



Northwest Passages

Volume 10, No. 7

Northwest Community College

May 1997

HERE'S THE Latest! STAFF NEWS

.....from the
Human Resources
Department

Denis Haughey has resigned his position of *Director, Central Region* and will be leaving NWCC effective June 30th.

Congratulations to Ed Hess, Printshop Operator, Terrace and wife Diane (especially Diane, who did most of the work) on the arrival of their first baby, a boy, *Mitchell Wayne*, 6 lbs. 12 ozs., born April 16th.

The College said good-bye to *Shannon Mark* and *Jo Patterson*, University Credit instructors in *Terrace* at an early retirement farewell held April 17th in the Cafeteria. Two very dedicated and friendly people are going to be missed very much and we wish both of them all the best.

Clive Hall, Director, Southern Region has returned from his visit to Wales and has decided to retire from the College and move to Ladysmith, BC where he plans to "take time to smell the roses" and PLAY A LOT OF GOLF this summer. He has grandchildren in Kitimat, Ladysmith, and Wales and thinks Ladysmith is a little more central for visiting. He plans a further trip to Wales in the Fall and will decide after that what the future should hold for him.

Clive plans to drop in wherever he is in Kitimat visiting family and there is an open invitation to stop and visit whenever you travel to Ladysmith - he will be happy to catch up on the news.

We wish Clive and his wife Annette all the best.

Elizabeth Gairdner (Ness), Accounting Clerk, College Services surprised everyone in Terrace on April 22 with the news that she and *Randy Gairdner* were married in Prince George on Friday, April 19. Congratulations Liz and Randy!

The College says good-bye to *Shane Campbell, Forestry Program, Hazelton*. Shane has resigned effective May 2. Shane plans to do some contract work over the summer then he and his family are off to New Zealand for the Winter. We wish them all the best.

On April 30th NWCC bid farewell to these individuals:

Ted Altar
Simon Thompson
Hondo Arendt
Lillian Garcia
Donald Hill
Fred Mistry

Shannon & Jo's Retirement Song

Another chapter, another show
To southern sunshine,
we're on the go
We're on our way now
We don't get pay now
But we're retiring.

We'll miss our basement office
We'll miss the staff and worse
We'll miss our captive audience
And copy machines we curse.

But no more paper, no more
rhymes
No more bones, no library fines
We can be late now
We're feeling great now
Cause we're retiring

We loved to torment students
We tormented colleagues too
We loved the Friday meetings
We'll miss them most- boo hoo!

Another iron man, another script
Another trowel, another trip
We're not for crying
We're not denying
WE'LL LOVE RETIREMENT!

NWCC HOST AGENT - STUDENT SUMMER WORKS '97

The College has again been awarded the contract to administer the provincial government's wage subsidy program to encourage employers to create employment opportunities for students this summer. The program, Student Summer Works '97, can provide a wage subsidy of up to \$4.00 per hour if the employer creates a position that would not exist without the subsidy.

To manage the program, we have hired two Business Administration Co-op students. **Lisa Lambright** and **Russell Billson** have been hired as Student Program Administrators effective April 7 and will be around until the end of August. They are located in Rm. 106 of the College Services building until more suitable accommodation can be arranged. They can be reached at Ext. 5306 for any enquiries about Student Summer Works.

- Sandy Bullock

WANTED TO BUY

**Volkswagon
Dune Buggy**

If anyone has a Volkswagon Dune Buggy, or if you know of someone that would like to sell one, give **Ed Hess, College Printshop Operator, a call Ext. 5247**. Ed is looking for one, in good shape, and reasonably priced.

Co-ordinator

SAFER CAMPUS - UP-DATE

As you may be aware the College Board has approved NWCC's Harassment Policy. This was accomplished with the hard work of the Health & Safety Committee, the Safer Campus Committee and in particular Melissa Munn, Safer Campus Co-ordinator. Unfortunately, as of March 31st Northwest Community College no longer has a Safer Campus Co-ordinator. It is therefore incumbent upon all of us to be sensitive, tolerant, and cognizant of ways we can make the campuses of NWCC a safe place to work and learn.

