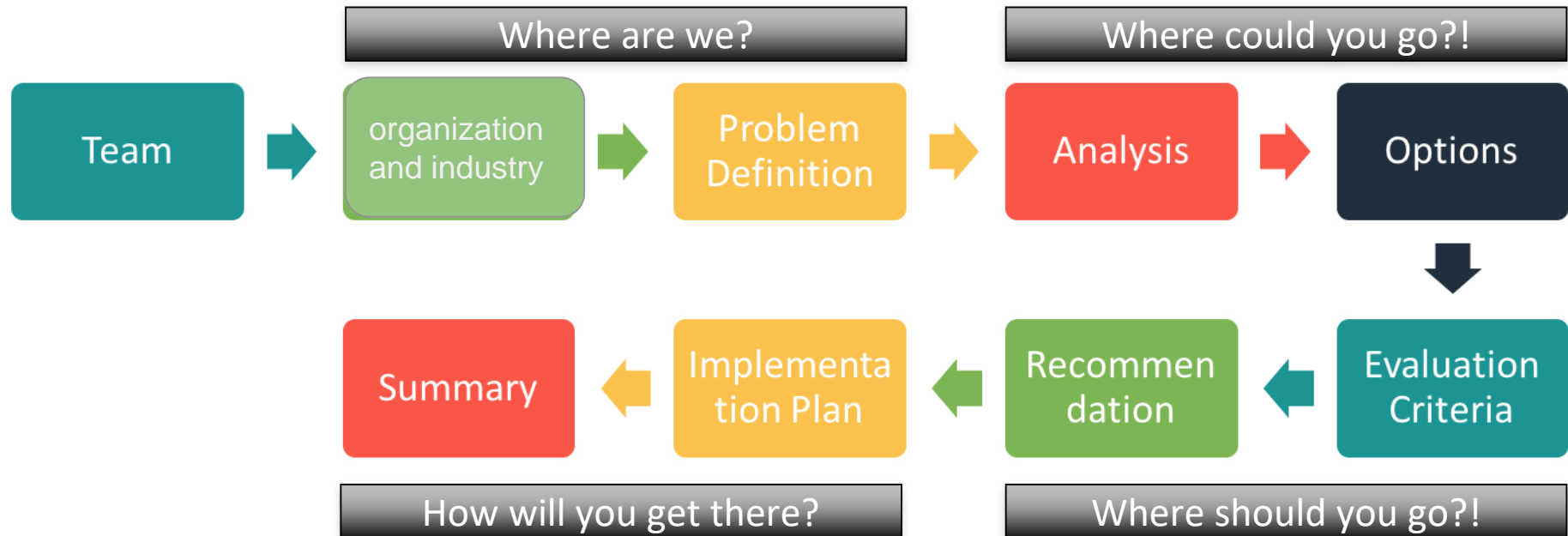


**Diversity is the art of thinking
and performing differently
together (without killing each
other)**

THANK GOD !!! We are all still alive !!



AGENDA



PEST(EL) ANALYSIS

POLITICAL

- Canadian Student Partner Program (SPP) streamlines visa process for Indians and Chinese students
- Canadian Human Rights Act
- increase in the minimum wage for BC residents

ECONOMIC

- In 2015, 3455 businesses were incorporated on the Island. A 21% growth
- Number of International Students increased by 11%
- 25% K-12 International Boarding School students are in BC
- Reduction in goods based Industry revenue
- Increase in service based Industry revenue

SOCIAL

- Aging population on Vancouver Island
- Migration of young graduates to the mainland for better opportunities
- 25.7% of International students in Canada are in BC



TECHNOLOGY

- Online Job portals
- Professional Social Media, Eg;-LinkedIn
- Telecommuting

OPPORTUNITIES

- Large international student population that could be made a labour base
- Aging population could provide a host of opportunities in the health service sector
- Replacement of positions being vacated by retirees

THREATS

- Trans provincial migration by job seeking graduates

WHAT ARE THE NEEDS



STUDENT

- Good paying jobs
- Higher or at least good quality of life
- Affordable living costs
- Ease of travel
- Availability of alternatives especially with respect to job
- Abundant opportunities for Career growth
- Availability of Entertainment options

So then, we have more and better student coming to the Island...

WHAT ARE THE NEEDS (continued..)

EDUCATIONAL INSTITUTIONS



- Constant stream of good students from around the globe
- To help fulfil the human resource needs of local industry

Business and Society by developing good Human Resources

Problem Definition

- Despite having excellent educational institutions and a plethora of employment opportunities, Vancouver island has had difficulties in retaining its highly skilled young workforce



ly being lost to other regions and provinces

WHAT ARE THE NEEDS (continued..)



EMPLOYERS

- Attract talented newcomers
- Potential candidate's skill sets should line up with the needs of the company
- Resources to attract talent directly from other parts of the world

Nurture the right talent to address the organization's global needs



AS VIEA WHAT DO WE WANT?

