ASETS ANNUAL NARRATIVE REPORT 2017-2018

First Nations Labour Market Development

Central Interior ASETS
of British Columbia

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FRONT COVER PHOTO: **Joseph Alec**, Ts'kw'aylaxw First Nation

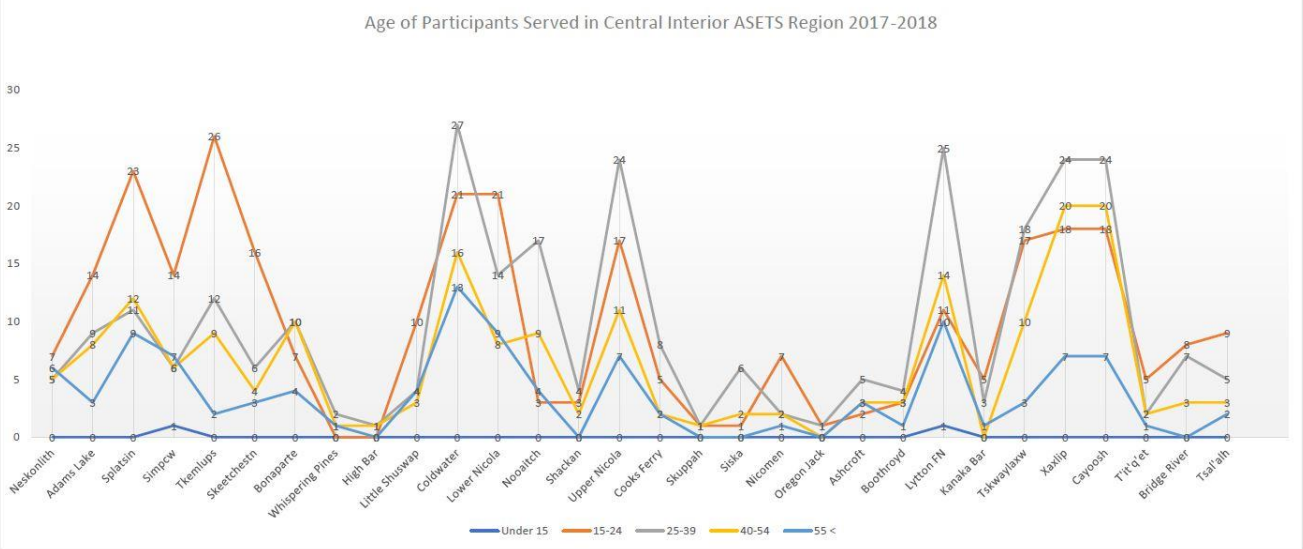
TO OUR MEMBERS

Strategic Highlights

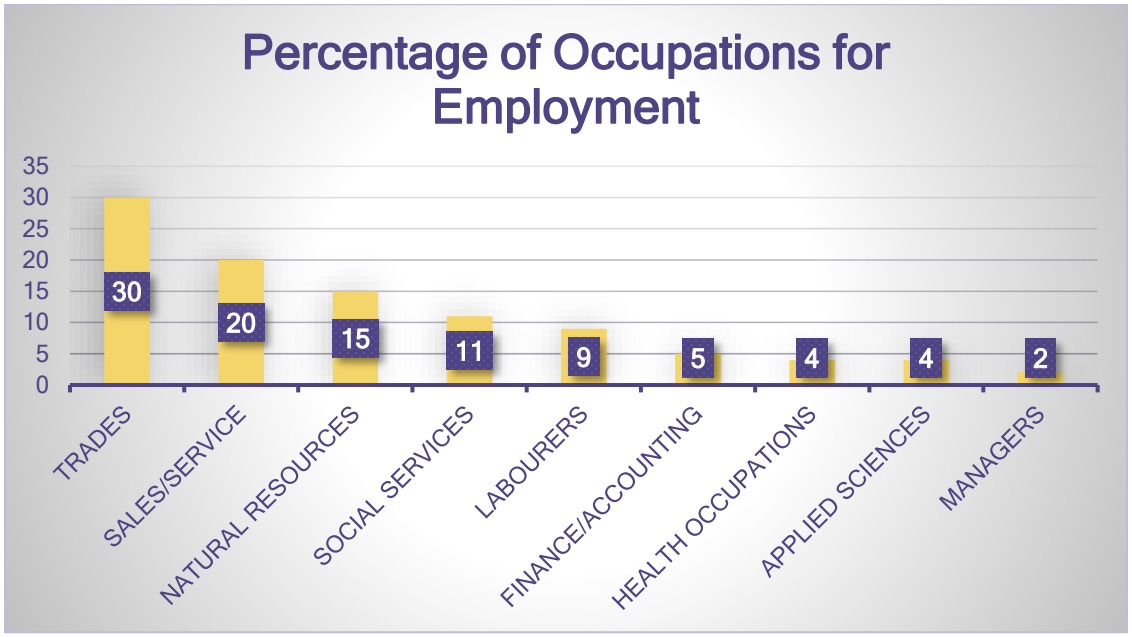
NATIONAL - In March 2017, Assembly of First Nations Technical Working Group (TWG) composed of all 57 ASETS holders across Canada began to move forward on new policy recommendations approved by the AFN Chiefs Committee on Human Resources (CCHRD). With the third extension, 2017-2018, the AFN TWG and the CCHRD proceeded to develop a policy document to stress the views of First Nations. The CCHRD received their mandate through AFN Resolution 32/2017 (Distinct First Nations Labour Market Strategy) in July 2017. The BC AFN Region Chief appointed Chief Susan James, Xwisten, and Chief Harvey McLeod (alternate), Upper Nicola, to represent the interests of all British Columbia at this national CCHRD table. Karin Hunt, Executive Director, Prince George Nechako Aboriginal Employment Training Association (PGNAETA) is the Technical Support for these two Chiefs. In her absence, Cherlyn Billy, Program Director, ASETS, is the alternate. This has required participation in quarterly meetings and conference calls. The result is that, this past fiscal year, the CCHRD approved a new policy approach that includes a new institutional structure, recognition of the relationship with First Nations, a long-term investment, new fiscal arrangements and stability. The work begun in 2017-2018 will continue into 2018-2019 to ensure successful implementation of the new strategy.

2017-2018 EXTENSION # 3 -The Central Interior ASETS participated in the review of all policy documents and agrees that a new relationship is necessary to move forward. Signing Extension Agreements for the past 3 years, ASETS has been unable to develop any long-term plans to support the region. All contracts had to end March 31. With the Federal Budget 