

BC Labour Market Report

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BC Labour Market
Report

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Labour Market Profile: Camera Operators



By Christian Saint Cyr
Publisher | BC Labour Market Report

Twenty years ago, for those contemplating a career as a cameraman, there wasn't YouTube or highspeed internet and digital filmmaking was in it's infancy. Today, we're inundated with recorded video in multiple formats. To visit Facebook or Twitter, and even most company websites, we continually see spontaneous video clips.

The ever-present reality of video would suggest job opportunities for film and video camera operators would be plentiful. And yet the reality is anything but the case.

There are only 700 officially recorded film and video camera operators in British Columbia and they maintain an average salary of more than \$65,000. And while this seems strong, this is the last remaining elements of television news and BC's established film and television industry.

Alternative media outlets have devastated the employment of technicians and camera operators in BC newsrooms. Jobs that were once well paying and secured with a union collective agreement,

have been replaced by hundreds of new jobs for videographers and drone operators.

In preparing this report, we easily found 10 job postings, but nearly all of them were for temporary positions and they each paid very little. Many postings were looking for independent contractors with their own equipment.

While we found more than 30 schools in British Columbia that provide training for the film and television sector, not one of the job postings we examined specifically required applicants to have graduated from a film school with a certificate, diploma or degree.

This occupation struggles with the same challenge many occupations (*like teaching*) suffer from. Too many people want to take the training while the best jobs are being made irrelevant by technology.

While I have serious concerns about the viability of a career as a film and video camera operator, it should still be noted this occupation is projected to grow at a brisk 2.7% per year, similar to the growth rate of many occupations in health care.

If someone would like to be successful in this sector, they should be very clear about the training programs which provide the best training, seek co-op and other workplace opportunities, develop strong skills and commit to ongoing networking and professional development. The odds might be high but for the hardest working individuals, there will be opportunities. □

Job Description

Film and Video Camera Operators

Film and video camera operators operate motion picture and video cameras and related equipment to record news, live events, films, videos and television broadcasts.

People in this occupation:

- work for television networks and stations, motion picture and video production companies and in-house communications facilities of large corporations
- should be creative and detail oriented
- should have good organizational and communication skills and be able to work under deadlines
- should also have good eyesight and coordination
- should be physically fit in order to hold cameras for extended periods of time
- may be self employed



Film and video camera operators perform some or all of the following duties:

- meet with directors and senior members of camera crews to discuss assignments and determine filming sequences, camera movements and picture compositions
- select and set up camera equipment to be used, and attach lenses, filters and film magazines to cameras
- adjust focus, exposure, lighting and other camera settings
- operate film or video cameras to record news, live events, films, videos and television broadcasts
- label and record the contents of exposed film and complete report sheets
- test, maintain and store equipment

- Based on information provided by WorkBC

Personality and Work Values

Personally, I feel that no matter how skilled an individual is or how much natural aptitude they have for their work, if the work itself is not in harmony with their personality, temperament and values, it's a recipe for workplace misery. As such, we've attempted to glean some information about the ideal temperament and values often associated with film and video camera operators.

While this is only a template and people can be successful in occupations with a wide range of personalities and values systems, the question is really an individual one. If you read below that being a camera operator is going to create a number of key 'sticking points' for you, possibly forcing you to undertake a number of activities on a daily basis with which you are uncomfortable, to simply ask the question, *"is this the best choice for me?"*

In compiling this information we've gathered temperament analysis from the Myers-Briggs Type Indicator® (MBTI) (www.myersbriggs.org) and the Holland Code Career Model (www.hollandcodes.com). We also gathered information about typical work values from the Occupational Information Network, (www.online.onetcenter.org). You can locate more information on these three systems using the referenced websites.

MBTI: INTP (Designer Theorizers)

"Seek to develop logical explanations for everything that interests them. Theoretical and abstract, interested more in ideas than in social interaction. Quiet, contained, flexible, and adaptable. Have unusual ability to focus in depth to solve problems in their area of interest. Skeptical, sometimes critical, always analytical."

- Isabel Briggs Myers

While we've found supporting material that suggests that INTP is a common personality type that does well as a camera operator, for many occupations there are multiple personality types that might be suitable. This is just the most common type associated with this occupation. This said, if someone is the exact opposite, such as ESFJ, someone might want to question the satisfaction they might get from the work.

Camera Operator Holland Code: RA (Realistic, Artistic)

Realistic — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

Artistic — Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.

Camera Operator Work Values

Relationships — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Achievement — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Recognition — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Outlook for Information, Culture and Recreation



Information, Culture and Recreation (I.C.R.) is an incredibly broad category encompassing multiple sub-sectors and employing a total of 54,000 workers. Due to the broad nature of the sector there are multiple occupations where technology can easily replace

workers and other occupations with such as a strong orientation to 'people-service', 'creativity' and 'innovation', where there is very little likelihood of automation.

Growth in the sector is expected to be strong, maintaining 2.3% to 2.6% growth per year over the next decade. Over a ten year period of time, the sector is expected to grow by an additional 12,300 workers.

I.C.R. maintains a very even balance of male and female workers and 73.5% of workers in the sector are working full-time. The sector also posts an unemployment rate that is a third lower than the unemployment rate for all sectors in the province. Nearly 70% of all workers in this sector are based in Southwest BC, the highest concentration of any region in British Columbia.

