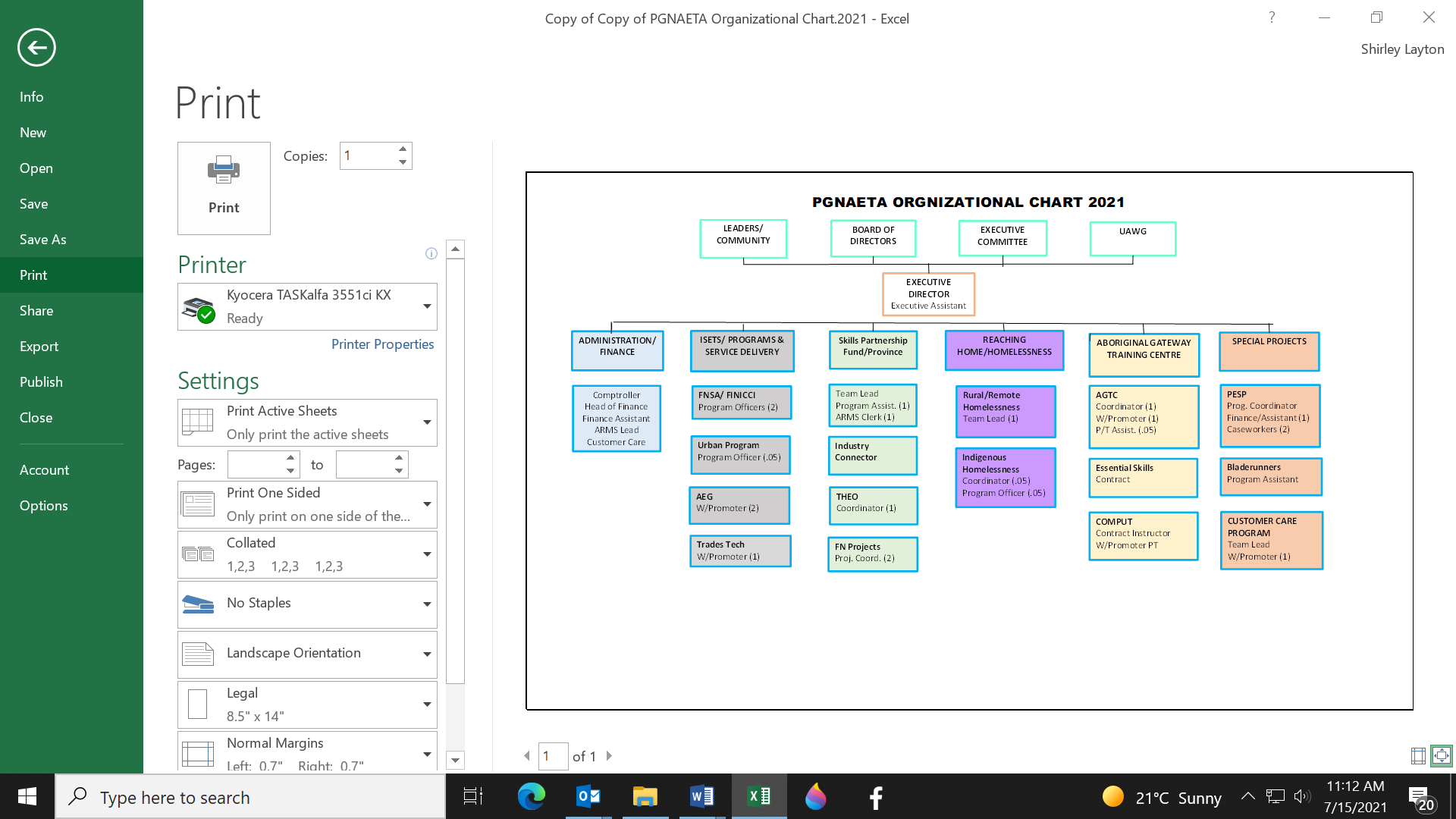
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| 2020-2021ANNUAL REPORT | | |
| **Prince George Nechako Aboriginal Employment and Training Association** |  | |

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| **ABOUT US**  **Vision:**  To prepare Aboriginal Citizens to make a transition to the workforce through sustainable occupations.  **About Us:**  Founded in 1993 in order to respond to the Human Resource Development needs of the Indigenous labour force in north Central British Columbia.  **What we Do:**  Collaborate, cooperate and partner with 18 First Nations, Urban Aboriginal organizations, Federal & Provincial Governments, training providers, employers, and unions, to develop our citizens for industry opportunity.  **Vision:**  PGNAETA is at the center of a powerful leadership dynamic. Together with First Nations and Urban leaders, partners from external groups and the network of Indigenous Employment practitioners we share a vision, a passion extending beyond an organizational mission statement. That vision is to see our citizens succeed, to see education levels improve dramatically and technical skills increase. Most importantly, to break the historical bonds of poverty which so encapsulates many of our families by assisting our citizens to become self -sufficient through career development.  **MISSION:**  “*We are a visionary team dedicated to promoting the self-sufficiency of Aboriginal People*” | | |
| BOARD OF DIRECTORS **https://scontent-sea1-1.xx.fbcdn.net/hphotos-xtf1/v/t1.0-9/12002914_10156577850370131_1469683273623669195_n.jpg?oh=13aeb5b52a35626fc9566cb50cea6886&oe=572EFC86C:\Users\shirleyl\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\53DBV81Y\BOD Duncan Gouchuie 1.jpgC:\Users\shirleyl\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\53DBV81Y\Barb_Ward-Burkitt BCAAFC Oct 2012.jpg**  Jodie Ware  Secretary  Duncan Gouchie  Elder/ Treasurer  Mark Prince  Vice-President  Barb Ward-Burkitt  President  https://scontent.fyyc3-1.fna.fbcdn.net/v/t1.0-9/103117480_10163900084760714_7479106885666435641_n.jpg?_nc_cat=101&_nc_sid=8bfeb9&_nc_ohc=cUfdrK35GBAAX85-g5H&_nc_ht=scontent.fyyc3-1.fna&oh=6248b47c684468a77a4d38bbfb8f3d1a&oe=5F24328CC:\Users\shirleyl\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\53DBV81Y\BOD Jackie Thomas.jpgC:\Users\shirleyl\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Word\IMG_3538.jpg  Barby Skaling  Director  Renata Monk  Director  Jackie Thomas  Director  Barbara Tom  Director  cid:image001.jpg@01D7796B.C5671E10http://cfdc.bc.ca/uploads/images/susan2.jpg  “Leadership is about People- and ***for*** People”  Leadership is not about titles, positions or flowcharts.  It is about one life influencing another.  Susan Stearns  Director  Frank Alec  Director EXECUTIVE DIRECTORS MESSAGE **D**uring my time as the Executive Director of the Association, the Vision and direction of the Leaders and our Board of Directors has never wavered, guiding our approaches to focus on our People at the center, all elements leading to the preparation of our citizens to engage in sustainable occupations. No small feat in the midst of a pandemic and changing landscapes! I have been reflecting on the importance of the courage to take risks and find ways to forge ahead despite the obstacles. Especially challenging for program and service delivery in the midst of lockdowns and the restrictive orders in place to protect us during this trying time. The question…….…how to be proactive with an inspirational and compassionate approach. Getting this right for People who have lost jobs and yet willing to undergo transitional skill development. This was key.  ***We can all think of a time in our lives when we have hesitated, uncertain of the future, yet by moving forward we arrive at our destination wiser and more resilient.***  **O**ur approaches……in our endeavors to move forward despite challenges we implemented an on-line access process for Indigenous individuals seeking upskilling during time of lay-off, we observed Covid safety requirements by engaging smaller cohorts for training purposes, we moved to hybrid programming with virtual classrooms, on-line learning and socially distanced labs.  Most importantly the First Nations program team and the First Nations employment practitioners engaged regularly in ZOOM information and capacity sessions. One thing that stands out above and beyond all else is commitment of the staff and the Employment practitioners who care deeply and genuinely for their clients and the cause of eradicating poverty through education, skill development and sustainability. It is an honor to be in such a dedicated community. It is through resilience, passion and courage that we succeed. Our numbers this past year in the heat of the pandemic reflect that resilience as 747 citizens were funded with 544 securing jobs and/or returning to higher education. To gauge public interest 1,167 citizens expressed interest in furthering their skill levels or looking for work. CERB payments had an influence on following through, particularly with individuals who were working in lower paying occupations such as hospitality, retail and customer service.  