2018 announcement (February 27, 2018), the Federal Government finally made a commitment to longer term funding for First Nations Labour Market Development starting in 2019. This was a positive step forward and provided the leverage ASETS needed to continue to develop partnerships and provide support to clients in the region.

DEMOGRAPHICS OF CLIENTS SERVED – ASETS has continued to offer services. This past year 1,225 clients walked through the doors. Of these, 93% (1,143) were from the local area First Nations. The statistics show an increase in the number of clients between the ages of 15-24. While the majority is still between age 25-39. (Chart indicates: **31**% age 15-24; **35**% age 25-39; **22**% age 40-54; and **11**% age 55 and over).



Of the clients who came for services, 40% obtained employment in long term occupations. Trades Occupations had the highest growth (30%); Sales and Service had the second highest number of employed (20%); Natural Resources was the third highest occupation in the Interior (15%). The fourth highest occupation was in the Social Service Sector (11%). The results indicate growth in sectors that offer long term employment. Labourers are balanced by other occupations in the region.



CAPACITY BUILDING-The focus of this past fiscal year was to gather feedback from the region and, also provide training to support capacity building. In September 21st, 2017 ASETS showcased success in the region and from that, hosted an open Capacity Building Initiative in February 21st, 2018, on Economic Development. Capacity is critical to the success of ASETS. Two staff attended Connexus Training in Ottawa and 7 staff participated in Christian St. Cyr's, BC Labour Market Review Workshop.

Also, due to additional funding received from Service Canada, ASETS was able to purchase new hardware and software to support the reporting and delivery of services in the region. Reporting has become paramount to the delivery of services and with the changing technology, ASETS will now be able to ensure that it is able to meet the ongoing demands.