Information, Culture & Rec. — Share / Employees	I.C.R. Share	I.C.R. Workers Total
Year 2015	2.3%	54,000
Year 2020	2.4%	59,800
Year 2025	2.6%	66,300

Information, Culture & Rec. — Location of Work	I.C.R. Share	Local Share of All Workers	Local Rate F/T Empl.
Mainland / Southwest BC	69.1%	63.7%	80%
Vancouver Island / Coast	13.0%	15.5%	76%
Thompson / Okanagan	11.1%	10.8%	77%
Kootenay	2.0%	3.0%	81%
Cariboo	2.5%	3.4%	81%
North Coast / Nechako	n/a	1.8%	82%
Northwest BC	n/a	1.7%	83%

I.C.R. Sector	I.C.R.	All Ind
Gender Distribution		
Males	54.0%	52.0%
Females	46.0%	48.0%
Age Distribution		
Less than 25	19.0%	14.0%
Older than 55	16.0%	21.0%
Employment		
Full-time	73.5%	79.1%
Part-time	26.5%	20.9%
Income		
Men	\$27.93	\$25.23
Women	\$21.95	\$21.14
Youth, 15-24	\$15.98	\$13.45
Work Environment		
Less than 20 Employees	30.1%	37.4%
Private Sector	69.2%	63.7%
Unemployment Rate	4.7%	6.2%

Long Term Forecast	
Projected Future Growth	
10 Year Workforce Growth	12,300
Forecasted Annual Growth	2.1%

Outlook for Film and Video Camera Operators



There is approximately a workforce of 700 film and video camera operators in British Columbia and the workforce is unique in some of its extremes. With 85% of operators being male, men out-number women in the profession six to one. And while the profession boasts an

average annual salary of more than \$65,000 per year, a worker can earn from as little as \$13 per hour to as much as \$45 per hour.

In television studios around the world, automation is replacing a broad array of occupations that were once the exclusive domain of secure, high-paying unionized workers. It's noted that 60% of the tasks of a camera operator can be automated, leaving the job at medium risk of being replaced by technology. And yet, filmed content is becoming ever-more prevalent in our society with more media outlets, online content, and opportunities to film new types of subject matter.



Film and Video Camera Operators

Proportion of tasks that can be automated: **42%**

Chance of being automated in 10-20 years: **60.0% (Med)**

Camera Operators — Local Outlook		Job Openings 2015-2025	Employ- ment Growth	Increase in Work- force
Mainland / Southwest BC	330	3.3%	220	
Vancouver Island / Coast	40	0.6%	5	
Thompson / Okanagan	n/a	n/a	n/a	
Kootenay	n/a	n/a	n/a	
Cariboo	n/a	n/a	n/a	
North Coast / Nechako	n/a	n/a	n/a	
Northwest BC	n/a	n/a	n/a	

Camera Operators	Camera Op	All Occ
Gender Distribution		
Males	85%	52.70%
Females	15%	47.30%
Age Distribution		
15 - 24 years	6%	14.10%
25 - 44 years	49%	45.10%
45 - 64 years	45%	38.80%
65 years and over	0%	2.00%
Employment		
Full-Year Work	40%	60%
Part-Year Work	60%	40%
Income		
Average Annual Income	\$65,568	n/a
Low Wage	\$13.50/hr	n/a
Medium Wage	\$30.00/hr	n/a
High Wage	\$45.00/hr	n/a
Provincial Outlook		
Unempl. Rate		Job Opportunities
Year 2015	2.7%	210
Year 2020	6.5%	40
Year 2025	5.2%	50
Growth 2015-2025		
2.7% Growth Per Year		390 Positions

Just the Stats



Film and Video Camera Operators

National Occupational Classification (NOC) Code: 5222

Occupational Titles:

Camera operator, EFP (e. field production); camera operator, ENG (electronic news); camera operator, film / news / movies; and videographer - news / arts / dance.

Estimated BC Workforce of Camera Operators: 700

Occupational Growth Rate Over Five Years: 2.7%

Percentage Working Full-Time / Full-Year: 40%

Percentage That Are Women: 15%

Work Environments: Film and video camera operators may work in movie or broadcast studios or on location to capture live events. Operators who cover live events often travel locally, stay overnight on assignments or travel to distant places for longer periods. Film and video camera operators who work in motion picture production may also have to travel to film on location and may work long, irregular hours.

Minimum Education: Film and video camera operators generally need a college or technical program in broadcasting, audio-visual technology or a related field. Other requirements usually include: (A) experience as a camera assistant and (B) a portfolio of work to demonstrate creative and technical ability to employers

Education / Certification Options



Creative BC, the agency tasked with developing BC's film and television industry provides some excellent information the education and training alternatives for those wanting to pursue a career in the film and television industry. Below is a summary of this information. For more information, please visit:

Creative BC
www.creativebc.com

From Creative BC: While the Motion Picture industry can be

highly competitive, there are also a lot of opportunities and no "right" way to negotiate a pathway into this industry. One of the best things you can do is make the most of your personal network, including the networks of friends and family – most people working in the industry today have a story about how they met someone who provided an introduction and after that, they didn't look back. It's a process that takes persistence, diligence and passion, but so does working in the industry, so think of it as training for your career. So start asking around!

There are a myriad of ways to enter the industry, many of them dependent on your skill set, experience and what you want for a career moving forward. Consider these personal elements and start researching to find out what you can do

initially, what you need to learn and who you can speak with in order to begin making your way.

There are three main components involved in getting a project from idea to screen: development (story development, screenplay, financing), production (physical filming) and post-production (editing, visual effects, sound and music)

Creative BC is not directly involved in motion picture, hiring of crew for productions, or managing a job board; however, we can offer some suggestions to help you get started. Below is an overview of training opportunities, work experience and networking suggestions for starting a career in motion picture production. While the list isn't complete, the resources below are starting points for where to find information.

Motion Picture Industry Orientation Course

Developed in partnership between Creative BC, MPPIA and industry labour organizations, this course is administered by Actsafe and provides information you need to know before working on a film set. It's also a requirement for membership or permittee status in most unions. The course is 2 days – usually over a weekend – and costs approximately \$170.00. It is offered through the following educational institutions:

- Actsafe
- Capilano University
- InFocus Film School
- Vancouver Film School
- Langara College - Continuing Studies
- John Casablanca Institute

Education and Training

Some entry-level roles in motion picture production are a combination of on the job-training and weekend workshops to supplement skills and increase your knowledge base.

If you know what you're interested in, find out as much as you can about that department and position, including what skills and experience are required. Union websites are useful at this stage if they post departmental requirements for membership. You can look at those to determine what you need to learn. Please refer to Joining the Union below.

However, if you are interested in learning a specific craft, an accredited school will help you discover your talents and acquaint you with the important skills and prerequisites for your chosen career. For more information on the career path of your choice, contact the relevant institutions offering the program you're interested in. We recommend researching

your options before committing to a program to ensure it's a good fit, and that you get what you're looking for out of the experience.