Major impactors to the changing landscape will be realized by the recent signing of the United Nations Declaration on the Rights of Indigenous people and the regional and territorial Action Plans being drafted to enact the DRIPA. I think one of the impacts will be a continued acceleration towards new models of program and service delivery, models which incorporate culture and language as a fundamental element for placing our people at the center. Issues of poverty exacerbated by punitive social systems, looming changes to social envelopes, variability in equity and access, an increased case management caseload associated with the number of youth entering the workforce, along with anticipated changes to the employment standard acts both provincial and federal, and the ageing population will also bring Program and services design into sharper focus. As we recover from COVID-19, this represents a significant opportunity for reform.  **P**rograms and Services  The programs and services provided by PGNAETA include direct Client interventions through on-line applications available on our Website and Facebook page, First Nations Service agreements whereby First Nations determine their priorities for advancing their labour forces, Projects for technical skills development in partnership with the province and industry, Sub-agreements for Urban services, First Nations Inuit Child Care, Bladerunners Youth Program, the Skills Partnership Fund, and the Pre-Employment Supports agreements with First Nations. We are particularly proud of our Tradetek Strategy designed to incorporate a multi-level service to new entrants and apprentices in partnership with other federal agencies and the province. We are particularly excited about the soon to be launched Trades/Apprenticeship database. We also support the field of Early Learning Child Care capacity building and 6 First Nations Inuit Childcare sites.  **Relevance - Education, Literacy development, Technical skills training and industry certification which can last anywhere from six months to four years— can give our people the skills to compete for better paying jobs. Private sector partnerships and workplace training have been important in helping create programs that match the needs of the labor market and teach critical skills.**  PGNAETA has the distinction of being the only organization in BC to deliver the full range of Reaching Home Homelessness Initiatives, along with Covid 19 supports for the Homeless.  The delivery categories supported for 2020/21 fall into four key streams:   |  |  |  |  | | --- | --- | --- | --- | | **PGNAETA Service Delivery** | | | | | **Community Capacity** | **Skill Development** | **Special Projects** | **Reaching Home**  **Homelessness/**  **Covid 19** | | * AHRD Network Capacity Building * ARMS data management * Administrative assistant training * Program Management * Professional Executive Assistant Training * Office Tech * Workshops on contractual training, TWS, WorkBC, ITA | * 18 First Nations Service agreements * 6 First Nations Inuit Child care sites * 10 Urban indigenous service agreements * 9 Pre-employment Support agreements * 16 Skills Partnership projects and service agreements * TradeTek - 79 apprentices * AEG - 106 client files * 6 Industry Skills Link projects | * Women In Trades/Technology * Youth Bladerunners * First Nations Forestry Council partnership * Early Learning Childcare 101 training * ELCC curriculum and Children’s book * Urban response to UNDRIP | * 43 Rural and Remote agreements to support Homelessness initiatives BC wide * 13 Urban Indigenous Homeless services * Community Forum with community stakeholders and service providers to address Covid, Opioid crisis and Homelessness |   **Partnership:**  Advancing forward is not possible without our partners and stakeholders. Government Partnerships included Service Canada, Western Economic Diversification, Indigenous Service Canada, Ministry of Indigenous Relations, Ministry of Job Skills and Tourism, Ministry of Social Development and Poverty Reduction, and Ministry of Advanced Education & Skills Training, the Industry Training Authority of BC, First Nations Forestry Council, and regional colleges. The work being conducted by our Industry Connector is key to continuing to build relationship with trade unions and industry to create access to opportunity as it arises. Examples are the relationship with Fortis, BC Railway, CANFOR, Coastal Gaslink, Piping Industry, Trucking firms, Burns Lake Native Development Corp and construction unions.  **« We must continue to show our citizens we are adaptable to their needs and design programs accordingly. »**  **O**perations  Thank you to our Finance team for navigating the huge volume of work generated by our successful partnerships. They have risen to the task with a successful audit. They continue to ensure our finances are well managed, following closely the recommendations of our Auditing firm and Service Canada’s Program and Policy requirements.  Cudos as well to the staff of the ISET/Pre Employment Program Delivery (First Nations and Urban) department, the team dedicated to Skills Partnership Fund and provincial agreements, the “Reaching Home” Homelessness/Covid 19 resources team who deliver Rural /Remote and Urban Indigenous projects and services. Cudos to the Aboriginal Employment Gateway (106 clients funded) and the Trades Workforce promoter serving 79 apprentices! Our AGTC training center has coordinated successful capacity and training initiatives. They continue to embed Essential Skills into various projects. Essential Skills continues to be increasingly recognized by industry as a foundational learning tool for ongoing technical development. And cudos to our Administration /data team who do so much for our Association, we would be absolutely lost without you.”  Our vision is a world in which our citizens participate fully in today’s economy, where poverty is not at the forefront, where quality education and learning is readily available and where our people are engaged in the career of their preference, one that provides the sustainability they seek. That’s the vision we have written on the wall and that’s the vision that we can only achieve together.    I encourage everyone to check out our website **www.pgnaeta.ca** and our Facebook page. What matters most is that we continue to strive to serve you better by keeping you up to date and engaged with what is happening at the Association.  **Karin Hunt**  Executive Director | | |

