



Volume 1, Issue 1

Your Employment Development Specialists since 1976

Bredin: Making A Difference



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[Join Our Team!](#)

The Bredin Institute staff is comprised of professional, highly skilled individuals who always go the extra mile to help clients get results. However, being part of the Bredin team means a great deal more than only providing employment related services. That's what makes our team unique.

Our staff has passion. We love what we do and believe in helping our clients in any way we can - whether it's through job search assistance or just offering to listen; helping to make cold calls or assisting with transportation issues. We are not just about job search and training.

Our staff is positive and success oriented. Searching for work or attending training may prove to be mentally and emotionally difficult work. We support our clients and remain solution focused. We are continually striving for success whether the success is big or small.



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Our staff maintains a client first focus. That's what we're here for. It's this attitude that adds to a warm, welcoming environment.

Our staff has fun at, and with, their work. We are able to laugh with each other and with our clients. We are able to find humour in many things, which lightens the load and brings relief in stressful times.



Our staff is flexible and goes the extra mile to help this organization, each other, the community and our clients.

If this sounds like the kind of team that you would like to contribute to, why not contact our HR Coordinator at uaasberg@bredin.ab.ca. We would love to have your passion and team spirit in our organization.



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[Internship Key To Successful Learning](#)

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The main focus of Bredin Institute's International Pharmacy Bridging Program (IPBP) is to prepare international pharmacists to face the unique challenges of entering and integrating into the Canadian workforce. Preceptors working with International Pharmacy Graduates (IPG's) may also face challenges in identifying and understanding the unique needs of IPGs in relation to adapting to Canadian pharmacy practice.

As a result, Bredin Institute is developing a preceptor manual with the goal of defining best practices related to precepting international pharmacy graduates. The manual will work as a tool aimed at supporting Canadian pharmacist preceptors while they are instructing and mentoring international students.

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Internship Crucial to Successful IPG Learning

In addition to classroom and laboratory activities, students in the IPBP are required to register and participate in the Alberta College of Pharmacists (ACP) internship program. Registered interns with the ACP are currently required to complete 500 hours of practical experience, supervised by a preceptor that is a licensed pharmacist.

Internship sites for the IPBP students are arranged through an interview process arranged by the program, with the approval of an employer advisory committee, and case management is provided through a staff liaison officer.

The internship portion is a crucial component of the IPBP as it allows the fuller application of concepts learned in other components of the program. As evidenced by the progress of the first intake of students, the quality of the internship experience is essential to their successful development. Likewise, the positive experience of preceptors involved with the program is essential to continued positive partnerships with employers.



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Lisa DeVos of Intelliscope Consulting runs a focus group with past and present IPBP students to assess student needs relating to the preceptor manual.

Focus Groups and Best Practices Key in Manual Development

The development process for the preceptor manual is multifaceted and includes a comprehensive literature review and environmental scan of resources currently available to support preceptors, health professionals, and employers in working with internationally trained professionals in health and other fields. In addition, the manual will focus specifically on the needs of pharmacist preceptors and IPBP students as identified through focus groups that were run in April 2006.

The preceptor manual will be the culmination of identified best practices and strategies that have been useful to make the adjustment to the workplace easier, optimize learning and working experiences, and establish the underpinnings for successful integration into the Canadian pharmacy environment for the IPG.

The preceptor manual is designed to be a practical, hands-on tool and will address cultural diversity as it pertains to pharmacy practice, with specific examples of cultural challenges in the pharmacy that have arisen and strategies to overcome them.

It will provide suggested activities to assist IPGs in becoming familiar with the Canadian pharmacy environment, a checklist of activities that outlines necessary activities and competencies for internship with a focus on skill building for international students, complementing the Alberta College of Pharmacists Internship Manual, and evaluation tools for preceptors and students to use during the internship. The tools and concepts in the manual will also be highlighted in a companion Student Manual.

June 2006 Launch Date

The preceptor manual will be launched in June 2006, with a face-to-face training workshop for preceptors based on the manual's contents. The tool will be piloted over the summer of 2006 with the current intake of IPBP students as they begin their internship.

Evaluation feedback will be collected in late summer or early fall of 2006 from preceptors and students, and revisions made based on the results. The IPBP preceptor manual will be publicly available through Bredin's website.



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Attention: Job Seekers - Does This Sound Like You?
About WorkSource

Parkland County Gets Working!



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If you have been living in the Spruce Grove / Parkland County area, you may have noticed the opening of Bredin Institute's WorkSource Program. Bredin Institute assists unemployed or underemployed Albertans in this vibrant community find permanent, full-time work. As this program is funded by Alberta Human Resources and Employment, **all services are offered at no cost.**

Attention: Job Seekers - Does This Sound Like You?

Unemployed and having difficulty finding work? Sending out resumes with no response? Getting interviews but not the job? Not sure how to access the 'hidden job market'? Then be sure to come by our WorkSource Centre and see how we may help you!

The WorkSource Centre provides quick and professional turn around in getting your resumes and cover letters built. If you're looking for personal or career growth, the program also offers workshops ranging from *Interview Techniques* to *Stress Management*.