The following is a list of educational institutions providing training in BC and abroad:

- Blanche Macdonald Centre
- British Columbia Institute of Technology
- Capilano University
- Centre for Arts and Technology - Kelowna
- CG Masters Academy, School of 3D Animation & VFX
- Douglas College
- Emily Carr University
- Gulf Islands Film and Television School
- InFocus Film School
- John Casablanca Institute
- Langara College Film Arts - Certificates in Directing, Screenwriting or Acting
- Langara College – Certificate in Digital Film Production
- Langara College – Certificate in Documentary Production
- Langara College – Certificate in Production Design for Film + TV
- Lost Boys Learning
- National Screen Institute – Canada (NSI)
- New Image College
- Pacific Design Academy
- Royal Roads University
- Simon Fraser University
- The Centre for Digital Media
- The Centre for Digital Media - UBC
- Think Tank Training Centre
- University of British Columbia
- University of British Columbia, Continuing Studies
- Vancouver Academy of Dramatic Arts
- Vancouver Animation School
- Vancouver Community College
- Vancouver Film School
- Vancouver Institute of Media Arts (VanARTS)
- Victoria Academy of Dramatic Arts

Job Opportunity Details

In preparing this report, we examined 10 film and video camera operator job postings to better understand these positions. These postings included:

- **360hometours.ca Inc.** - Vancouver, BC
- **KOKKO Made Enterprise** - Richmond, BC
- **Focus Media Inc** - Richmond, BC
- **Life Studios Inc** - Vancouver, BC
- **Moves Media** - Vancouver, BC
- **Sports Revolution Production Inc.** - Lower Mainland, BC
- **Steve Nash Fitness World & Sports Club** - Vancouver, BC
- **SW Audio+Visual** - Kelowna, BC
- **TapSnap** - North Vancouver, BC
- **Wicked Salmon Sportsfishing** - Port Hardy, BC



Reviewing job postings for this position provided tremendous insight into the nature of the work. There were no television studios, newsrooms or film production companies. And while there were a few media production companies, most postings were looking for individuals to be videographers for specialist companies that sell homes, provide adventure tourism or film wedding videos.

Out of ten job postings, only two were for full-time work. The remaining eight were for temporary positions or contract work, for as little as four days. In fact, there was only one position that was even part-time.

Only three postings made any reference to salary, with one being \$15/hour, another being \$23/hour and the third being \$150 per day.

Not a single posting made any reference to candidates completing an educational program. While most required candidates to have one or two years experience, postings were very specific on the type of experience and equipment candidates are able to work with. More than most occupations, success as a camera operator will depend on having a great deal of skill and experience.

Job Posting Example

Posting for a **Videographer / Editor** with **360hometours.ca Inc.**

Overview

Are you a skilled freelance videographer looking for more work? Is your schedule flexible? Do you live in the Vancouver Lower Mainland?

Applicants should have a positive attitude and be good communicators. Be able to follow direction but also be able to work efficiently on their own. Capable of receiving feedback on their work, have the ability to think and act creatively as well as quickly. Most importantly, be a team player.

Applicants should have a full driver's license, car and own their own equipment. Liability insurance will have to be purchased for this role.

Equipment required for role:

- Full frame DSLR camera or production camera (eg Canon 5D, 6D, C100, Sony A7S2, GH4, ect) 4K preferred.
- Solid Tripod with fluid head
- Slider.
- Steady Cam, Stabilizer or Gimbal system.
- Work station with Professional editing software. Adobe Premiere Preferred.

Necessary skills:

- Strong understanding of composition, lighting (natural light, white balance) timing and continuity.
- Ability to edit in premier (preferred) or Final Cut
- Familiar with motion graphic design basics.
- Good file organization skills.
- A desire to learn and improve.
- Bonus education and skills:
 - Architectural and real estate photo or film experience.
 - Post secondary education in media or film studies
 - Skills in After Effects, flash or any 3D software
 - Sound Design Skills, folly or composing music.
 - Graphic design, script writing or web design.
- Contract positions available. Room for full time in the future. Compensation will be directly related to your experience level.

Labour Market Research Links

There are a number of British Columbia-specific organizations and websites that can assist individuals in finding more information about film and video camera operators and the sector, possibly assisting them in finding employment. We've divided a list of these resources into the following categories:

- Professional Organizations / Licensing Bodies / Unions
- Education Links
- Employment
- Labour Market Information / Networking

Each website contains valuable information about potential employers, sources of education and training, industry information and opportunities for networking. We've tested each link to ensure they are accurate and up-to-date.

Professional Organizations / Licensing Bodies / Unions:

ACFC West, Local 2020 CEP
<http://www.acfcwest.com/>

Alliance of Motion Picture and TV Producers (AMPTP)
<http://amptp.ca/>

B.C. Council of Film Unions
<http://www.bccfu.com/>

Canadian Media Production Association (CMPA)
<http://www.cmpa.ca/>

Directors Guild of Canada
<https://www.dgc.ca/en/british-columbia/>

IATSE Local 669
<http://www.ia669.com/>

I.A.T.S.E. Local 891
<http://www.iatse.com/>

Motion Picture Production Industry Association of British Columbia (MPPIA)
<http://mppia.com/>

Teamsters Union Local No.155

<http://www.teamsters155.org/>

Union of BC Performers

<http://www.ubcp.com/>

Education Links:

British Columbia Institute of Technology
<http://www.bcit.ca/study/programs/6130dipma>

Capilano University - School of Motion Picture Arts
<http://www.capilanou.ca/smpa/>

Centre for Arts and Technology - Kelowna
<https://digitalartschool.com/>

Douglas College
<http://www.douglascollege.ca/programs-courses/catalogue/courses/PEFA/PEFA1116>

Emily Carr University
<http://www.connect.ecuad.ca/programs/undergrad/bfa/fvim>

John Casablanca Institute
<http://www.jcinstitute.com/>

Langara College Film Arts
<http://langara.ca/programs-and-courses/programs/film-arts/>