Operating Highlights

ASETS is proud to report that once again, less than 10% of the funding allocated to the region was utilized to support Administration Costs. The remaining funds were distributed to the region to support programs and services. ASETS partnered with five other ASETS holders in British Columbia to undertake delivery of a Health Careers Pilot Project that generated an additional $1.6million. It provided funding for 294 people to receive training in Health Careers across British Columbia. The Central Interior was able to fund 24 individuals in the Central Interior in fields such as Health Care Aide, Dental Assistant, Emergency Responder, and Massage Therapist. As well, ESDC through its Early Learning Partnership also provided one-time funding for Childcare this fiscal year. It allowed for each eligible daycare to receive additional funding per seat, professional development, cultural programming funding and capital purchase.

Looking Ahead

This next fiscal year will see much work towards focusing on strategic planning to support the next agreement that will start in 2019 and go to 2023. This will require an evaluation of current programs, a review of operations and an analysis of statistics. The results will ensure an approach that will support the needs of First Nations people in the Central Interior.

Cherlyn Billy
Program Director
May 2, 2018

SUCCESS STORIES

James Manuel – Professional Driver - Arrow Trucking –

Arrow Transportation Systems Inc. is one of the oldest most established resource transportation companies in North America. A partnership was formed to develop a First Nation Drivers Program with Thompson Rivers University and Columbia Transport Training.

James Manuel obtained his Class 1 Driving License under this partnership and received practicum training with Arrow. Arrow hired James immediately after the practicum and he is now a full-time professional driver with Arrow. Partnerships such as these show the value of relationships built on trust, respect and cooperation.

Bobby Jo Norris – Nicola Valley Institute of Technology Health Care Aide Program

Bobbi-Jo is a single mom, with a vision to ladder her way up in the health care field.

I am a single mother of 2, I struggled many years of my life and have overcome many barriers. I believe if you put your mind to it, you can do anything you want. I have cut excuses out and thrive to do my best. My children are my strength. I was raised by my grandparents and I enjoy helping others in need. I've always loved hands on work and being productive. I have a caring nature. I am now in my 3rd clinical, with NVIT, and I love getting to know clients and residents. Practicums is where I can put my skills into action. As soon as my schooling is complete, I plan on moving to Kamloops to be closer to family and my son. I plan on working in health care as a home support worker in Kamloops. ASETS has been very supportive - I have so much gratitude!

They sponsored me and help me with fees. ASETS have been amazing for me and supported my journey to become successful. I highly recommend the ASETS program.

Phillip Doncaster – Occupation Health and Safety Certified Rescuer and Medic

Phillip Doncaster, a member of the Boothroyd Indian Band, always wanted to be a fire fighter. According to Phil, *"I chose this career choice, because I enjoy working with my hands, and I love to work with the public."* ASETS funded Phil for First Aid Level 3 and Emergency Medical Responder certification. Phillip was still struggling to find full time work, so ASETS put Phillip through Emergency Response Technical Rope Rescue Operator training, through Raven Rescue held in Canmore, Alberta this past summer. Phil is now a contracted full-time employee with OH&S Safety and Consulting in Kamloops as a certified trainer and medic. Phil specializes in confined space rescue and fall protection and is an on-call employee for high angle rescue and EMR. Phil would like to take this time to say, *"Thank you lots ASETS!! Without your help, there is NO WAY I would be where I am at today."*

Sabrina James – T'it'q'et Finance Manager

T'it'q'et finance manager, talked about how her success was tied directly to the mentors she had around her. Sabrina overcame intergenerational trauma to become a finance manager. With funding provided by ASETS, Sabrina went through 6 months of training to become a finance manager. Sabrina is also currently working on her designation with Aboriginal Financial Officers Association. Sabrina shared that with support from her aunt, Chief Susan James, she has achieved her goals.

REGIONAL UPDATES: WESTERN, CENTRAL, AND KAMLOOPS ATEC OFFICE

Background

This past summer, ASETS had to deal with evacuations from July 7th to August 18th due to the Elephant wildfire. This resulted in the closure of the Ashcroft and Lytton Offices. As well, in April the region suffered from floods. These natural disasters directly impacted businesses and employees. Due to the fires, ASETS also supported training with Canim Lake because their office in Williams Lake was closed. Emergency situations required ASETS to be flexible and be supportive in the region.

Walk-Ins and Service Delivery ASETS Region

ASETS has seven outreach offices: Merritt, Chase, Ashcroft, Lillooet, Salmon Arm, Lytton and the Kamloops ATEC office. The reason for having offices located in the urban setting is due to the population. In the Central Interior, 11,090 reside in cities and villages and make 64% of our client group. The majority of First Nations population (48%) is in Kamloops, BC.