The Regional Safer Campus Committee will still function. Members are Tanya Widmark, Barb Sheridan, Margaret Brown, Liz Ball, Sheila McDonald, Larisa Tarwick, Elizabeth Snyder, and Leila Durzi. If you wish to become involved in this committee please contact any one of these members.

In late May, early June those individuals who have expressed an interest in being the "first contact" for harassment complaints will be trained. This means that when we start our new college year in Sept. '97 there will be in place, the necessary support system to address harassment complaints.

- Elizabeth Snyder,

NWCC STUDENT SUPPORT POLICY AND MODEL

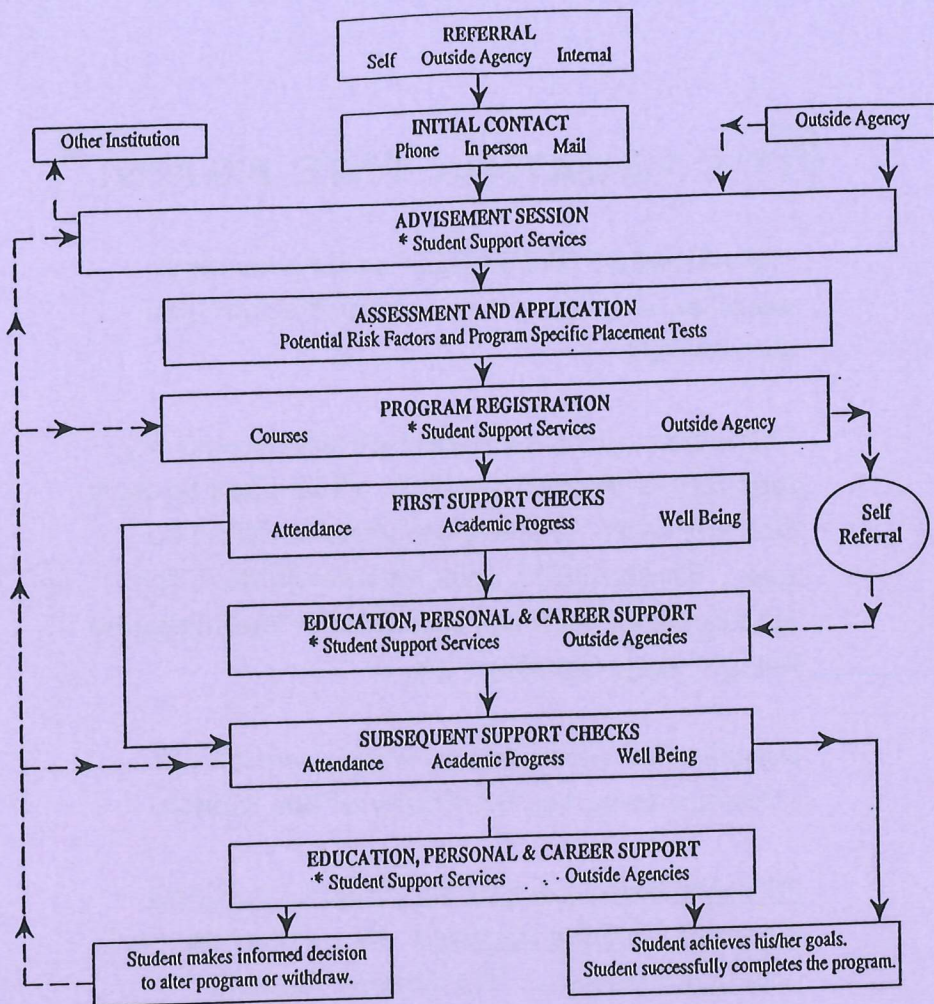
NWCC's Education Council and the Board of Governors have recently approved a policy and a model for the provision of student support services at the college. We hope that all staff and students will become familiar with the policy and work to ensure that all students receive the assistance they need to achieve their educational goals. If you would like any more information on the policy or model, please contact any of the student support personnel on your campus.