Royal Roads University
<https://secure.royalroads.ca/cscourses/film-industry>

Simon Fraser University
<http://www.sfu.ca/sca/programs/film>

The Centre for Digital Media - UBC
<https://thecdm.ca/news/ubc>

Vancouver Community College
<http://www.vcc.ca/>

Vancouver Film School
<https://vfs.edu/>

Employment:

BCPAX - British Columbia Production Assistant Exchange
<https://www.facebook.com/bcpax/>

Craigslist "Crew Gigs"
<https://vancouver.craigslist.ca/search/cwg>

Commercial Production Association of Western Canada
<http://www.ubcp.com/>

Indeed – Film jobs in Vancouver
<https://ca.indeed.com/Film-jobs-in-Vancouver,-BC>

Vancouver Film/TV/Media Community & Jobs Board
<https://www.facebook.com/groups/vanfilmgroup/>

Labour Market Information / Networking:

Cineworks Independent Filmworks Society
<http://www.cineworks.ca/attend#volunteering>

Crazy 8's Filmmaking Challenge
<http://crazy8s.film/about-us/about-crazy8s/>

Creative BC
www.creativebc.com

Documentary Organization of Canada (DOC)
<https://docorg.ca/en>

DOXA Documentary Film Festival
<http://www.doxafestival.ca/volunteer>

Motion Picture Industry Career Expo
<http://www.career-expo.ca/>

Vancouver International Film Festival
<https://www.viff.org>

Whistler Film Festival
<http://whistlerfilmfestival.com/support/volunteer/>

Women in Film and Television Vancouver
http://www.womeninfilm.ca/what_we_do.html

Labour Market News

Below are five industry articles that have been published providing labour market information about film and video camera operators and the film and television sector.

For each article we've included an excerpt. This is only a sample of what the original article contained.

If you wish to read the article in its entirety, we would suggest you contact your local library or employment service provider. In many cases you will be able to find the article simply by doing a Google search, utilizing the title of the article in quotation marks.

CBC News
 British Columbia
 March 19, 2017
Title: Creative Corner offers career fair for film industry hopefuls in northern B.C.

Excerpt: Film Industry hopefuls in northern B.C. have new opportunities on the horizon as Northern FanCon brings in

a new feature called Creative Corner. -- The Creative Corner will be set up as a career fair for those interested in getting involved in the province's creative sector, including workshops and Q&A sessions with industry experts. -- The challenge faced by people involved in the industry living in Northern B.C. is lack of opportunity according to Coyne, who wants the Creative Corner to provide a clear access point for those looking to get serious about work in film.

CBC News
 British Columbia
 February 9, 2017
Title: Fraser Valley weather the worst veteran CBC cameraman has ever seen

Excerpt: Jacy Schindel has been a field camera operator at CBC News for 10 years — and having grown up in B.C.'s Kootenay mountains, he's seen his share of winter weather. But he's never seen anything like the freezing rain storm that swept through the Fraser Valley Wednesday night. -- "I was out shooting some downed power lines, and you could just hear the sound of breaking trees everywhere around you." -- Schindel says

increasing wind is starting to compound the problem. -- "It's just a driving rain with the wind and it's coating everything," he said. "My lens, my glasses — everything."

Times Colonist

Victoria, BC

January 18, 2017

Title: Film industry in Greater Victoria on hunt for workers

Excerpt: If you've ever considered a career in the local film industry but aren't sure if you have what it takes, now's the time to take a closer look at the big picture, Victoria film commissioner Kathleen Gilbert says. -- With 2017 shaping up to be the busiest period for movie and TV production in the capital region since 2015, when 24 projects generated \$18 million in direct spending, there's a pressing need to recruit more locally-based crews, said Gilbert. There are at least four projects set to begin production here soon on the heels of Police Mom, a low-budget movie for Lifetime that wraps a 13-day shoot on Thursday. To bolster the local crew base, currently big enough to staff about one-and-a-half shows, Vancouver Island South Film & Media Commission is partnering with Chemistry Consulting, GT Hiring Solutions and Inn at Laurel Point to present a film industry career fair. -- "It's sporadic work, and we don't have a big infrastructure," said Frank Bourree, principal of Chemistry Consulting. "To attract enough of the right productions we need to demonstrate we have experienced crews."

Vancouver Sun

Vancouver, BC

August 10, 2016

Title: Camera operator injured in crash on Vancouver movie set

Excerpt: Vancouver police Const. Brian Montague says at around 12:30 a.m., a 55-year-old cameraman was accidentally struck by a stuntman driving an SUV while on set near East Broadway and Guelph Street. -- So far this year, there have been 236 injury claims from the television and film industry in B.C., 31 of which were considered serious injuries, according to WorkSafeBC. The numbers refer to injuries significant enough for a worker to lose one or more days of work. -- In 2015, there were 385 claims, up from 308 the year before.

Canada.com

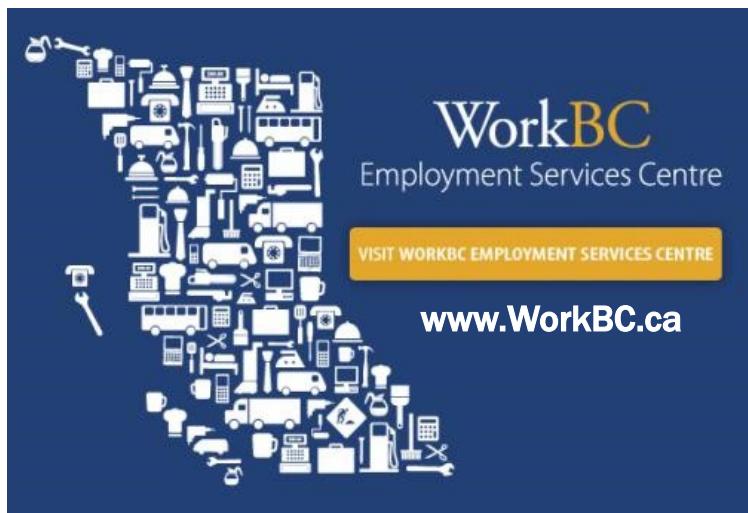
National

April 25, 2014

Title: Game of Thrones: BC cameraman talks next two episodes

Excerpt: He's one of the most experienced cameramen in B.C.'s burgeoning film-and-TV- production industry, having started with The Beachcombers and The Commish in the early 1990s. Nothing, though, could have prepared him for wrangling dragons, white walkers and direwolves on Game of Thrones, in locations as far-flung as Morocco, Croatia, Iceland and Northern Ireland.