As anyone will tell you, the biggest accomplishment is having a person walk through the door. So, the numbers below are perhaps the biggest indication of the work ASETS is doing to support its membership.

ATEC Kamloops	Merritt	Chase	Ashcroft	Lillooet	Lytton	Salmon Arm
3241	1312	323	313	803	46	35

Each office ensures that it reports on the numbers of people who either use the computer, use the telephone or the internet. These numbers exceed the total numbers of clients supported under this program. Each client who comes through must undergo a section 25 EI Check. This past fiscal year, 954 clients had Employment Insurance Checks completed at the head office.

The total number of Strategic Initiatives and Job Starts focus mainly on individual clients who are case managed by the Employment Counsellors. Each Region, Central, West and ATEC maintain their own commitment control and ensure that each client meets the criteria set out with Service Canada.

The ATEC Kamloops Office is dedicated to serving clients and providing Strategic Initiatives and Job Starts whereas the ASETS West and Central Office also administer contracts.

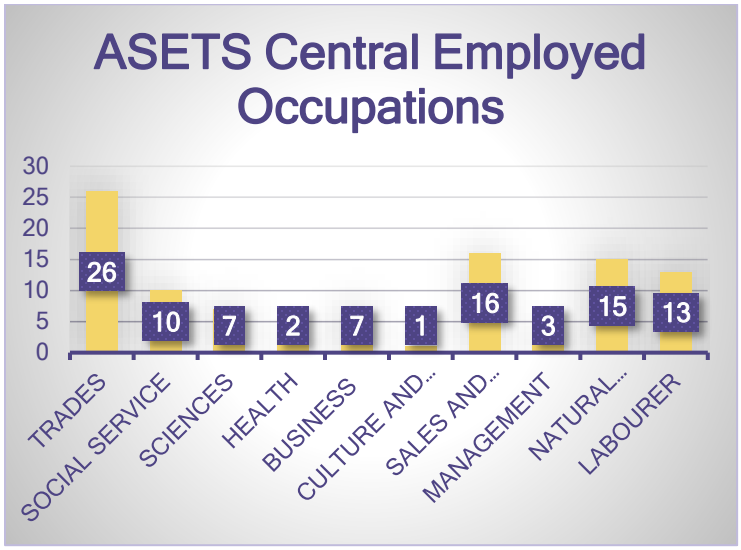
Strategic Initiatives / Job Starts	#s
ATEC Kamloops	239
ASETS West	80
ASETS Central	199
Total SI's/Job Starts	518

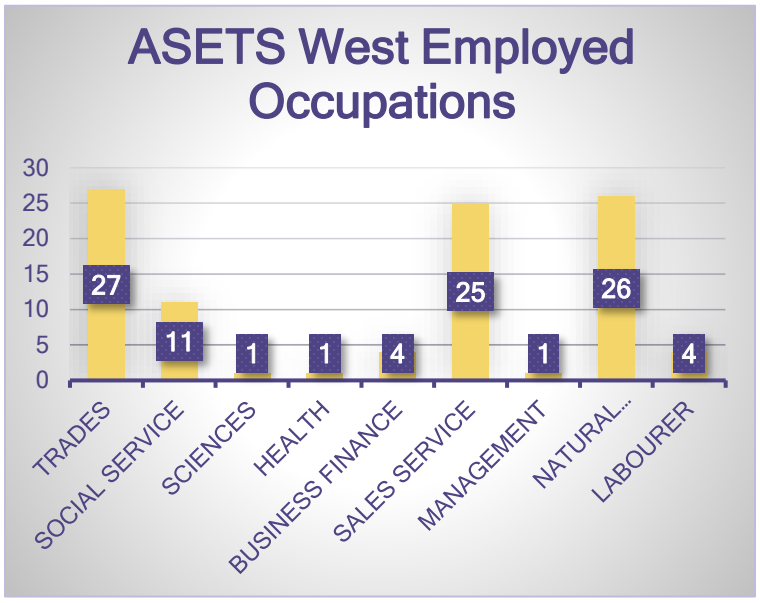
Larry Purdaby (left) received Strategic Initiatives funding for First Aid and Transportation Endorsement training before he travelled to Fort St. John for construction and maintenance employment with Originations Utilities Ltd.