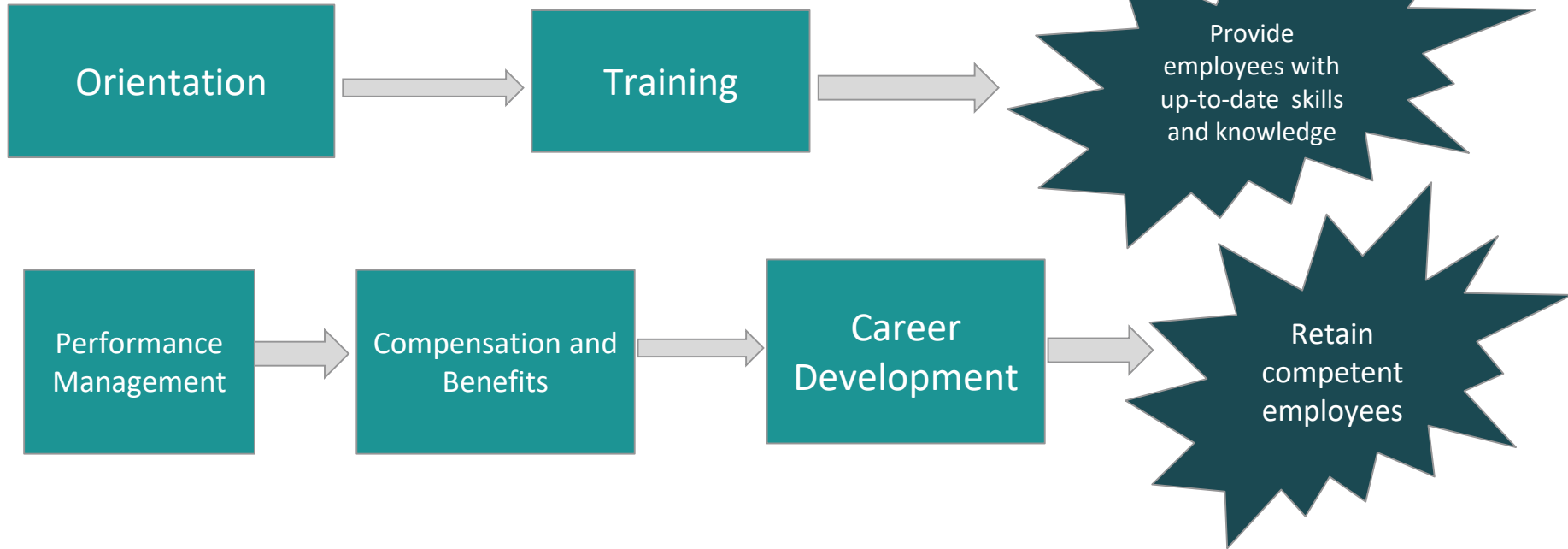


A much greater emphasis to be placed on developing a vision of what the community wants to become and defining the resources it needs to get there

Without losing the sense of who we really are or of our core values

Retaining the competent employees

Once you have them...



drive higher productivity enable us to face new challenges



5 keys to employee retention that go beyond your pay package

Key #1: Know Your Employees

Key #2: Create an Employee Centered Environment

Key #3: Reward & Recognize Top Performers

Key #4: Provide Effective Leadership & Supervision

Key #5: Provide Opportunities for Development

and voila....you have them hooked !!!!!

Our analysis of the steps needed by employers to make needs known

- Targeted job fairs
- Increased visibility in the community
- Keeping employees in the know of needs
- Collaborating with the 5 universities on the island-FINAL CONCLUSION?

More focused targeting attracts successful candidates at minimal cost

Our analysis of the channels to link graduates with employers

- Through the various university career services
- Taking advantage of networking events
- Making good use of professional social media
- Engaging in volunteering activities

Usage of multiple channels provide more exposure and employability

Our analysis of the human resource trends that enable employers to engage with new graduates

- The rise of social media networking
- Flexibility and Telecommuting becoming more widespread
- Increased focus on employee experience
- Going mobile: 1 billion job searches from their mobile devices each month
(*Talent HQ summary of MREC 13*)

Allowing Graduates to become familiar with the business and its operations

Our analysis of what the new graduates, educational institutions and government could be doing

Analysis

- Graduates
 - More aware of the industries needs
 - More open minded to different industries
 - Being more active and social in the community both online and offline
- Educational Institutions
 - Motivating students to be active
 - Seeking out employers
- Government
 - Provide tax incentives to companies