-- Question: Who are the directors you like working with, and why? What distinguishes a good director, in your opinion? Answer: After almost 400 episodes of TV, two dozen TV movies and all or large parts of another two dozen feature films, I'm up to somewhere around 200 or 300 directors. I can name the best two dozen. The rest, thank God, my brain has filed somewhere in deep backup mode. I really don't remember. -- I love working with good directors, and they like working with me. It's about taste. It's about experience. It's about creativity, and a desire to get it right. You can tell if you're on the same page right off the bat. The good ones can tell right away we are after the same thing. The older I get, the less ego I have about it. I'm a flexible craftsman, and the best directors are, too."



WorkBC Employment Service Centres

Accessing the hidden job market requires professional assistance and a change that occurred in 2012 can assist job seekers with this. Previously, BC had a patch-work quilt of employment services to assist job seekers. On April 2, 2012 that quilt was replaced by an integrated collection of employment service centres province-wide. According to government officials, WorkBC Employment Services Centres are designed to support British Columbians in getting a job – as quickly as possible – and keeping it.

Each WorkBC Employment Services Centre works to ensure that everyone – including immigrants, youth, Aboriginal peoples, Francophones, persons with disabilities and people living in rural and remote areas – has access to the same supports and services no matter where they live in the province, so they can get back to work quickly.

WorkBC Employment Services Centres' integrated services and supports include: job search resources; personal employment planning; workshops and training; and specialized services. Below is a list of all of the BC Employment Service Centres. For more information please visit: www.workbc.ca.

Metro Vancouver Employment Service Centres

Agassiz: Fraser Valley Employment and Support Services Co-op.

Tel: 604-796-0266 Fax: 604-796-0267 Email: intake@shawlink.ca

7086 Pioneer Avenue, Agassiz, BC V0M 1A1

Website: www.FVESSC.com

Abbotsford: Abbotsford Community Services Society

Tel: 604-859-4500 Fax: 604-855-5195 Email: garrison.duke@abbotsfordcommunityservices.com

103 - 33255 South Fraser Way, Abbotsford, BC V2S 2B2

Website: www.abbotsfordcommunityservices.com

Burnaby: GT Hiring Solutions

Tel: 604 430-5627 Fax: 604 434-5648 Email: v.arrieta@gthiringsolutions.ca

1 - 4710 Kingsway, Burnaby, BC V5H 4J5

Website: www.gthiringsolutions.ca

Burnaby: GT Hiring Solutions

Tel: 604 451-4593 Fax: 604 451-4596 Email: b.pinto@gthiringsolutions.ca

601 - 1901 Rosser Avenue, Burnaby, BC V5C 6R6

Website: www.gthiringsolutions.ca

Burnaby: GT Hiring Solutions

Tel: 604 636-1124 Fax: 604-636-0104 Email: info@gthiringsolutions.ca

726 - 4710 Kingsway, Burnaby, BC V5H 4M2

Website: www.gthiringsolutions.ca

Chilliwack: GT Hiring Solutions

Tel: 604 795-9675 Fax: 604 795-9648 Email: info@gthiringsolutions.ca

46151 Yale Road, Chilliwack, BC V2P 2P2

Website: www.gthiringsolutions.ca

Chilliwack: GT Hiring Solutions

Tel: 604 792-4267 Fax: 604 795-9649 Email: m.sorensen@gthiringsolutions.ca

101 - 5658 Vedder Road, Chilliwack, BC V2R 3M9

Website: www.gthiringsolutions.ca

Coquitlam: Back in Motion Rehab Inc.

Tel: 604-939-3011 Fax: 778-730-0165 Email: aviacoquitlam@aviaemployment.ca

#202 - 405 North Road, Coquitlam, BC V3K 3V9

Website: www.letsgetbctowork.ca

Coquitlam: Back in Motion Rehab Inc.

Tel: 778-730-0174 Fax: 778-374-0369 Email: aviacoquitlam@aviaemployment.ca

#221 - 3030 Lincoln Avenue, Coquitlam, BC V3B 6B4

Website: www.letsgetbctowork.ca

Delta: Boys and Girls Club of South Coast BC

Tel: 604 591-9116 Fax: 604 591-8971 Email: info@escdelta.ca

3rd Floor 11861 88 Avenue, Delta, BC V4C 3C6

Website: www.bgccs.bc.ca

Maple Ridge: Douglas College

Tel: 604 466-4600 Fax: 604-466-4620 Email: info@workbcmplridge.ca

#170 - 22470 Dewdney Trunk Road, Maple Ridge, BC V2X 5Z6

Website: www.workbcmplridge.ca

Maple Ridge: Douglas College

Tel: 604-466-8812 Fax: 604-467-8572 Email: info@workbcmplridge.ca

#1 - 11435 201A Street, Maple Ridge, BC V2X 0Y3

Website: www.workbcmplridge.ca

Mission: Fraser Valley Employment and Support Services Co-op.

Tel: 604-826-0626 Fax: 604-826-0697 Email: manager@missioncsc.org

209-33123 1st Avenue, Mission, BC V2V 1G5

Website: www.FVESSC.com

Hope: Fraser Valley Employment and Support Services Co-op.

Tel: 604 869-2279 Fax: 604 869-8208 Email: info@freereinassociates.ca

895 Third Avenue, Hope, BC V0X 1L4

Website: www.FVESSC.com

Langley: Back in Motion Rehab Inc.

Tel: 778-726-0288 Fax: 778-726-0291 Email: avialangley@aviaemployment.ca

101 & 102 – 20316 56th Avenue, Langley, BC V3A 3Y7

Website: www.letsgetbctowork.ca

Port Coquitlam: Back in Motion Rehab Inc.

Tel: 778-730-0174 Fax: 778-730-0168 Email: aviaportcoquitlam@aviaemployment.ca

#206/208 - 2540 Shaughnessy Street, Port Coquitlam, BC V3C 3G2

Website: www.letsgetbctowork.ca

Port Moody: Training Innovations Inc.