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| FIRST NATION SERVICE AGREEMENT **Penny Perlotto, Senior Program Officer / Deborah Tait, Program Assistant**  In March 2019 PGNAETA entered into a 10 year agreement with the Federal government to serve as a community to the 18 First Nation Service agreement (FNSA) under the ISETS Strategy. In April 2019, an Indigenous organization separated into two separate band offices bringing our total FNSA organizations from 17 Indigenous organization to 18.  PGNAETA continues to encourage each of the eighteen First Nations to link ISETS funds with income benefit agreements, Indigenous Services Canada program (education, economic development and social welfare benefit programs) and provincial Labour Market development programs.  PGNAETA works with each of the First Nations to develop a “First Nation Service Agreement (FNSA)”, describing planned Human Resource Development initiatives. The objectives of the agreements are to prepare First Nation members to meet the demands of local and regional labour markets and to assist individuals to achieve long-term employment goals.  The indigenous geographical region covered by PGNAETA is described as:   * North to Fort Ware (Kwadacha) * East to Valemount, McBride (BC/Alberta border) * West to Fort Babine (Smithers) * South to Hixon, BC   **FNSA ISETS Communities:**  [Binche Whut'en](https://www.pgnaeta.bc.ca/Binche-Keyoh) Nee Tahi Buhn Band  [Burns Lake Band](https://www.pgnaeta.bc.ca/burns-lake-band) Saik’uz First Nation  [Cheslatta Carrier Nation](https://www.pgnaeta.bc.ca/cheslatta-carrier-nation) Skin Tyee Nation  [Kwadacha Natural Resources Ltd. Partnership](https://www.pgnaeta.bc.ca/kwadacha-band) Stellat’en First Nation  [Lake Babine Nation](https://www.pgnaeta.bc.ca/lake-babine-nation) Takla Lake First Nation  [Lheidli T'enneh First Nation](https://www.pgnaeta.bc.ca/lheidli-tenneh-band) Tl’azten First Nation  [McLeod Lake Indian Band](https://www.pgnaeta.bc.ca/mcleod-lake-band) Tsay Keh Dene  [Nadleh Whut'en First Nation](https://www.pgnaeta.bc.ca/nadleh-whut-en-band) Wet’suwet’en First Nation  [Nak'azdli Whut'en](https://www.pgnaeta.bc.ca/nakazdli-first-nation) Yekooche First Nation  Year End Results for 2020/2021          **FNSA Success Stories:**  **Binche Whut’en Construction**  **Tl’azten Nation Silvaculture/Forestry Project**      **Binche Whut’en Construction Project**  **Lheidli T’enneh Oil and Gas UTV Training**    **Anzel’s 1st Year**  The Outland Youth Employment Program (OYEP) is a nationwide initiative that provides education, training and work opportunities for indigenous youth in Canada.  The West Fraser Sawmill has offered to commit to a four-year donation to the OYEP.  **Lucas’ 2nd Year**    The training program provides pre-employment in the forestry industry. Both members from the Lheidli T’enneh First Nations were excited to participate.  The OYEP was advertised in the Nation and now these two can encourage others to participate.  **BladeRunner Success Story:**  We have had quite a bit of success this year for our students; a student from our first cohort gained employment with IDL. In our second cohort one student gained employment with Aboriginal Housing and another with Columbus Community Centre.  Image**C:\Users\selgie\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\HLSNPPA3\Ariel.jpg**  **Saikuz HEO Training**      C:\Users\pennyp\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\HLNQ2JER\Jakob 1.jpg  Thanks to Lheidli T’enneh I have been able to pursue my goals in my journey to become a firefighter at the Justice Institute of British Columbia. Through hard work and perseverance, I was able to obtain my Firefighter Technologies certificate, Hazardous Materials Operations and Awareness certificates, and my Vehicle Rescue 1 Certificate. This all could not have been possible without the sponsorship of the Lheidli T’enneh and I am very grateful for this opportunity. My plan going forward is to obtain my EMR (Emergency Medical Responder), Class 3 driver’s license, and more work experience in order to higher my chances of getting hired at the Fire Department. Thank you Lheidli T’enneh from Jakob M.  **ISET/BladeRunner Success Story:**  **FIRST NATION SERVICE AGREEMENT (FNSA)/FIRST NATION INUIT CHILDCARE (FNICCI)**    **FNICCI Day Care Sites:**   * Kwadacha Nation * Lake Babine Nation * McLeod Lake Indian Band * Nak’azdli Band * Saik’uz First Nation * Tl’azt’en Nation   PGNAETA staff work with each nation to support FNICCI and Early Learning Childcare activities in each community. Covid funds were provided to the sites. During community shutdowns the staff of the FNICCI sites worked with the families to support Children’s activities, food security, information and education on Covid compliances, and provided parents and/or caregiver supports.      **McLeod Lake Indian Band Childcare would Like to Formally Thank PGNAETA, Penny Perlotto & Deborah Tait!**  **BladeRunner Program**:    BladeRunner Program: This includes foundational skills on which all other skills are built (reading, writing, numeracy, digital and problem solving), and social-emotional skills which are needed to adapt and succeed in a diverse and technology-driven workforce and society (adaptability, collaboration, creativity, and communication). This training helps youth overcome barriers related to low literacy, low levels of education, and lack of life skills and essential skills. This includes skills such as job search, résumé writing, and interview skills. 41 out of the 56 participants completed the BladeRunner Program.  1. Lake Babine Nation  2. Nak’azdli Whut’en  3. Prince George Native  Friendship Centre  4. Tl’azt’en Nation    **AHRD Network Communication Strategy:**  PGNAETA supports an Aboriginal Human Resource Development network comprised of First Nations Employment Practitioner from amongst the employment coordinators in the 18 First Nations. We write proposals to the province for formal capacity building for the network, for example they participated in the CCDP Program earning a college certificate which can ladder into a diploma program. As we navigate through this Pandemic, we followed the policy guidelines and expectations by working from home.  C:\Users\karinh\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\SUQB8QXW\IMG_0481.JPGWe have established a creative a way of communicating and providing supports to the communities, we work with. We developed a communication strategy with the Employment Practitioner’s input with the coordination of events, training, and meetings.  UNSUNG HEROS – HRD NETWORK  C:\Users\karinh\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\SUQB8QXW\group1.jpg  C:\Users\karinh\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\SUQB8QXW\IMG_0464.JPG   ABORIGINAL EMPLOYMENT GATEWAY (AEG)PEOPLE CENTERED SERVICESMona Anatole – Job Coach/ Mary Hansen – Workforce Promoter   **Aboriginal Employment Gateway (AEG) – People centered services**  **Aboriginal Employment Gateway** personnel work with citizens, organizations, public and private training institutes, industry and Indigenous Employment practitioners to increase the employment rates of Urban and rural/off reserve Indigenous citizens.  **Skill building is key** – meet industry certification requirements by upgrading skills to meet new and existing employment opportunities.  **Client Resource Center** – support the Resource Center at PGNAETA with access to job search and job coach services to aid with recruitment and retention  **Advocacy, support and resources** - assist with navigation of systems, processes, policy and procedure. Provide resources to support skill building and access to employment. AEG Training and Mobility Supports In total the AEG supported 106 clients during the fiscal year, 77 Funded, 65 obtained sustainable employment, 6 returned to school for higher learning. Clients received assistance with job search, short and long term training, mobility: safety gear and supplementary allowances. Assistance for industry recognized certification was funded for employment readiness in a variety of fields that include Construction, Oil and Gas Industry, Forestry, Hospitality and Tourism, Health and Safety, which require mandatory safety certifications. AEG Special Program Training Due to Covid 19 and shutdowns, no special projects were funded.  **AEG On-line Client Services**  The department provides an on line service to urban and rural off reserve clients through the “Request for Services” process. Once a client fills out the RFS on the website, the information is forwarded to the AEG and the workforce promoter sends a Participant Information Form and labour market research package to the client. Once Covid has dissipated to the point where re-entry to the workforce can take place, the RFS system will continue as it provides an excellent tracking system.  **AEG Resource Center**  Last year the Resource Centre was closed to the public due to the pandemic. Under normal conditions Walk-in clients would have access to the AEG Resource Centre to access the computer, fax and printer, current information is provided on employment opportunities, community support services and training programs. Advocacy for client supports AEG works closely with clients attending short or long term training, to ensure they are supported by a Personal Finance Plan. This to ensure continuance of social benefits, employment insurance, federal social benefits where applicable, family supports, childcare supports, transportation support and student loans.  The AEG would like to thank Tamara Gregg, Industry Connector Coordinator, for maintaining the RFS and Thelma Heide, Customer Service Representative for her assistance with supporting the clients when they phone or need documents scanned or photocopied.    Advocacy for client supports  Despite the challenges and reduced numbers the AEG completed the year with good results as demonstrated below.   