STUDENT SUPPORT POLICY

"All students and potential students of Northwest Community College will have access to a comprehensive set of student support services."

SPECIFIC SUB-POLICIES:

1. Northwest Community College student support services will comprise the elements and processes outlined on the attached NWCC Student Support Model.
2. Students will not be required to proceed through every stage of the model.
3. Referrals to student support services may include referrals to outside agencies.
4. Implementation of the student support model will vary according to the characteristics of each college centre.



* Student Support Services include:
Advisors, First Nations Access, Education & Career Support, and Services for Students with Disabilities.

STUDENT SUPPORT MODEL

The Student Support Model outlines the various student services available to students from the time they show an interest in NWCC until the time they complete their studies at the college. All of these services will be available in each of the college regions.

REFERRAL:

Students will first come to the college campus either on their own, or through referrals from community agencies or from other parts of the college.

INITIAL CONTACT:

The first contact with the college may be by telephone, through the mail, through e-mail, or through a personal visit to a college campus.

ADVISEMENT SESSION:

Students who need advice on college programs or help with their career planning can discuss their goals with members of the NWCC Student Support Team. Depending on the campus, the support team may include the Education Advisor, the First Nations Access Coordinator, the Coordinator of

Services for Students with Disabilities, the Education and Career Support Specialist, or program faculty and staff. College staff may also provide assistance with financial aid, sponsorship through community agencies and special services for students with disabilities.

ASSESSMENT AND APPLICATION:

When students have chosen their courses or programs they will complete an application for admission to the college.

Students may also do a program assessment to find out if they are ready to begin their studies. Students who are not yet ready to successfully complete their chosen courses or program will be helped to upgrade their skills.

PROGRAM REGISTRATION:

Once the college has approved the application for admission, students will be offered the next available seat in the course or program. Students will pay their fees and meet all of the requirements for entry into the program, sometimes with help from Student Support staff or outside agencies.

The student will begin the program on the scheduled entry date.

FIRST SUPPORT CHECKS:

College faculty and staff as well as members of the Student Support Team will monitor student performance and may offer assistance to students who seem to be struggling, missing classes or progressing more slowly than expected. These support checks are meant to provide assistance to give students the best possible

chances of succeeding in their studies.

EDUCATION, PERSONAL AND CAREER SUPPORT:

The college has many services available for students who may be having difficulties. Students can get help with money problems, academic problems, or personal problems which may be affecting their studies, or they can get advice about educational and career planning. In some cases, students will be referred to agencies outside the college for assistance. Students can refer themselves to any of these services, or they may be referred by college faculty or staff.

SUBSEQUENT SUPPORT CHECKS:

College faculty and staff as well as members of the Student Support Team will continue to monitor student performance throughout the college term.

PROGRAM COMPLETION or WITHDRAWAL:

Many students will complete their studies without using NWCC Student Support Services, while others will finish with some assistance. In a few cases, students may decide to change into another program or to withdraw from the college.

IT'S VACATION TIME AGAIN!

"NORTHWEST PASSAGES" starts summer vacation and will not be available again until October/97.

I have been granted a leave of absence so my last day is September 12th. I'll be back to work October 14th. (I also have vacation time to use . We should be back into production for late October, with the deadline for submissions being Friday, October 17th.

Deadline for submissions from there on will continue to be the 1st Friday of the month.

All submissions are to be directed to Carol Reynolds, College Services. Remember to mark your submission..... "Northwest Passage News".

P.S.

In the meantime each Centre may wish to send out a "What's Happening at Your Centre" flyer for information purposes.

Wishing everyone a GREAT summer and I look forward to your news items again come October.



Carol Reynolds



Eastern Region

News from the Smithers Campus...