Tel: 604-917-0286 Fax: 604-917-0287 Email: info@portmoodyesc.com

601 - 130 Brew Street, Port Moody, BC V3H 0E3

Website: www.portmoodyesc.com

New Westminster: Fraser Works Co-operative Tel: 604 522-9701 Fax: 604 522-4792 Email: reception@fraserworks.ca	519 Seventh Street, New Westminster, BC V3M 6A7 Website: www.fraserworks.ca
North Vancouver: Young Women's Christian Association Tel: 604-988-3766 Fax: 604-988-7153 Email: eamisano@ywcavan.org	310-260 West Esplanade, North Vancouver, BC V7M 3G7 Website: www.ywcajobseeker.org
Richmond: Back in Motion Rehab Inc. Tel: 778-732-0285 Fax: 778-732-0281 Email: aviarichmond@aviaemployment.ca	#290 – 3631 No 3 Road, Richmond, BC V6X 2B9 Website: www.letsgetbctowork.ca
Sechelt: Open Door Social Services Society 1-866-377-3670 Fax: TBA Email: info@opendoorgroup.org	5600 Sunshine Coast Hwy., Sechelt, BC V0N 3A0 Website: www.opendoorgroup.org
Squamish: Training Innovations Tel: 604-815-4550 Fax: 604-815-4510 Email: info@squamishesc.com	302 - 3789 Cleveland Avenue, Squamish, BC Website: www.squamishesc.com
Surrey Fleetwood/ Guildford: Pacific Community Resources Society Tel: 604-580-9740 Fax: 604-580-9732 Email: info@surreyfleetwoodguildfordesc.ca	Suite 202 - 10334 152A Street, Surrey, BC V3R 7P8 Website: www.surreyfleetwoodguildfordesc.ca
Surrey Cloverdale: Sources Community Resources Society Tel: 604-576-3118 Fax: 604-576-3119 Email: percinfo@sourcesbc.ca	Suite 101, 5783 – 176A Street, Surrey, BC V3S 6S6 Website: www.sourcesbc.ca
Surrey Newton: Back in Motion Rehab Inc. Tel: 778-578-4272 Fax: 778-593-0226 Email: avianewton@aviaemployment.ca	#240 – 7525 King George Boulevard, Surrey, BC V3W 5A8 Website: www.letsgetbctowork.ca
South Surrey: Sources Community Resources Society Tel: 604-531-6226 Fax: 604-531-2316	882 Maple Street, White Rock, BC V4B 4M2 Website: www.sourcesbc.ca
Surrey Whalley: Options Community Services Society Tel: 604 584-0003 Fax: 604 584-0002 Email: info@whalleyesc.ca	13655 104th Avenue, Surrey, BC V3T 4M4 Website: www.options.bc.ca
Vancouver South: Young Women's Christian Association Tel: 604-263-5005 Fax: 604-263-5900 Email: erc@ywcavan.org	Ground Floor 7575 Cambie Street, Vancouver, BC V6P 3H6 Website: www.ywcajobseeker.org
Vancouver Midtown: Pacific Community Resources Society Tel: 604-829-2300 Fax: 604-829-0900 Email: info@vancouvermidtownesc.ca	110 – 112 East 3rd Avenue, Vancouver, BC V5T 1C8 Website: www.pcrcs.ca
Vancouver Westside: Young Women's Christian Association Tel: 604-688-4666 Fax: 604-688-3774 Email: TBD	300/301 2150 West Broadway, Vancouver, BC V6K 4L9 Website: www.ywcajobseeker.org
Vancouver Northeast: M.O.S.A.I.C. Tel: 604-708-9300 Fax: 604-708-9314 Email: TBD	312-2555 Commercial Drive, Vancouver, BC V5N 4C1 Website: www.mosaicbc.com
Vancouver Downtown Eastside: Open Door Social Services Society 1-866-377-3670 Fax: TBA Email: info@opendoorgroup.org	112 West Hastings Street, Vancouver, BC V6K 2C8 Website: www.opendoorgroup.org
Vancouver City Centre: Family Services of Greater Vancouver Tel: 604-434-0367 Fax: 604-694-1077 Email: citycentreESC@fsgv.ca	1033 Davie Street, Vancouver, BC V6E 1M7 Website: www.fsgv.ca
Whistler: Training Innovations Tel: 604-932-1600 Fax: 604-932-1670 Email: info@whistleresc.com	#204 – 1200 Alpha Lake Road, Whistler, BC V0N 1B1 Website: www.whistleresc.com