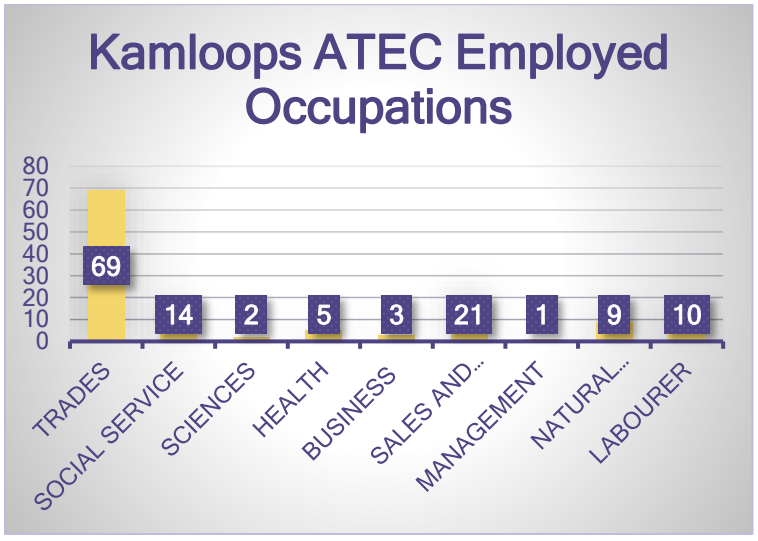
ASETS provided Larry with a Job Start that helped Larry purchase the safety gear needed and the transportation allowance so he could get to the job site in Fort St. John.

This past fiscal year, Contracts were made for **168** Summer Students; **58** Targeted Wage Subsidy applications; and **59** clients were supported in Direct Course Purchase training leading to employment.

This is **285** clients that were able to be employed last year through direct contract delivery with employers or training leading to employment (see Appendix 1).

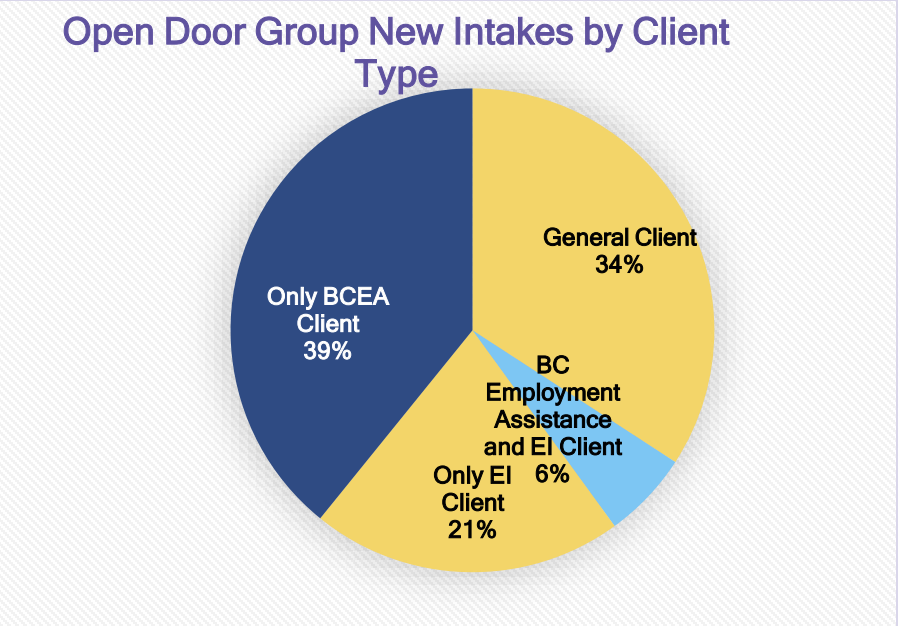

ASETS Central Employed Occupations
30
25
20
15
10
5
0
26
10
7
2
7
1
16
3
15
13
TRADES
SOCIAL SERVICE
SCIENCES
HEALTH
BUSINESS
CULTURE AND...
SALES AND...
MANAGEMENT
NATURAL...
LABOURER