ABORIGINAL GATEWAY TRAINING CENTER **Juanita Nikal, Team Leader/ Draiciee Wilson, Special Project Coordinator**  The mission of the Aboriginal Gateway Training Center is to develop and deliver training to improve the employability and connectivity of its learners and to engage in Special Projects to enhance the capacity of community practitioners. The Aboriginal Gateway Training Center is registered with the Private Training Institute Branch of British Columbia. Additionally the AGTC, in partnership with government agencies, private trainers and post - secondary institutes delivers products designed and customized to meet the learning needs of the Indigenous citizen.  **Early Learning Childcare-**  PGNAETA has updated the Early Learning childcare Framework to recognize the new realities of children, families and communities served. The new developed framework in collaboration with early childhood educators, community recognized elders (knowledge keepers), and indigenous professors who are fluent in both modern and traditional curriculum. In its final stage of the project.   * Foster individual and communal growth through indigenous teachings (native to the region). * Develop Indigenous curriculum relevant to region and shared with head start/language nest centers served by PGNAETA. * Create a foundation to reintroduce language and culture relevant to region * Focus on integrating language into school system through literature/coloring material/video * Deliver workshop on developed indigenous curriculum (relevant to indigenous region)   PGNAETA is set to deliver in four phases:  **Phase one:** Special projects Coordinator wrote a children’s book Called Sofia’s adventure. The Children’s book was then translated using the surrounding four dialects with Elders from the communities of Mcleod Lake Indian Band, Wetsuwet’en First Nations, Lake Babine Nation, Lhedli T’enneh. The book was illustrated by Cori Johnson in Coordination with Draiciee Wilson (special projects coordinator)  **Phase two:** PGNAETA and College of New Caledonia Professor Bruce Allan from the Stellat’en First Nations collaborated to develop First Nations curriculum. The curriculum designed to give a broad perspective to Indigenous and non-Indigenous employees working with Day care and language nest programs in the 18 First Nations communities PGNAETA serves.  **Phase three:** Work with Digital editor Jordan Cryderman to film/record/translate with elders to coincide the reading and proper pronunciation of materials.  **Phase four:** PGNAETA will hold a two-day workshop when safe to do so.  **Level One Foundation Piping Program-**  The Piping Foundation Program in partnership with United Association Piping Industry College of BC **(UAPICBC)** encompasses the foundational technical training required to enter into the trades of Plumber and Steamfitter/Pipefitter. This relevant technical training will aim to have students successfully complete the Foundation/Level 1 ITA learning outcomes for both trades simultaneously. Students also participated in an 8-week academic refresher to strengthen numeracy and literacy levels to satisfy the qualification to the foundation program.  **Trades Access Program/Construction Craft Worker-in progress**  The Trades Access program was designed to provide participants extensive knowledge to a variety of trades and technical training.  The goal to complete the program as a Level 1 Apprentice as a Construction Craft Worker the students will learn and obtain the following:  • Adapting to the needs of the Industry  • Advance Individuals  • Addressing critical needs of today  • Essential Skills Training  • Safe Work Practices  • Life Skills  **Future Projects**   * Foundations piping program/ Piping Industry College British Columbia * Craft Construction Worker/ LiUna * 3rd cohort Piping program * Capacity development 18 First Nations communities request (community economic development)    PRE-EMPLOYMENT SUPPORTS PROGRAM (PESP) **Tara William, Program Officer / Carlin Haines, Program Assistant**  **Program Mandate/Objective:**  To work with 120 First Nations Income Assistance Recipients whom reside on reserve in the communities of: Cheslatta Carrier Nation, Lake Babine Nation (Tachet & Fort Babine), Nadleh Whut’en, Nakazdli Whut’en, Saikuz First Nation, Stellat’en First Nation, Takla Lake First Nation, and Tlazt’en Nation.  **Program Goals:**   * Meet with Communities one on one to create a community planned approach for service delivery of the PESP. Each Community approach will be based on their community/client needs, designed with their own approach to client supports & resources, services delivered within a timely manner. * Build Capacity within community within working relationships between Band Social Development Workers, Employment Training Coordinators & PES Staff with training opportunities that compliment services they are already delivering to community. * Strengthen/Establish new relationships to community with resources to support client needs.   **Capacity Development:**   * We were able to provide an Indigenous Tools for Living workshop where individuals from Lake Babine Nation, Wet’suwet’en First Nation, Stellat’en First Nation, Nakazdli Whut’en, Takla Lake, Saik’uz First Nation and other referring agencies such as Carrier Sekani Family Services.   **Next Steps:**   * Find other ways to engage with communities and programming to provide service delivery from PES. * Continuous outreach to resources identified by communities as service providers, outreach to other program delivery & services to communities. * image1.pngIMG_4188.JPGIMG_4189.JPGIMG_5273.jpgOn going supports to community as needed.  