The *Cook Training Program* is proceeding very well. Lucky staff members have feasted on some delicious, multi-course lunches...mmm Good! Students also demonstrated their proficiency in hosting a luncheon meeting for the Smithers Chamber of Commerce - serving a great buffet for over forty people. Kudos' go to students, instructor Tom Young and Placement Officer, Kim Martinsen for a great impression given to community members!

Students will continue in the classroom until April 18; then move on to job placements within the community. The good news is more businesses looking for students, than there are students to place. Lastly, they all take an Occupational First Aid Level III - then, they'll be ready to go to work by the end of May. Potential employers are seeking them out now.

Also...The Community Mental Health Program ran successfully, from January to March. Students were very pleased with the training received, some hoping for a follow-up program.

- Gladys Atrill
Continuing Education

Forest Technology Graduation 1997....

Sixteen students finished classes March 21 after completing five Academic Terms and two Co-op Work Terms at NWCC. Students attended the Hazelton Campus for their first four terms and Smithers Campus for their last term. The Forest Technology Program entails completing approximately 40 courses, 80 exams and 250 assignments. In the last semester, students started teaching their instructors a thing or two. This probably qualifies them as the most highly trained graduates of NWCC, but then again, program instructors are always a bit biased.

These graduating students organized their own graduation event at the Hilltop Inn's Banquet Room in Smithers on March 19th. Thanks goes to NWCC - Smithers Cook Training who supplied dinner for the grad event. (Thank you Tom Young and Kim Martinsen).

Approximately seventy people showed up for the grandiose, laughter ridden graduation event where students and instructors got roasted with three years worth of tales (from in and out of school). Forest Technology Program Co-ordinator Dave Weaver and student Cliff Laursen M/c'ed the event. Mates, friends and family from as far away as Vancouver attended to hear three hours of tall tales before the real partying began. Students were very capable of long speeches and masterful presentations. Fellow

student and instructor prizes, awards, and special mention were often embarrassing to receive. However, students did get diplomas ceremoniously handed over by Director, Doug Baker and Program Co-ordinator Dave Weaver. Flashbulbs lightened the room with numerous proud parents and mates in attendance.

Many graduates have jobs to go to with either government, industry, or consultants. Other grads will be looking for work. Many grads plan to continue their forestry education at a University this fall.

The College wishes the graduating class all the best for success in their future endeavours! 1997 Forest Technology Program graduates are: Tyler Eastman, Chrisann Farenholtz, Samantha Gosnell, Warren Himech, Paul Houibecque, Chris Hunter, Krista Jay, Cliff Laursen, Julie Maitland, Ryan McColman, Noreen O-Hara, Donald Partridge, Dave Walter, Simon Wasylow, Jason Wiley, and Shawna Young.

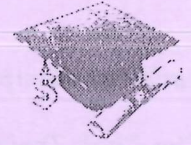
- Harold Reedy,
Forestry Instructor

Note:

The Forest Technology Program is accredited with the professional Association of Applied Science Technologists and Technicians of BC (ASTTBC). After two years work experience graduates are eligible for professional status as a full Applied Science Technologist (AScT) recognized by provincial legislation.

Written for the Forest Technology Program Graduating Class of 1997

UNTITLED



A long long long time age in Gondwanolan ecosystems of chaos didn't follow Hammish's plan.

Then a Jurassic period filled with roars from terrible reptiles called dinosaurs.

Oceanic creatures began to walk on the land primitive things inside Mother Nature's hand.

Ancient multicellulars, Class Insecta ants ferns and algae were the only plants.

One week when God was passing through original thoughts for something new.

He whispered to Mother Nature the word camels and soon she began the age of Mannals.

Once all was good in her opinion she gave Cro-Magnon man, her dominion.

Travel forth, go multiply, subdue the earth and Man did this with glee and short term mirth.

But soon one day, they could find no haven
Man's Neanderthal world had been clean shaven.

'Oh no', they pleaded, 'what shall we do?' We have more needs for more things new.