ASETS West Employed Occupations
30
25
20
15
10
5
0
27
11
1
1
4
25
1
26
4
TRADES
SOCIAL SERVICE
SCIENCES
HEALTH
BUSINESS FINANCE
SALES SERVICE
MANAGEMENT
NATURAL...
LABOURER


Kamloops ATEC Employed Occupations
80
70
60
50
40
30
20
10
0
69
14
2
5
3
21
1
9
10
TRADES
SOCIAL SERVICE
SCIENCES
HEALTH
BUSINESS
SALES AND...
MANAGEMENT
NATURAL...
LABOURER

Open Door Group – Provincial Partnership

In a unique partnership with Work BC, ASETS Kamloops ATEC Office and the Open Door Group share an Employment Counsellor. This is separate from Federal Government funding but allows for clients to access additional funding as well as cost share situations between the two organizations. The funding under this program is from the Province of BC's Employment Programs BC and has been ongoing for the past 7 years. ASETS is proud to be one of the few holders to have this type of arrangement. This past fiscal year, the Employment Counsellor had **59** new intakes.



Tolko Train to Work

Tolko Train to Work Program – Clorinda Sasakamoose (Kamloops ATEC Program Manager) standing with Terry Igel (Bowman Employment) and Aaron Dick (Bowman Employment Facilitator) met to discuss the program outline, curriculum development and training plan and schedule. Bowman incorporated cultural content into the program to support client success. This partnership will see more of our people employed at Tolko in Kamloops, BC.

Other Partnerships

Kamloops Correction Centre has been an ongoing partnership that started 3 years ago. The results have served to strengthen the parolees ability to enter the workforce after incarceration. The partnership will have a lasting impact since 25.4% of people in Federal Prisons are of Aboriginal Ancestry.

Arrow Transportation Inc. has worked collaboratively with ASETS. This partnership has resulted in partnership that resulted in 4 participating in the program, and 2 hired full-time and 1 in the practicum component that should see him as a Professional Driver with Arrow.

In-kind partnerships are always appreciated. **Okanagan College** donated classroom space for the Accounting Certificate Training in Salmon Arm. Patti Bruce from OC, is supportive when it comes to training. Okanagan College is part of the Aboriginal Community Based Partnerships that will see Neskonlith and Tk'emlups train their members in the Trades this upcoming fiscal year.

ASETS appreciates working with **Thompson Rivers University** as well. Heather Hamilton approached ASETS to deliver the Construction Craft Worker Program. When a program is held in the community, as it was in Lillooet, the results show success with the completions and continued training.

Partnership is more than collaboration, it is about working together for the training our community needs for tomorrow. That is what capacity building is about.

February 21-22, 2018 Economic Development Forum with Carden Consulting. The capacity building session was held with 33 people that included 21 representatives from the Central Interior.

DIRECT COURSE PURCHASE

Industry training is important in the Central Interior. With the growth of the Oil and Gas Industry and Mining on a decline for this year, specific training was held to support clients in a new career path and employment directly needed in the region.

ASETS Central Office completed Road Builders training Chase, BC with 11 to 15 participants. Each client was certified with the Industry Training Authority after completion.

Firefighting training also took place in Merritt, BC with 22 participants. The majority had received offers of employment before the season started.

Occupation First Aid Level 3 Training took place in Salmon Arm, BC with 8 participants of which 6 completed the training.

Accounting Certificate Level 1 was held in Salmon Arm with Okanagan College. This training is the first prerequisite for the Basic Bookkeeping Course. Six completed the training and will be continuing in the program.

Simpcw First Nation also held Traffic Control and Basic Security Training for 16 people. This was a great opportunity for a community to undertake direct training to support employment within their community.

ASETS West office had a Construction Craft Workers program held in partnership with Thompson Rivers University. The number of participants in the Lillooet Area showed how important this training was and its impact on the participants who were able to gain hands-on training in the community.

Danger Tree Assessor training and Fire Fighting was held in the local communities such as T'it'q'et. This was also a priority even in Kamloops. The reason for this was due to the increased employment to support the wildfires the crept up throughout the region.

Fisheries Field Skills Training was held in Lillooet Tribal Council to assist in the work required for data analysis and monitoring of the Fraser River.

Archaeology Training was held with the Xaxli'p Community Forest Corporation. This supported 10 people in training for contracts held in the region.