Opportunity to explore different roles before deciding on the career path

Our analysis so far shows that the VIEA major options

Options

1

PARTNERSHIP BETWEEN UNIVERSITIES AND EMPLOYERS

2

SPREADING AWARENESS VIA SOCIAL MEDIA AROUND THE GLOBE

3

TARGETED JOB FAIRS AND NETWORKING EVENTS

4

AN APP TO GO-MOBILE SPECIFICALLY TARGETED TO THE ISLAND JOBS AND GRADUATES

UNITED we stand and walk the COLLABORATION WAY

Year 1

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Role of Institutes	Initiating talks leading to bilateral partnerships	Come to an agreement regarding stakeholders and investments	Modification of courses in line with employer recommendation	Promoting new courses
Role of Employers	Initiating talks leading to bilateral partnerships	Come to an agreement regarding stakeholders and investments	First round of subsidy funding	Gauge initial feedback

UNITED we stand and walk the COLLABORATION WAY

Year 2

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Role of Institutes	Enrolling new students to the modified programs	Formalise the new curriculum	First intake of new student batches	Instructional activities
Role of Employers	Provide technical know how to develop and modify relevant courses	Collaborate and validate the curriculum	Audit classes	First round of on site field visits

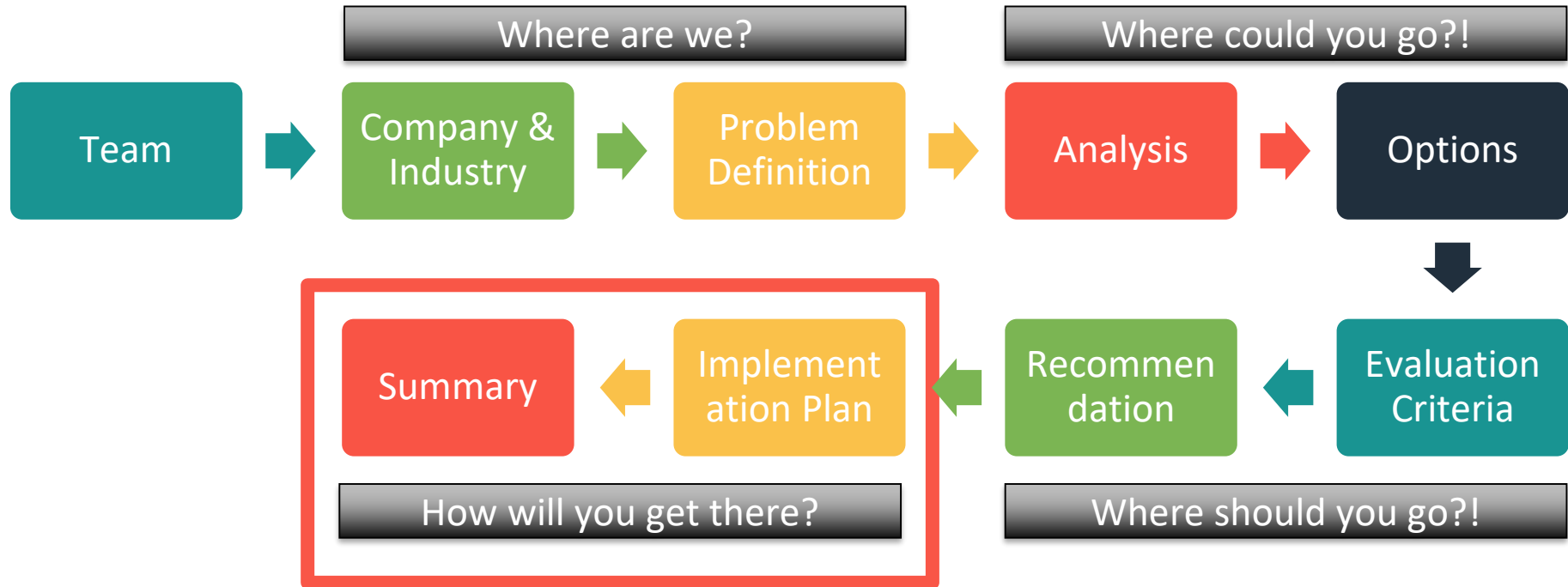
UNITED we stand and walk the COLLABORATION WAY

Year 3

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Role of Institutes	Instruction and formalization of assessment criteria	instruction	First batch assessed	Meet with industry partners to assess effectiveness of new programs
Role of Employers	Help develop assessment criteria	audit classes	Assess results to gauge initial results	Meet with industry partners to assess effectiveness of new programs

This presentation will take you from the problem definition via analysis to a well founded, doable recommendation.

Agenda



Once approved, it will take 1-3 Years months and an estimated \$125,000 to implement the recommendation.

Implementation Plan

Who should do it?

People, whose job is it,
who

What is required?

Money & team/people,
else

How long will it take?

Give a rough estimate,
e.g. phase 1= 3 months
Fill roll out 12 months etc

What are the risks?

What are the specific risks
and how do you manage
them?

Who are the stakeholders?

Manage closely: Board
Keep satisfied: Investors
Keep informed:
Employees

Next Steps

1. Receive Approval
2. Appoint Team Leader
3. Meet with major stakeholders

The successful implementation will result in xxxx

**THANK
YOU!**