REACHING HOME: CANADA’S HOMELESSNESS STRATEGY **Nicole Doucette, Manager / Dawn Murphy, Program Officer**  Dermatologic care of persons experiencing homelessness | Dermcast.tv  Homelessness has an impact on every community in Canada. It affects individuals, families, women fleeing violence, youth, seniors, veterans and people with disabilities. In 2016 an estimated 129,000 people experience homelessness at an emergency shelter.  Reaching Home: Canada’s Homelessness Strategy is a community-based program aimed at preventing and reducing homelessness across Canada. This program provides funding to urban, Indigenous and rural and remote communities to help address local homelessness needs.  Reaching Home supports the goals of the National Housing Strategy, in particular, to support the most vulnerable citizens in maintaining safe, stable and affordable housing and to reduce chronic homelessness nationally by 50% by 2028.  **PRINCE GEORGE INDIGENOUS STREAM**  **SUB-PROJECTS**  In 2020-2021 thirteen (13) sub-projects were funded in the City of Prince George to assist organizations with providing a range of support services to our most vulnerable citizens in the community.    **BC RURAL & REMOTE STREAM**  **SUB-PROJECTS**  In 2020-2021 forty three (43) sub-projects were funded in non-designated communities across BC to assist organizations with providing a range of support services to our most vulnerable citizen’s.  Communities were supported as far south to Castlegar, north to Dawson Creek, west to Terrace & Kitimat and southwest Chilliwack and the Coastal Island Communities.  [Image result for photos native homelessness](https://www.bing.com/images/search?view=detailV2&ccid=cwVhY+YA&id=E7FE2607E2C8A0F10DFF32CD24FE3C3147266066&thid=OIP.cwVhY-YAB42T4dh6W6avRQEsDW&q=photos+native+homelessness&simid=608052888375722326&selectedIndex=279)Sub-Projects funded over the past year aligned with achieving the program objectives of preventing and reducing homelessness which included housing services, prevention & shelter diversion, client support services, capital investments and coordination of resources and data.  We want to acknowledge and thank the many organizations and staff who work tirelessly to address the needs of our most vulnerable citizen’s. URBAN ABORIGINAL WORKING GROUP (UAWG) **Terry Luggi, Program Officer**  The Urban Aboriginal Working Group (UAWG) has mandated authority under the constitution of the Prince George Nechako Aboriginal Employment and Training Association (PGNAETA) to address urban off-reserve initiatives in the Prince George Nechako area.  The UAWG embraced the ISETS direction and moved forward into the new year under those premises. The 2020/2021 fiscal year was the first full year of operations under the ISETS agreement.  A UAWG Application Form was created to ensure standardization and ease of contracting amongst all Urban Indigenous service providers for focused, quantifiable, ease of application for urban funds. Contracting was also adapted to ensure accurate, ready, calculation of financial information.  2020 and beyond had Covid-19 impacting all aspects of life, including the employment and training realm. The World Health Organization declared a global pandemic and the BC state of emergency was declared in March 2020. The pandemic had, and continues to have, a significant impact in delivery. Face to face training delivery of training programs had class sizes slashed. Organizations worked diligently to minimize impacts and deployed resources and services to assist with new normal wellness protocols. The provision of computer hardware and the requisite requirements was a factor in COVID 19 employment training programming delivery and will likely remain going forward.  **2020/2021 UAWG Activities:**  Aboriginal Business Development Association (ABDA)  ABDA Officer, Self - Employment Assistance Services   * The Business Development Officer provides Self Employment Assistance Services in urban Prince George to a steady influx of clients. The Association also provides Aboriginal Enhancement Program (AEP) grants to owners, vital to the ongoing success of their businesses. AEP grants were particularly critical to businesses that necessitated pivots particularly for online access, in order to survive during the pandemic and physical distancing requirements.   ABDA provided services to a minimum of 22 business owners.  ABDA provided AEP grants to 18 self-employed clientele.  Aboriginal Housing Society of Prince George (AHS of PG)   * Maintenance Worker, Targeted Wage Subsidy * The AHS of PG was contracted for a Maintenance Worker position.   2 participants were contracted under this TWS.  1 participant went onto other employment and 1 participant continued his employ with the AHS of PG.  Burns Lake Native Development Corporation (BLNDC)  Native Liaison Officer, Employment Assistance Services   * The Native Liaison Officer provided Employment Assistance Services in Burns Lake, providing funded and non-funded services to members and non-members of the 6 First Nations Indigenous to the area.   Carrier Sekani Family Services (CSFS), Prince George  Bridging (to employment), Project Based Training   * This 12-week foundational employment program provides culturally sensitive pre-employment, certification and lifeskills training. In alignment with provincial health orders, intakes were reduced to 6 participants, as opposed to 12.   12 participants total for 2020/2021.  2 intakes with 6 participants per intake.  