Digital Skills Training was held for beginners with the First Nations Technology Council as the instructors. The intent was to provide training in computer software to allow participants to become more comfortable with technology. It is easier for youth to work on computers since it has been a part of their everyday lives but this skill requires additional training for older workers.

Lytton held a Pre-employment Program to assist clients in acquiring skills needed to enter the workforce. Each participant completed the program and a few registered for upcoming training while others are working full-time.

ASETS HEALTH CAREERS PILOT PROJECT

Background

Through the Health Careers Pilot Project, ASETS aimed to positively impact community health. Via a targeted ASETS network, the initiative provided outreach services geared to addressing client needs and case management to support client success through programming. With healthcare experiencing one of the largest areas of growth in British Columbia, a demand of 56,800 jobs over the next 10 years, as well as a need for First Nations health professionals, this pilot provided ASETS with the funding it needed to focus its energy on a sector that employed 227,000 people in 2015.

Report

ASETS coordinated a pilot project in partnership with existing ASETS holders throughout the Province of British Columbia: Okanagan Training and Development Corporation (OTDC); Stô:lo Aboriginal Skills Employment and Training Strategy (SASETS); North East Native Advancement Society (NENAS); Coast Salish Employment and Training Society (CSETS); and Prince George Nechako Aboriginal Employment and Training Association (PGNAETA).

Timeline

ASETS managed the pilot project and monitored each sub-agreement to ensure project success from March 31,2017 to April 1, 2018.

Activities

Health Care Aide Training (SASETS, CSETS, NENAS);
Mental Health First Aid (OTDC, PGNAETA);
Upgrading (ASETS, SASETS, OTDC);
Health Career Promotion (all partners).

Lessons Learned

Additional time for reporting is required
The value of cultural content was important for client success and well-being.

Results

294 clients were served under this project;
152 obtained employment
29 returned to school
Success Rate: 62%
Some clients will continue their training beyond the pilot project.

UPDATE ON CHILDCARE

First Nations and Inuit Childcare Initiative (FNICCI)

In 2017-2018, ASETS was able to fund 78 seats in 8 Childcare Centres in the Interior. With the announcement of additional funding by the Federal Government, ASETS was allocated funding to top-up each childcare seat from 6,500.00 to 7,500.00. The one-time only grant also included funding for professional development and cultural programming as well as funding for urgent repairs and renovations and 1 capital purchase. The result was an increase in ASETS overall annual allocation of $554,466.00 to $872,019.00. The amendments were completed in September 2017.

One year funding for each existing space	89,466.00
Professional Development of child care providers	40.377.00
Cultural Programming	20,169.00
Urgent Repairs and Renovations	167,581.00
Capital Purchase	45,000.00

Report on Additional Funds

Urgent Repairs and Renovations

Due to the timing of the roll out of funding for urgent repairs and renovations, not all agencies were able to utilize the funds. The ones who were unable to utilize the additional funding indicated that it was difficult to get a contractor to come up over the winter holidays to complete the repairs in time. Another agency indicated they were looking to rebuild their facility and did not want to waste funding on a space they would be vacating in 2018-2019. Overall, 4 out of the 7 approved, were able to make significant improvements to their daycares this past fiscal year utilizing $115,881.00 of the funding. The ones who were able to use the funding included Little Shuswap Indian Band's daycare, Tk'emlups Little Fawn Daycare, Adams Lake Indian Band's Sahhaltkum Centre, and Splats'in's Tsma7aksaltn Society. Nzenman Child and Family Services, Upper Nicola Band and Seton Lake Crane's Nest requested a carry-forward for the next fiscal year.

Capital Purchase

This past fiscal year, Neskonlith Indian Band daycare was forced to close their daycare operations for 2017-2018. They applied for a one-time capital grant that was approved by Service Canada. This allowed them to purchase a new modular that will allow them to increase their childcare spaces and provide a safe and healthy environment for their children.

Professional Development

There were 27 employees trained this past fiscal year with the one-time additional funding provided by Service Canada. Types of training included Early Childhood Education, Specialized Training, First Aid Certification and professional development workshops to support their field.