Vancouver Island Employment Service Centres

Campbell River: North Island Employment Foundations Society Tel: 250-286-3441 Fax: 250-286-3447 Email: info@niefs.net	870C 13th Avenue, Campbell River, BC V9W 4H2 Website: www.niefs.net
Courtenay: Creative Employment Access Society Tel: 250-334-3119 Fax: 250-338-7594 Email: contact@thejobshop.ca	555 4th Street, Courtenay, BC V9N 1H3 Website: http://thejobshop.ca
Duncan: Global Vocational Services Inc. Tel: 250-748-9880 Fax: 250-746-8986 Email: info@gvsjobs.com	301-80 Station Street, Duncan, BC V9L 1M4 Website: www.gvsjobs.com
Ladysmith: Global Vocational Services Inc. Tel: 250-924-2884 Fax: 250-746-8986 Email: info@gvsjobs.com	11-740 1st Avenue, Ladysmith, BC V9G 1A6 Website: www.gvsjobs.com
Langford: WorkLink Employment Society Tel: 250-478-9525 Fax: 250-478-8664 Email: mailbox@worklink.bc.ca	2234 Sooke Road, Victoria, BC V9B 1X1 Website: www.worklink.bc.ca
Nanaimo: GT Hiring Solutions Tel: 250-729-5627 Fax: 250-756-8899 Email: Nanaimo@gthiringsolutions.ca	255 – 2000 Island Highway, Nanaimo, BC V9S 5W3 Website: www.gthiringsolutions.ca
Nanaimo: GT Hiring Solutions Tel: 250-714-0085 Fax: 250-714-0093 Email: info@slbconsulting.com	101-155 Skinner Street, Nanaimo, BC V9R 5E8 Website: www.set-nanaimo.com
Nanaimo: Nanaimo Youth Services Association Tel: 250-754-1989 Fax: 250-754-8661 Email: nysa@nysa.bc.ca	290 Bastion St. Nanaimo BC V9R 3A4 Website: www.nysa.bc.ca
Parksville: The Career Centre Tel: 250-248-3205 Fax: 250-248-4154 Email: info@careercentre.org	110 - 198 East Island Highway, Parksville, BC V9P 2H3 Website: www.careercentre.org
Port Alberni: Alberni Valley Employment Centre Tel: 250-724-4560 Fax: 250-724-4565 Email: info@avemployment.ca	4805-B Mar Street., Port Alberni, BC V9Y 8J5 Website: www.avemployment.ca
Port Hardy: North Island Employment Foundations Society Tel: 250-949-5736 Fax: 250-949-5797 Email: phinfo@niefs.net	129 - 8950 Granville Street, Port Hardy, BC V0N 2P0 Website: www.niefs.net
Powell River: Career Link Tel: 604-485-7958 Fax: 604-485-7997 Email: yourteam@careerlinkbc.com	103-4511 Marine Avenue, Powell River, BC V8A 2K5 Website: www.careerlinkbc.com
Saanich: GT Hiring Solutions Tel: 250-479-9675 Fax: 250-479-9678 Email: Saanich@gthiringsolutions.ca	201-3962 Borden Street, Victoria, BC V8P 3H8 Website: www.gthiringsolutions.ca

Sidney: Beacon Community Services Tel: 250-656-0134 Fax: 250-655-5081 Email: dlafranchise@beaconcs.ca	9860 Third Street, Sidney, BC V8L 4R2 Website: www.beaconcs.ca
Tofino: Alberni Valley Employment Centre Tel: 250-725-8805 Fax: 250-725-2845 Email: wcinfo@avemployment.ca	381 Main Street, Tofino, BC V0R 2Z0 Website: www.avemployment.ca
Ucluelet: Alberni Valley Employment Centre Tel: 250-726-4243 Fax: 250-726-2975 Email: wcinfo@avemployment.ca	Unit 10 - 1636 Peninsula Road, Ucluelet, BC V0R 3A0 Website: www.avemployment.ca
Victoria: GT Hiring Solutions Tel: 250-388-0858 Fax: 250-388-0814 Email: Victoria@gthiringsolutions.ca	201-1483 Douglas Street, Victoria, BC V8W 3K4 Website: www.gthiringsolutions.ca
Victoria: GT Hiring Solutions Tel: 250-388-5627 Fax: 250-388-5692 Email: Victoria@gthiringsolutions.ca	102-415 Gorge Road E., Victoria, BC V8T 2W1 Website: www.gthiringsolutions.ca

B.C. Southern Interior Employment Service Centres

Ashcroft: Horton Ventures Inc. Tel: 250 453-9421 Fax: 250 453-9834 Email: ashcroft@hortonventures.com	124th 4th Street, Ashcroft, BC V0K 1A0 Website: www.hortonventures.com
Clearwater: Yellowhead Community Services Society Tel: 250-674-2928 Fax: 250-674-2938 Email: info@clearwateremployment.ca	Clearwater Plaza, Unit A & B, 58A Young St., Clearwater, BC V0E 1N2 Website: www.yellowheadcs.ca/
Cranbrook: Canadian Mental Health Assoc. for the Kootenays Tel: 250-489-5117 Fax: TBD Email: info@ekemployment.org	24 11th Avenue South, Cranbrook, BC V1C 2P1 Website: www.ekemployment.org
Creston: Kootenay Employment Services Society Tel: 250-428-5655 Fax: 250-428-5336 Email: kesadmin@kes.bc.ca	119 - 11th Avenue North, Creston, BC V0B 1G0 Website: www.kes.bc.ca
Fernie: Canadian Mental Health Association for the Kootenays Tel: 250 423-4204 Fax: TBD Email: info@evemployment.org	302C - 2nd Avenue, Fernie, BC V0B 1M0 Website: www.kootenays.cmha.bc.ca
Grand Forks: Community Futures Dev. Corp. of Boundary Area Tel: 250-442-2722 250-442-5311 Email: reception@boundarycf.com	1647 Central Avenue, Grand Forks, BC V0H 1H0 Website: www.boundarycf.com
Lillooet: Open Door Social Services Society 1-866-377-3670 Fax: TBA Email: info@opendoorgroup.org	639B Main Street, Lillooet, BC V0K 1V0 Website: www.opendoorgroup.org
Kamloops: Open Door Social Services Society 1-866-377-3670 Fax: TBA Email: info@opendoorgroup.org	100-275 Lansdowne Street, Kamloops, BC V2C 1X8 Website: www.opendoorgroup.org
Kamloops: Open Door Social Services Society 1-866-377-3670 Fax: TBA Email: info@opendoorgroup.org	795 Tranquille Road, Kamloops, BC V2B 3J3 Website: www.opendoorgroup.org
Kelowna: MAXIMUS Canada Employment Services Inc. Tel: 778-478-8390 Fax: 778-484-5329 Email: info@MaximusWorkbc.ca	#102 - 1460 Pandosy Street, Kelowna, BC V1Y 1P3 Website: www.MaximusWorkbc.ca
Merritt: Community Futures Dev. Corp. of Thompson Country Tel: 250 378-5151 Fax: 250 378-3924 Email: info@communityfutures.net	2099 Quilchena Avenue, Merritt, BC V1K 1A4 Website: www.communityfutures.net
Nakusp: Arrow & Slocan Lakes Community Services Tel: 250-265-3318 Fax: 250-265-3378 Email: outreach@aslcs.com	205 - 6th Avenue NW, Nakusp, BC V0G 1R0 Website: www.aslcs.com
Nelson: Kootenay Career Development Society Tel: 250 352-6200 Fax: 250-352-6203 Email: info@kcds.ca	Suite 203 - 514 Vernon Street, Nelson, BC V1L 4E7 Website: www.kcds.ca
Nelson: Kootenay Career Development Society Tel: 250 365-6515 Fax: 250-365-6559 Email: info@kcds.ca	Suite B - 1020 Columbia Avenue, Castlegar, BC V1N 1H2 Website: www.kcds.ca
Oliver: Open Door Social Services Society 1-866-377-3670 Fax: TBA Email: info@opendoorgroup.org	291 Fairview Road, Unit D&E, Oliver, BC V0H 1T0 Website: www.opendoorgroup.org
Penticton: YMCA-YWCA of the Central Okanagan Tel: 250-770-5627 Fax: 250-492-8190 Email: workbcinfo@ymca-ywca.com	50 Calgary Avenue, Penticton, BC V2A 2T6 Website: www.ymca-ywcaworkbc.ca
Princeton: YMCA-YWCA of the Central Okanagan Tel: 250-770-5627 Fax: 250-295-4177 Email: workbcinfo@ymca-ywca.com	206 Vermillion Avenue, Princeton, BC V0X 1W0 Website: www.ymca-ywcaworkbc.ca
Revelstoke: WCG International Consultants Ltd. Tel: 250 814-0244 Fax: 250 814-0256 Email: info@WorkBC-Revelstoke.com	117 Campbell Avenue, Revelstoke, BC V0E 2S0 Website: www.WorkBC-Revelstoke.com
Salmon Arm: WCG International Consultants Ltd. Tel: 250 804-4770 Fax: 250 804-4771 Email: info@WorkBC-SalmonArm.com	101 - 310 Hudson Avenue NE, Salmon Arm, BC V1E 1R6 Website: www.WorkBC-SalmonArm.com
Trail: Greater Trail Community Skills Centre Society Tel: 250-368-6360 Fax: 250 368-6360 Email: jobs@communityskillscentre.com	#123-1290 Esplanade Avenue, Trail, BC V1R 4T2 Website: www.communityskillscentre.com
Vernon: Community Futures Development Corp. - North Okanagan Tel: 250-545-2215 Fax: 250-545-9831 Email: info@futuresbc.com	3105 33rd Street, Vernon, BC V1T 9P7 Website: www.futuresbc.com

