

TRIANGLE COMMUNITY RESOURCES



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Founder of the RITE Program
(Reaching Independence Through Employment)

What does Multi-Barriered mean in relation to Employment Counselling?

As service providers, we ‘know’ what it means, but what does it look like regarding employment?

Common Barriers

- Addiction and/or Mental Health
- Newcomers to Canada
- Lack of access to education
- Familial breakdown
- History of foster care
- Survivor of abuse or violence
- Criminal record/involvement with justice system
- History of long reliance on safety net of social services
- Being a member of a vulnerable group
- Experiencing homelessness
- Risk of homelessness
- Family conflict
- No familial support
- Lack of transportation
- Food insecurity
- Unexpected illness w/self or family

Approach to Employment Counselling for multi barriered individuals

Tailor to a participant-centered and trauma informed approach……we all hear this, but what does that look like?

Create the right atmosphere….

Know Their Name
Build familiarity and connection

Privacy & Comfort
Safe, private, welcoming space

Relationship First
People before paperwork

Time & Patience
Not rushing; meet clients where they are

Person-Centered Intake
Conversation over questions

Active Listening
Observe body language, nonverbal cues, and ask probing questions

Understanding Barriers
Identify challenges to support meaningful solutions

Consistency & Continuity
Same Employment Coach from intake to employment

Confidentiality & Trust
Create space for open, honest disclosure

Individualized Support
1:1 coaching, assessments, and group facilitation

First Impressions Matter
Intake sets the tone for future success

Realistic Hope

Acknowledge challenges, focus on possibilities

Achievable Goals

Set realistic employment expectations

Second Chances

Connect clients with open-minded employers

Progress Takes Time

Build trust and reliability over time

Strengths-Based Support

Focus on potential, not limitations

Personal Development

Build confidence and self-awareness

Career Exploration

Personality and career assessments

Group Programming

Structured, closed groups; 2–5 weeks, Monday–Friday, 9–3

Safe, Judgement-Free Space

Leave labels at the door

Connection & Belonging

“I’m not the only one”

Peer Support

Learn and grow through shared experiences.

Resistance to Change – why do some people seem to get in their own way just as they start to move forward...??

The Devil you know VS the Devil you don't.....

CURRENT PROGRAMS

Understanding Anger

FUTURES FOR YOUTH (FFY)

RITE Program

TPA Administration

“Once a client, always a client”



FUTURES FOR YOUTH

- Youth between 15-30 at time of intake
- 5-week group workshops (living allowance)
- Individual employment counselling
- 6 counselling sessions
- Occupational skills training
- Paid work experience
- Transportation supports
- Job start supports

UNDERSTANDING ANGER

- In house program - $300.00
- A minimum of 15 hours of classroom time
- In person over 5 evenings (every Tuesday)
- Group workshop series
  - Topics include:
  - Understanding the Anger Cycle
  - Triggers and Signs of Escalation
  - Conflict Resolution & more....

all participants will receive a certificate of completion detailing hours attended

Third Party Administration



Triangle Community Resources provides Third Party Administration for clients referred by the Ministry of Social Development and Poverty Reduction in the Abbotsford and Mission communities.

Testimonial Excerpts

"I was in recovery for a year before Triangle, and was confused as to who I was and where I would excel job wise, now I have goals"

"I want to express how this program affected me in such a positive way. I learnt so much about myself and it gave me the courage to really look at what I want to do in life, and I have found it. I am now a student at UFV in the Culinary Arts course. The Triangle program played a huge part of my journey. "

"At Triangle I wasn't just treated like a client, but like a person"

"I feel like I've had such great support, right from one day one, that finding a job was not only MUCH easier, but a lot less stressful"

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