We need more food, we need more shelter
Without more shade its helter-skelter.

'Okey, Okey', said Mother Nature, 'I clearly see now is the time to invent some sort of tree'.

'But your world is clean shaven nothings there all that my domain has left is water and air'.

With only these she made leaves roots and stems of wood
herbal uses, pleasant aroma, she know it was good.

She formed them into a living tree with good health from mycorrhizae.

She spread them over most all her lands some Prairie loners or some northwest stands

The seeds she made with wings to fly black spruce for wet-lands, pines for dry

Many more woods for various uses
Nuts and leaves and Macs with juices

Hug a tree, enjoy the magic that's there
These woody plants are water and air

Once all the species were invented - she grew them
Then told modern man 'You're welcome to them'

'Makes no sense to grow them just to preserve them,
These are for you to harvest - but don't abuse them.'

Your college then perceived a program was needed some way to ensure that natures warning was heeded.

A field called forestry of which we are a part
Most call it a science some, say its an art.

Selected for the program was your husband or wife, or daughter or maybe your son

"Jesus, this is a bible camp and its only term "

Instructors provided you with knowledge you needed to know concerning the biology of trees and how they grow

You're taught engineering, site index and tolerance of shade
Soils and Silvics and a herbarium you made.

Business, little birds and big cats
Houibecque asks, 'what page is that?'

Over forty different courses for goodness sake!
Even Julie Maitland could not always keep awake.

We don't know it all, but enough to get by
Learning is life long with more new things to try.

What it boils down to all this forestry stuff
The jobs are good even when conditions are tough.

I salute your determination, to graduate its true
Work hard, play hard, good successes to you!

- Al Johnson and Bill Botti
Forest Technology Program

Western Region

NEWS FROM EXTENSION SERVICES, PRINCE RUPERT

Notes from CE/Extension Services Cluster Chair - Deb Stava

At the March 8 meeting of the NWCC Board of Governors, I gave a presentation on Extension Services, Western Region. It gave me great pleasure to be able to present on both the opportunities that are provided to members of our community outside of regular programming as well as to be able to give thanks to all members of the College community and of the communities within our College region who contribute extensively to the training initiatives delivered through this department.

The Board was impressed by the diversity and the volume and by the commitment of all regional staff for their contributions to these initiatives. Once again, thanks to all those who contribute so much and who really make our training successful.

Assisted Job Search

Another contract has been secured with the Ministry of Education, Skills, and Training. The new program begins mid-April and will run until the end of September. Curriculum modules have been developed and submitted to the Education and Career Planning sub-committee of CCP and other clusters for the purpose of exploring articulation and accreditation.

Applied Employability Skills

Congratulations for a job well done to the first two groups to complete all the components of the program. Celebrations were held February 28 for the first class, and March 27 for the second class. Certificates of achievement were

given to the students, and congratulatory speeches were made by the instructors. (Lynne Hill, Tracey Bawtinheimer, Dawn Dalley and Ellen Roberts), Debbie Stava, Extension Services Co-ordinator, Kaarlene Lindsay, Support Worker, and Adrian Watson the Student Association President.

The April class started on the 1st with new students eager to acquire skills that will help them achieve their employment goals.

Specializations for April

During the months of March and April, 20 students participated in a combined class of Front Line Personnel, Retail Sales and Tourism and Hospitality. Some of the topics covered were: professionalism, customer service, cashier training, records management and effective speaking. The students are encouraged to realize that their skills are transferrable between job markets and tourism sectors.

Notes from a Support Worker (Part II)

Kaarlene is happy to report that some of the students that participated in the work Placement have been offered employment. She is in the process of placing the next intake of students with prospective employers. Interest for the Assisted Job Search is still high with many students enrolling for the April class.

