

# BC Employment Program - Strengths and Barriers (PDF)

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The following table outlines the *BC Employment Program* guidelines for assessing Client strengths and barriers.

Characteristic	Intensity of Characteristic			
<b>Work Skills Level</b>	No specific work skills	Minimal work skills	Outdated work skills (upgrading required)	Adequate work skills
<b>Participation History in Non-ministry Employment Programs</b>	Has never participated in Non-ministry Employment Programs	Pattern of unsuccessful participation in Non-ministry employment programs	Has successfully completed Non-ministry employment program(s) in the past	Has secured past employment as a result of Non-ministry employment programs
<b>Employment Search Skills</b>	Minimal to no job search skills	Mismatch between employment expectations and local labour market conditions	Adequate job search skills	Good job search skills
<b>Literacy/Numeracy (native English speakers)</b>	Functionally illiterate (less than 9 years of schooling)	Poor reading/writing/numeracy skills	Functionally literate (adequate numeracy and literacy skills)	Good numeracy and literacy skills
<b>Transportation</b>	Requires, but has no access to, reliable transportation, including public transportation	Requires, but has inadequate access to transportation, including public transportation	Adequate access to reliable transportation	Good access to transportation
<b>Child Care Arrangements</b>	Requires, but has no access to, child care arrangements	Availability of childcare is sporadic and/or conflict with hours of employment	Adequate to good child care arrangements	No child care required
<b>Valid Driver's License</b>	Requires for employment, but does not have one	Driver's license is currently suspended	Requires for employment and has valid driver's license	Driver's license is not required for employment
<b>Access to a Vehicle</b>	Requires, but has no access to a vehicle, for employment purposes	Access to a vehicle is sporadic and/or conflicts with employment requirements	Requires for employment and has adequate access.	Does not require a vehicle for employment purposes
<b>Active Substance Abuse</b>	Active issues, but Participant unwilling/unable to address at this time	Active issue, but Participant is participating in treatment program or otherwise attempting to address issue	Active substance use but employable at this time	No active substance abuse issues
<b>Health Issues</b>	Severe or persistent health conditions	Minor or short-term health conditions affecting possible employment	Minor or short-term health conditions not affecting possible employment	No health condition that would interfere with employment
<b>Mental Health Issues</b>	Severe or persistent mental health conditions	Minor or short-term mental health conditions	Mental health condition that would not interfere with employment	No mental health issues
<b>Shelter</b>	Homeless (no fixed address)	Currently in unstable living situation	Pattern of evictions/homelessness	No housing issues
<b>Employability Skills</b>	No problem solving, communication, interpersonal, or other employability skills	Minimal problem solving, communication, interpersonal, or other key employability skills	Adequate problem solving, communication, interpersonal, or other key employability skills	No issues with problem solving, communication, interpersonal, or other key employability skills
<b>Personal Attributes (e.g. attitude, appearance)</b>	Issues with personal attributes that severely limit employment options	Some issues with personal attributes that may impact on employment options	Adequately dealing with personal attributes to the point that employment should not be affected	No personal attribute issues present that may impact on employment options