Smokehouse Kitchen Project  Prince George Native Friendship Center  Smokehouse Kitchen Project, Project Based Training   * The PGNFC operates a Culinary Arts restaurant/hospitality training Program out of their Smokehouse Kitchen restaurant in conjunction with the Province of BC. The Smokehouse was especially critical to the provision of low to minimal cost food security during the COVID 19 pandemic.   11 participants total for 2020/2021.  2 cohorts of 6 participants per cohort.  BladeRunners , Project Based Training   * The PGNFC operates a BladeRunners training Program in conjunction with the Ministry of Advanced Education, Skills and Training, Labour Market Programs and 3 First Nations BladeRunner providers for the PGNAETA catchment area. The UAWG provides a contribution towards operating costs, with MAEST providing training delivery costs.   Aboriginal Career Development Counselor, Employment Assistance Services   * PGNFC’s Employment Assistance Services is 1 of our most active and productive service providers with a minimum of 397 clients receiving services. The ACDC is the data gathering hub of all of the PGNFC’s initiatives.   Prince George Nechako Aboriginal Employment and Training Association  Trades Tek, Employment Assistance Services   * PGNAETA’s Trades Tek is a partnership with the Skills Partnership Fund and maintained client access as 1 of 2 staff providing employment assistance services. Trades Tek is co-funded with Canada’s Skills Partnership Funds.   Trades provided funded and non-funded services to a minimum of 79 clientele.  **SUCCESS STORIES**  CSFS Bridging to Life Skills  C:\Users\terrylynnl\AppData\Local\Microsoft\Windows\INetCache\Content.Word\120777401_2423389167970259_1328370701546325268_n.jpg  BLNDC Heavy Equipment Operating Project      PGNFC Smokehouse Kitchen Project SKILLS PARTNERSHIP FUND/ PROVINCIAL STRATEGIC INITIATIVES (SPFPSI) **Juanita Nikal, Team Leader/Project Director**  PGNAETA's SPF Provincial department leverages funding from the Provincial and Federal Government in order to advance career and educational progression of Indigenous citizens into trades and technology careers. Training initiatives are informed by research conducted in collaboration with First Nations people and their communities as well as with employers. We foster mutually beneficial partnerships with employers, training providers, and First Nation communities so that First Nations can fully benefit from the abundant opportunities in Northern BC. This year, PGNAETA's Strategic Initiatives supported 26 training initiatives resulting in 252 program training graduates.  **Our Priorities**  **1 - S E R V I C E T O F I R S T N A T I O N S**  Service to First Nation citizens is the heart of everything we do.  **2 - R E A L I Z E P O T E N T I A L**  Developing the workforce of the future.  **3 - A D V A N C E L I T E R A C Y**  Promote cultural literacy, technical skills, English, Math, and Science.      **E M P L O Y E R S E R V I C E S C O N N E C T I O N S**  CMR Fabricating ltd. IDL  IQ Builders LiUNA  Datoff Construction Fortis BC  Aboriginal Housing Society UAPICBC TRANSPORTATION/ HEAVY EQUIPMENT 2020/2021 **Ken Morland, Program Officer**  **Purpose:** The Purpose of the Transportation and Heavy Equipment Initiative is to provide Industry Recognized training to individuals resulting in sustainable employment. The competent individuals are linked to reputable Industry partners.  **Key Actions:**   * Tanizul Timber Ltd/ Tl’azt’en Nation – To support Tl’azt’en Nation and their economic development utilizing their Tanizul Timber Ltd. to sponsor training leading to sustainable employment involving brushing, heavy equipment operating. * Saik’uz First Nation - To support Saik’uz First Nation and their economic development by sponsoring Entry Level Pipeline training that leads to sustainable employment * Yinka Dene Limited Partnership – To support 6 Nations and their economic development by sponsoring Diamond Drilling training that leads to sustainable employment * Burns Lake Native Development Corporation – To support 6 Nations and their economic development by sponsoring Heavy Equipment Forestry training that leads to sustainable employment. * Insurance Corporation of BC – relationship building to secure a grant to provide a Train the Trainer workshop for 12 communities to provide Class 7L licenses within community * IUOE 115 - Entry Level Pipeline Training for 7 that has resulted in sustainable employment with CGL and their sub contractors; Mobile Crane Operator Training for 4 that have resulted in apprenticeship opportunities and sustainable employment; Heavy Equipment Operator Training for 3 that has resulted in sustainable unionized employment. 5 Referrals to PAPC for training with IUOE 115 on Padder Crusher that resulted in gainful sustainable employment. * Joining the ITA Sector Advisory Group for Transportation and Transit to ensure that the realities of living in Northern BC are captured at the provincial level with the Industry Training Authority * Continued support for Trades including indenturing of clients, exposure to construction trades, mentoring and guidance to existing structure   **Results:**  PGNAETA’s results include Industry recognized trained individuals resulting in sustainable employment, directly associated to partnering with Accredited Training Providers (e.g. IUOE 115).  C:\Users\tamarag\Pictures\May 2019 Janine Sebastian Crane Operator Apprentice 3.jpg**Highlights:**   1. Women in Trades – support to an   individual to pursue her Mobile Crane  Operator License and Class 1. She is now  sustainably employed as an Apprentice.   