Job Skills Development - UFAWU

This contract has been a busy one for this department. Along with Coastal Integrated Natural Resources program the students are also participating in WHMIS and Personal Safety, OFA Level I and Transport, Restricted Radio, WCB Regulations, Outdoor Safety, Equipment Operations, Foodsafe, and Artifact Handling. This

department is currently utilizing five different locations to deliver all the different components of this program, and requests for additional training continue to come in.

Oona River Stream Enhancement/Watershed Restoration

Training for the Oona River project began March with Bruce Fisher teaching OFA Level I and Transport Endorsement at Oona River. This was followed by delivery of Fish Habitat and Restoration by Brain Bawtinheimer also on-site at Oona River. Participants move in to Prince Rupert for the remainder of their Outdoor Safety training during the second week of April.

Accounting Technologist

Students are currently completing Accounting 252 with Marilou De Vera, and are counting down the days until July when they will complete their three-year cycle of Business Administration training which they plan to transfer to CGA/CMA for accreditation toward their Accounting Technologist diploma. Congratulations!

Literacy Skills for Shoreworkers

This program came to completion at the end of March. Training was delivered to over 100 participants in the areas of fundamental and intermediate literacy, numeracy, GED preparation, and introduction and intermediate computer literacy. This program was well received by members of UFAWU who were sorry to see the program end. Application has again been made to the National Literacy Secretariat and MoEST to access funding through their annual literacy grant so the UFAWU employees can access education during their off-season.

- Emilia McConville
Program Assistant

INTERNATIONAL EDUCATION COMMITTEE

We want your feedback!

The *International Education Committee*, a standing committee of Education Council, is currently developing policy and pursuing possibilities for suitable projects. We feel that International Education will give us the opportunity to grow and participate in exciting new ventures, with partnerships in many parts of the world.

The committee's current working definition of International Education includes the following types of activities: recruiting full and part-time international students to existing college programs or designing new programs for such a market creating travel-study opportunities for NWCC students or staff encouraging partnerships with other institutions, organizations or agencies that directly relate to the kinds of activities listed above.

We feel that the development of International Education at the college is a timely endeavor and could reap a number of benefits for the college: new sources of revenue, the ability to expand course offerings and enhance opportunities for local students, the chance to share local expertise with a wider audience, the development within NWCC of a more global perspective

In order to proceed with the work of our committee, we would like your input. We ask you to take a bit of time and complete the following brief survey. Please feel free to discuss these in cluster or staff meetings as well and send us your comments in any format you wish. Please forward any comments or the questionnaire to Ian MacLean (CCP Prince Rupert) before May 15, if possible.

The committee membership so far is *Doug Baker (Smithers)- Chair; Marie Grinstrand (PR) Secretary, Ian MacLean, Debbie Stava, Beth Davies (all PR) ; Brian Lopston, Denis Haughey, Fred Adair, Jim Bathgate (Terrace)*. We welcome new members, or if you wish simply to give us ideas or feedback, contact a committee member at your local centre.

International Education - Comments and Suggestions

What do you see as some benefits of including international students in your program?

What (*if any*) problems do you foresee?

What help do you think your department will need to meet the needs of international students? (eg - adjunct language training, counselling, accommodation, etc.)



northwest
Passages

**Help us keep
you informed!**

**Submission deadline
1st Friday in the month**

Deliver contributions by
hand, internal mail,
FAX: 638-5461 or
e-mail:

creynolds@noradm.nwcc.bc.ca
to:

Carol Reynolds
College Services



Instructors Only

Superannuation Commission
PO Box 9462 Stn Prov Govt
Victoria BC V8W 9V8

AN OPPORTUNITY

PURCHASE OF SERVICE College Pension Plan

Purchase of service (POS) refers to payment covering a period of past service during which you did not contribute, so that time will count as pensionable service. Your pension is based partly on length of pensionable service, so purchasing service will increase your pension. *(If you are a plan member who has always paid contributions while employed, please disregard this bulletin.)*

Please check off *one* statement below that best applies to you. Are you:

- an employee who previously did not join when eligible for membership in the College Pension Plan? If yes, see Part A below. If no, see Part B below.
- an employee or plan member who was previously ineligible (for example, pre-1989, non-regular work) to enrol, and now is eligible or is a plan member? See Part B below.