Cultural Programming

The Cultural Programming funds allowed daycares to be creative and broaden their reach for supporting the learning environment. Purchases and activities included the following:

Laptop purchase to conduct research
Curriculum development for language
Rock climbing activity panel
Portable music speaker
Revitalizing language
Cultural instruction
Language lesson for families
Regalia making
Community wellness activities
Traditional food preservation

First Nations and Inuit Child Care Initiative (FNICCI) is a program ASETS takes great pride in supporting. The children attending these daycares will have a great foundation to start their lives with.

APPENDIX 1: ASETS CONTRACTS

ASETS Central Office

Communities/Organization	Type of Program	DCP	SS	TWS
Adams Lake Indian Band	Summer Student/ TWS		5	2
Little Shuswap Lake Indian Band	Summer Student/ TWS		7	14
Neskonlith Indian Band	Summer Student/ TWS		7	1
Simpwc First Nation	Summer Student/ DCP	18	6	
Skeetchestn Indian Band	Summer Student/ TWS		6	1
Splatsin	Summer Student / TWS		9	1
Tk'emlups te Secwepemc	Summer Student / TWS		9	2
Communities/Organization				
Coldwater Indian Band	Summer Student / TWS		6	2
Lower Nicola Indian Band	Summer Student		10	
Nooaitch Indian Band	Summer Student		6	
Shackan Indian Band	Summer Student		2	
Shackan Indian Band	Targeted Wage Subsidy (TWS)			1
Upper Nicola Band	Summer Student / TWS		16	4
Big Little Science Centre	Summer Student		1	
Chase Chamber of Commerce	Summer Student		1	
CFDCCIFN	Summer Student / TWS		1	1
Conyat Friendship Society	Summer Student		3	
Grind Coffee Café	Targeted Wage Subsidy			2
Janet's Espresso Etc	Summer Student		1	
Interior Friendship Centre	Targeted Wage Subsidy			1
Kamloops Food Bank	Summer Student / TWS		1	2
Kamloops Pow Wow Society	Summer Student		3	
Kekuli Aboriginal Foods	Summer Student		2	
Little Bear Gift Shop	Targeted Wage Subsidy			1
Mackenzie Camp	Summer Student		2	
Nicola Tribal Council	Summer Student/TWS		4	1
Nicola Valley Institute of Technology	Summer Student		2	
People in Motion	Summer Student		1	
Qwemtsin Health Centre	Summer Student		1	
Riverfresh	Summer Student		4	
Simpwc Resources LLP	Summer Student / TWS		2	1
SCES	Summer Student/ TWS		3	1
Sec Child & Family	Summer Student		1	
Sicamous & District Chamber	Summer Student		2	
SFC	Summer Student		1	
4T Ventures	Summer Student/TWS		1	1
Total		**18**	**126**	**38**

ASETS WEST Office

Communities/Organization	Type of Program	DP	SS	TWS
Ashcroft Indian Band	Summer Student	1	1	
	Targeted Wage Subsidy			2
Boothroyd	Summer Student		3	
Bonaparte	Summer Student		3	
Bridge River Indian Band	Summer Student		3	
	Targeted Wage Subsidy			1
Cayoose Creek Indian Band	Summer Student		6	
	Summer Student		3	
	Targeted Wage Subsidy			3
Nicomen Indian Band	Targeted Wage Subsidy			3
	Summer Student		2	
Ts'kw'aylaxw (Pavillion Band)	Summer Student		11	
	Targeted Wage Subsidy			2
	Direct Purchase	10		
	Targeted Wage Subsidy			2
	Targeted Wage Subsidy			2
	Direct Purchase	5		
Organization				
Ashcroft HUB	Summer Student		2	
Lillooet Friendship Centre Society	Targeted Wage Subsidy			1
	Summer Student		3	
Gold Country Communities Society	Summer Student		1	
Ucwalmicw Centre Society	Summer Student		2	
	Targeted Wage Subsidy			1
Skeesht Health Society (Nicomen)	Summer Student		2	
Nzen'men Child & Family Development	Targeted Wage Subsidy			3
ASETS WEST-FNTC-Digital Skills Training	Direct Purchase	5		
ASETS WEST-CCW	Direct Purchase	14		
Lillooet Tribal Council	Direct Purchase	12		
Total		**47**	**42**	**20**

SNC

ASETS
ABORIGINAL SKILLS EMPLOYMENT
& TRAINING STRATEGY

Canada