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Attention: Employers

The WorkSource Centre receives and posts job openings in the Spruce Grove / Parkland County area and across Alberta.

Since the WorkSource program started on January 3, 2006, we have had an overwhelming response. Many people have utilized the resource services and consulted with staff on job opportunities, career information, and developing their personal marketing strategy.

About WorkSource

The WorkSource program is available for you to drop in and use anytime between 8 a.m. and 4:30 p.m., Monday through Friday. As a client, you may either look for work on your own or meet with our staff for assistance. You are also eligible to attend any of our daily workshops and access our library and resources such as computers with high speed Internet, telephones, fax machine, photocopier, newspapers, business magazines, message service, and extensive *Job Board* featuring new job postings daily and *available only to Bredin Institute clients*.

Our Centre also offers a **Job Placement Program** wherein Employment Developers will assist you with effective job Search strategies, as well as provide job leads and direct placement assistance.

Case Managers will also work with you to provide continuous on-going support regarding anything that may be affecting your ability to obtain a position, such as child care, Security Clearance, industry-recognized certificate courses such as WHMIS or First Aid, and computer knowledge.

Rest assured that you will receive as much or as little personal assistance as you require in your job search. Whether you choose to job search independently or would like more support from our experienced staff, the Bredin Institute's "WorkSource" program is there for you!



The WorkSource Program can be found on the second floor at Westland Market Mall (70 McLeod Avenue) in Spruce Grove, AB. Visit us to see how our experienced staff can support you in your search for a position that will be challenging and rewarding. We also would be happy to receive any and all inquiries you may have at **780.960.4861**.



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Introduction

The issue of workforce shortages in the Construction industry is a most serious threat to Alberta's economy. Lack of skilled labour impacts schedules and costs, which in turn could derail or delay critically important projects. After speaking with employers in the Edmonton region, we have learned that it is not just the quantity of workers that is the issue, it's also the quality. High-quality work begins with skilled tradespersons, quality training, and an understanding of how to do a job both correctly and safely.



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With an aging workforce and the predicted increase in demand for new commercial and residential builds – not to mention the Oilfield sector – we are headed for a crisis. According to the Construction Owners Association of Alberta (COAA), of the 20,000 trades employers in our province, only 11,000 have apprentices.

The reality is tradespersons on the job today are required to maintain a quick pace in order to stay on top of the work they have – adding an apprentice with no skills or knowledge only slows them down and hinders their ability to be productive. With this in mind, the Bredin Institute – Centre for Learning has developed two pre-apprenticeship programs in conjunction with Alberta Human Resources and Employment to bridge new workers into the Lathing – Interior Wall Systems and Tile Setter & Floor Covering Installer.

Program Specifics – Just The Facts!

These programs are provincially funded, offered at no cost to the students, and are housed in our new shop space on the south side of Edmonton (4700 – 99 Street). Focusing on tools and trade basics, students will spend 2 weeks in personal and professional development, 2 weeks in industry-recognized safety training / certification, 8 weeks in the shop doing hands-on training, and 6 weeks in work experience applying their classroom and lab skills (18 weeks in total). Once completed, our grads will be equipped to enter a worksite with job-specific skills and knowledge, and industry-recognized certification.

There will be 7 intakes for each program over the next 2 years.

Community Support – Our Hardhats Are Off To You!

We have received tremendous support from suppliers and employers in the community. We would like to say a special thank-you to the following organizations:

- ***Consolidated Gypsum Supply Ltd.***
- ***Provincial Lathing Ltd.***
- ***Shoemaker Drywall Supplies Ltd.***
- ***Steelform Building Products Inc.***
- ***DeWALT***
- ***Ames Brothers Distributors***
- ***Absolute Hardwood Flooring***
- ***Titan Flooring & Interior Design Ltd.***
- ***Innovation Tile***
- ***Floor Experts***
- ***Arc Interiors***
- ***Mad Can Drywall***



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Employers – How Can You Be Involved?

We currently have many bright and eager students preparing for their work experience placements. Employers interested in participating in this portion of the program must be willing to provide the following:

- Full time hours for the full 6 week period
- Access to Journeymen workers in their trade to coach and mentor students
- Specific placement in the agreed area(s) (taping, boarding, tile, carpet, etc.)
- Opportunity to work hands-on in the area for which they're trained
- Continual support and cooperation with the
- Employment Developer including access to student/work site for site visits and evaluations
- Commitment to long-term development by providing the opportunity to resolve any issues as they arise while on work experience

Upon completion of their 6 week work experience placement, students will be seeking stable full-time employment. Should you be satisfied with their performance during their work experience session, we encourage you to consider them as permanent employees for your organization. Priority will be given to those who promote on-going growth and training in the industry including our provincial apprenticeship programs. We welcome your calls at **780.425.3730** for more information.

Students – What's In It For Me?

An excellent career with HUGE earning potential for starters! Journeyman Lathers can earn upwards of \$25/hr and Flooring Installers can earn upwards of \$28/hr. Employers estimate that as we approach 2010, they could be paying double that amount if the lack of new workers continues in the industry.