PART A FOR PERIODS THAT YOU DECLINED PLAN ENROLMENT

If you join the plan *by November 1, 1997*, you may be eligible to purchase your service for the period between opting out and enrolling, at a less costly rate than would normally apply in these circumstances. You need only *enrol* by November 1st to qualify—once enrolled, you may purchase the above-noted service at any time while an active contributor. You may also purchase any other periods of eligible service (at the normal cost). To enrol in the plan, please contact your human resources or payroll advisor.

After March 31st, you can obtain detailed POS information from your human resources office or from CIEA, PSEA, the central office of BCGEU, or CUPE Local 15.

PART B FOR PERIODS THAT YOU WERE INELIGIBLE TO CONTRIBUTE

If you are/will be a plan member with period(s) of service during which you did not contribute to the plan, you may purchase that service. To enrol in the plan or obtain general POS information, see your human resources or payroll advisor.

After March 31st, you can obtain detailed POS information from your human resources office or from CIEA, PSEA, the central office of BCGEU, or CUPE Local 15.

SEE REVERSE →

Advantages Offered Through Membership in the College Pension Plan

A DEFINED BENEFIT

Your pension is based on a calculation using highest average salary and length of pensionable service. The formula means your pension can be forecast at any time—and that it is independent of actual dollars contributed. The formula means that you could potentially receive several dollars in pension benefits for each dollar you contribute. The plan is one of the *best* of its type in Canada.

A RETIREMENT LIFETIME BENEFIT

Your pension continues as long as you (and, depending on the option chosen, your spouse or beneficiary) live—unlike most other types of retirement savings plans, in which your pension ends once your account is fully paid out.

POST-RETIREMENT BENEFITS

With 10 years' pensionable service, you can receive full premium coverage for medical, dental and extended health benefits. With between two and 10 years' pensionable service, your premiums will vary in proportion to length of pensionable service.

COST-OF-LIVING INDEX

The amount of your pension can actually increase over time since it is indexed for inflation. Most other retirement income plans offer no inflationary protection.

OPTIONS IF YOU TAKE EMPLOYMENT BREAKS

If you end a position with a College Pension Plan employer, you can leave your contributions on deposit and start them again when you resume work for a plan employer. Over time, this would net you a greater return than refunding and independently investing those dollars.

PORTABILITY BETWEEN DIFFERENT PLANS ACROSS CANADA

If you change jobs, you may be able to transfer some pension rights into your new organization, because the plan has reciprocal agreements with several other plans. Membership is portable between all plan colleges, and between the BC Municipal, Public Service, Teachers' and WCB plans. Portability also exists with several other employers in Canada.

EXPERT PLAN MANAGEMENT

The Plan is legally obligated to provide all pensioners—those of today and tomorrow—with a benefit. You pay no plan management fees, unlike most income plans.

RISK AND RESPONSIBILITY FREE CONTRIBUTIONS

All risk and responsibility associated with plan assets are borne by the plan sponsors—you cannot lose your contributions. In investments and savings, you are responsible for making decisions—and absorbing any losses that might occur.

CHOICE IN BENEFIT OPTIONS

The plan offers several attractive options for your pension and post-retirement benefits—so you can make choices that best suit your particular needs and goals.

PURCHASE OPTIONS TO INCREASE YOUR PENSION

These options increase your pensionable service and therefore your pension. Included are reinstatement of a lump sum refund; restoring contributions from a non-fully paid leave of absence and purchase of eligible service.

SURVIVOR BENEFITS

If you die while a member of the College Pension Plan, a benefit is payable to your spouse, nominated beneficiary or Estate.

The College Pension Plan can be a major advantage in your retirement income planning. For details on plan advantages, ask your human resources or payroll advisor for a copy of the Plan Member Booklet.