B.C. Northern Interior Employment Service Centres

100 Mile House: Horton Ventures Inc. Tel: 250-398-5121 Fax: 250-398-5131 Email: employ@hortonventures.com	808 Alpine Avenue, 100 Mile House, BC V0K 2E0 Website: www.hortonventures.com
Bella Coola Valley Learning Society Tel: 250 799-5811 Fax: 250 799-5818 Email: bcvls@yahoo.ca	Box 389, Bella Coola, BC V0T 1C0 Website: www.hortonventures.com

Dawson Creek: Dawson Creek Catholic Social Services Society

Tel: 250 782-8744 Fax: 250 782-8018 Email: TBD

Fort St. John: Employment Connections

Tel: 250-787-0024 Fax: 250 787-0028 Email: annette@employmentconnections.bc.ca

Fort Nelson: Fort Nelson Employment Services

Tel: 250 774-3114 Fax: 250 774-3768 Email: fnemployment@northwestel.net

Haida Gwaii: Hecate Strait Employment Development Society

Tel: 250-626-3236 Fax: 250-626-3260 maworksbc@hseds.ca

Kitimat: The Kitimat Community Services Society

Tel: 250-632-6581 Fax: 250-632-6561 Email: esc.kcss@telus.net

Mackenzie: College of New Caledonia

Tel: 250 997-7208 Fax: 250 997-7219 Email: mecc@cnc.bc.ca

Prince George: Kopar Administration Ltd.

Tel: 250-596-2517 Fax: 250-596-2928 Email: pges@pges.ca

Prince Rupert: Hecate Strait Employment Development Society

Tel: 250-624-9498 Fax: 250-627-4397 Email: prworksbc@hseds.ca

Quesnel: Quesnel Employment Services

Tel: 250 992-7691 Fax: 250 992-7692 Email: Reception@ QuesnelEmploymentServices.com

Website: www.quesnelemploymentservices.com

Smithers: WCG International Consultants Ltd.

1330 Main Street, Smithers, BC V0J 2N3

Tel: 250-847-0182 Fax: 250-847-2657 Email: info@WorkBC-Smithers.com Website: www.WorkBC-Smithers.com

Terrace: Northwest Training Ltd.

Tel: 250-638-8108 Fax: 250-638-7212 Email: info@northwestcareers.bc.ca Website: www.northwestcareers.bc.ca

Valemount: Valemount Learning Centre

Tel: 250-566-4601 Fax: 250-566-4602 Email: frontdesk@valemountlearningcentre.org

1201 Fifth Avenue, Valemount, BC V0E 2Z0

Website: www.valemountlearningcentre.org

Vanderhoof: Progressive Employment Services Limited

Tel: 250-567-5785 Fax: 250 567-5784 Email: info@pesl.ca

139 First Street East, Vanderhoof, BC V0J 3A0

Website: www.pesl.ca

Williams Lake: Horton Ventures Inc.

Tel: 250-398-5133 Fax: 250 398-5103 Email: inquiries@hortonventures.com

281 – 1st Avenue North, Williams Lake, BC V2G 1Y7

Website: www.hortonventures.com

1105 – 103 Avenue, Dawson Creek, BC V1G 2G8

Website: www.jobsearchonline.bc.ca

101, 9907-99 Avenue, Fort St. John, BC V1J 1V1

Website: www.employmentconnections.bc.ca

PO Box 92, 5008-49th Avenue, Fort Nelson, BC V0C 1R0

Website: www.fortnelsonemployment.ca

1730 Hodges Street, Masset, BC V0T 1M0

Website: www.hseds.ca

562 Mountainview Square, Kitimat, BC V8C 2N2

Website: www.kitimatcommunityservices.ca

540 Mackenzie Boulevard, Mackenzie, BC V0J 2C0

Website: TBD

1511 3rd Avenue, Prince George, BC V2L 3G3

Website: www.pges.ca

125 Market Place, Prince Rupert, BC V8J 1B9

Website: www.hseds.ca

Suite 100 488 McLean Street, Quesnel, BC V2J 2P2