Our program offers skilled Instructors who will teach and mentor you through the trade basics. You'll work hands-on with the tools of the trade, and learn by doing. The work may be hard and



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the days are long, but the pride of a job well done is priceless!

In a casual environment, you'll forge relationships with fellow students and establish future contacts within the industry. You'll be matched with the best companies in the Edmonton region for work experience placements – organizations that want to see you succeed and who support your efforts for continued learning and professional growth.

The program comes at no cost to you, and requires you to be fully dedicated towards a journey that will start you on the path to success.

Intake #1 - Students Have Their Say

What a wonderful journey it's been thus far! It is truly amazing how such a diverse and unique set of individuals have come together with humor and dedication to become a functioning, creative unit in a very short amount of time.



Tile Setter & Floor Covering Program

Tile Instructor, Peter Piasetsky, takes on his first group of students with excitement and enthusiasm. His students feel honoured to learn from someone with his level of expertise in ceramic tile installation. When asked for three words to describe Peter as an Instructor, his students all agreed that he is dedicated, approachable, and knowledgeable.

Preparing to move into their next phase of training, these students will work under the direction of highly-evaluated tradesman and Instructor, Harold Demeria. Students will learn the fundamentals of carpet, linoleum, and hardwood installations – along with getting invaluable hands-on experience in our fully-equipped shop. When asked for feedback, students commented on Harold's patience, knowledge, and expertise that he brings to the class each day.

We wish them all the best and are thrilled to be able to watch them as they progress and grow throughout the remainder of the program.

Student Comments:

"Incredibly enlightening.....positive reinforcement is provided on a continual basis." - Sandy

"The staff has gone out of their way to make my learning here comfortable and productive....they gave me a chance to prove myself." – Tim



Drywall Installer Program

The students in the Drywall Installer Program have enjoyed plenty of one-on-one time with their Instructor; Warren Beatty, who is a master in his trade with over 25 years of experience. This group describes Warren as inspirational, creative, and informative.

With fieldtrips, instructional demonstrations, video lessons, and hands-on practice, the amount of laughter and team work in this group has brought a whole other dimension to their learning experience. From Tai's bright smiling face to Cory's unending antics, the group has come to appreciate one another on many levels. Approaching their last weeks, work experience placement is just on the horizon. We are confident that each student will enter the workforce with above average skills, and anticipate a bright future for all.

Student Comments:

"I never thought I'd learn so much! It's been truly wonderful." - Linda

"I have learned a lot, such as measurements, how to use tools and materials: studs, track, gypsum board, joint compounds, tapes.....all kinds of things....from layout to finishing....I feel great that I can do a good job now." – Tai

"First, I am very grateful to the Government and Bredin which facilitates this training. As a new immigrant here, Bredin has been so accommodating to all newcomers and I treasure all this experience." – Carlos

"Bredin's Instructors and their great teaching was really encouraging and supportive. Thanks!" -- Cory



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[Question # 1: 17 Year Old Left School](#)

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Question: My 17 year old just left school, and now wants to look for a job. I don't approve, but want to support her. What could I tell her to do? K.M., Canada

Dear K.M., No matter what the circumstance, transitioning from school to work-life is stressful for both you and your young adult. Making uninformed decisions about jobs, careers and educational choices can delay success by years.

Obviously it's your daughter's life, but I'd suggest providing her with some professional resources and support, so she can make clear choices.

Contact a government funded program such as **Youth Connections 780.415.4968**, which offers **free career counselling and job search assistance**. (Better yet, have your daughter call). If she's not taking the road you wanted for her, you can still help her develop her own employment map to keep her on track.

The Youth Connections program is offered across Alberta. To find the location nearest you visit their website at www.youthconnections.gov.ab.ca. This is an Alberta funded program, so you'll find that each Province may offer a similar service, but with a different program name. To find these resources across Canada, contact your Provincial Human Resources and Employment office.





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Question: I'm a single mom with a grade 12 education. I've been at home looking after my 2 kids and my Mom for the past 4 years, but now I need to get a job. I don't know what I am qualified to do, but I don't want a retail job. I think I would be really good at a job where I can help other people. What could I do? A.L., Canada

Dear A.L., Sometimes the things that we enjoy and do well can turn into a rewarding career - not just financially, but also in terms of our personal success and feeling of contribution. For those of us who spend more time working on our relationships than on fixing our computer, it's sometimes more illusive to see how our greatest strengths might create our greatest future.

It sounds like your ideal job might include working with other people in a supportive, team environment and being a listener to someone who needs to be heard; helping someone in need become more independent; providing support to seniors in a respectful, caring manner; or perhaps being a role model and advocate for social inequities. If this does sounds like you, then you may want to investigate building a career in the 'Human Services' field and being of service to humanity.

You can research other career possibilities, as well as your other strengths and interests, by taking our ***Strong Interest Inventory Career Assessment Workshop***. Please contact cdenman@bredin.ab.ca. Bredin Institute is a non-profit organization, providing employment development solutions for over 30 years.