

Investing in human capital

is a top economic priority...

for employers, employees, the unemployed,
tax payers and governments



Kerry Jothen, President
Human Capital Strategies

Human Capital Strategies (HCS)

is a dynamic consulting business that provides strategic human capital planning and strategy development services to industries, corporations, associations, governments, institutions, labour groups and other organizations.

- ❑ Over 27 years of professional experience
- ❑ A proven track record of 17 years as senior manager and executive
- ❑ Provincial, national and international client base and consulting network
- ❑ Successful completion of over 80 consulting projects
- ❑ Extensive experience in planning, management, education, training, human resources, employment, labour market and performance management areas
- ❑ A reputation for exemplary research, analysis, writing, policy development and advice

Examples of HCS Projects

- Developed 10 industry training programs and successful submissions to the Industry Training Authority for industry clients.
- Completed a human resources study on potential BC offshore oil and gas development.
- Chaired and wrote the final report for the multi-stakeholder 2010 Human Resources Planning Committee regarding 2010-related human resource requirements and strategies.
- Completed a comprehensive research review of the BC Aboriginal post-secondary education programs for the Ministry of Advanced Education.
- Researched and wrote a business case report for a human resource investment tax credit program for industry clients who used it to influence the BC Government to create a \$90-million training tax credit program.
- Facilitated the start up of the Residential Construction Industry Training Organization for the Canadian Home Builders' Association of BC and other groups.
- Chair HR planning committees, CHBA-BC HRD Committee, Sea-to-Sky Tourism HR Strategy Steering Committee, BC Trucking HR Committee, Vancouver Board of Trade Skills Shortages Task Force.
- Facilitated several strategic planning sessions and developed strategic and business plans.

T (250)213.9231

F (250)474.3972

E kjothen@humancapitalstrategies.ca

www.humancapitalstrategies.ca

638 HOPE ROAD .VICTORIA . BC V9C 3L8

HCS has world-class solutions for your people development needs

ANALYSIS

- Research
- Policy Analysis
- Human Capital Audit
- Performance Analysis
- Training Needs Analysis
- Instructional Analysis
- Best Practice / Success Analysis

EVALUATION

- Program Evaluation
- Program Monitoring
- Performance Measurement
- Certification System Design
- Competency Assessments
- Accountability Frameworks



CLIENTS

Corporations
Industry Associations & Sectors
Labour & Unions
Post-Secondary Institutions
School Districts
Non-Profit Organizations
Government Agencies
First Nations & Aboriginal Groups
Int'l Development Organizations
Labour Force Groups
Multicultural Groups
Persons with Disabilities

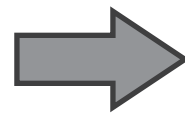


PLANNING, DESIGN & DEVELOPMENT

- Strategic & Business Planning
- Policy & Strategy Development
- Partnership Development
- Resource / Proposal Development
- Program Planning & Design
- Instructional Design
- Occupational Standards Development
- Content Assessment & Development

IMPLEMENTATION

- Project Management
- Process Management
- Coaching & Mentoring
- Implementation Consulting on Plans, Strategies, Programs & Projects



Human Capital Strategies Clients

2010 Aboriginal Training Adjustment Committee
Act Now, Aboriginal Careers in Trades
Alliance for Arts and Culture
Applied Science Technologists & Technicians of BC
BC Chamber of Commerce
BC Construction Association
BC Innovation Council
BC Labour Market Information Committee
BC Road Builders and Heavy Construction Association
BC Technology Industries Association
BC Trucking Association
BC Wall and Ceiling Association
Business Council of BC
Canadian Home Builders' Association of BC
Canadian Labour and Business Centre
Canadian Manufacturers and Exporters, BC Div.
CDI College
Chamber of Shipping of BC

Community Education Centre, School District #62 (Sooke)
Community Futures Development Association of BC
Construction Labour Relations Association
Construction Safety Association of BC
Construction Sector Council
Construction Trades Employment Development Committee
Cultural Human Resources Steering Committee
FuturEd Consulting Education Futurists Inc.
Cultural Human Resources Steering Committee
Glazing Contractors Association of BC go2
Homeowner Protection Office
Human Resources Development Canada
Independent Contractors and Business Association
Industry Training Authority
Insurance Brokers Association of B.C.

Knowledge Network
Ministry of Advanced Education
Ministry of Human Resources
Community Skills Centre Mission
Olympic Games Secretariat (BC)
Residential Construction Industry Training Org.
Roofing Contractors Association of BC
Roslyn Kunin & Associates Inc.
Software Human Resource Council
Spratt-Shaw Community College
Squamish First Nation
Squamish Lil'wat Cultural Centre
S.U.C.C.E.S.S.
The Education Company
United Food and Commercial Workers Local 247
Training Centre
Vancouver Board of Trade
WCG International
Wilp Wilxo'oskwahl Nisga'a