1. Two young men who were motivated and interested, working minimum wage were introduced to the career of a Mobile Crane Operator. Both have now completed their 1st year of training with IUOE 115 and are gainfully employed with a bright future. 2. A young man graduated high school and was interested in the Mobile Crane Operator training and decided Heavy Equipment Operating with IUOE 115. He completed his training and is now sustainably employed as a very young man.   C:\Users\tamarag\Pictures\May 2019 Brydon Lessard Crane Apprentice with Sterling Crane.jpegC:\Users\tamarag\Pictures\Jesse Ogen at IUOE Mobile Crane Operator Course 2.jpg TRADE TEK 2020/2021 – “TRADES IS WHERE ITS AT” **Brendan Anatole, Coordinator**      TradeTek is the name for the Trades Strategy at PGNAETA. The strategy is multi-faceted and requires support of other funding agencies and industry participation to accomplish the goals set for achieiving the overarching vision.  Trades Tek has served 73 clients through individual cost share funding to pay for seats in foundational and apprentices level programs within colleges and technical institues, Industry Safety Certifications, additional supports include work gear, tools and targeted wage subsidies and mobility.  **2020/2021 Fiscal year**  43 Employed  61 Funded  79 Served  4 Returned to School  Of the clients served , 22% women and 78% were men.  Trade Tek assisted clients with one-to-one job search assistance to all Trades and Technology clients with respect to employment readiness and job search. Client’s are provided with job search assistance ensuring clients are linked to employment opportunities that lead to apprentice positions, and a pathway is set to complete their Red Seal designation.  As a result of the COVID 19 pandemic this calendar and the health and safety precautions, an online application process was implemented by PGNAETA to minimize the affects of the pandemic, so that clients had easy access to services.  Extra outreach through out the year was made to connect with academic advisors and recruiters at local post-secondary institutions to market Trade Tek services and also to strategize solutions as a result of online training.    2020/21  Trades results for funded individuals    Male/ Female ratio  **Indigenous Youth in Trades (IYT) Supports**  Trade Tek has also worked very closely with School District 57 and social media to market our new Industry Youth in Trades Supports (IYT) initiative, which provides support to students while in high school and after high school assisting with course purchases, books, work gear, tools and a targeted wage subsidy. The IYT Supports also assists youth between the age of 15 to 29 will career exploration and job search.  **Indigenous Trades Connector (ITC)**  The Indigenous Trades Connector data base has been developed, the data base contains information on clients who have received foundation training, apprentice and Red Seal certifications. The ITC database captures trades training information on our 18 member nations within our service area. Clients who are registered in the database will be linked to trades employment opportunities. Indigenous Trades Connector data requires ongoing maintenance to update client information, and also to assist clients who face barriers with respect to reaching apprentice level and red seal certification, additional wrap around supports are provided to support clients in reaching their goal.  **Trades Discovery**  In a partnership with the College of New Caledonia, Industry Training Authority and the Prince George Brain Injury Group, Trade Tek assisted 6 students’ in the 2nd group of the Trades Discovery Program.  Students from the program were able to tour a new Aboriginal Housing complex to explore trades within the construction field, additional tours were arranged through out the program to provide student’s with a view they different type of occupations, and to ask questions regarding job requirements for entry level positions. Students from the program are being provided with support with respect to job search, training, and job supports.  **Partnerships**  Trades Tek has been actively liaising with industry, unions, and the Industry Training Authority (ITA) to ensure that training meet the demand of workforce. Trades Tek has been working closely with industry over the past year pertaining to major economic projects within Northern BC.  Image.jpeg  Image.jpeg  C:\Users\karinh\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\SUQB8QXW\Resized_20200806_121303(0)_9367.jpeg WOMEN IN TRADES & TECHNOLOGIES (WITT) **Amanda Chingee, Workforce Promoter**  The WITT program is dedicated to promoting the self-sufficiency of Indigenous Women. The participants of the program are helping to impact society by changing current views in the trade’s community along with being role models for future generations. Generations that will not be dependent on social assistance but part of a system of sustainable employment.  The second cohort for the Women in Trades & Technologies (WITT) program began in January 2020 and had 15 women between the ages of 18-45 enrolled. However, just as this cohort was getting ready to move to the trades’ discovery portion at the College of New Caledonia located in Prince George, BC, the COVID-19 pandemic had forced the world to go into quarantine shutdown as leaders had to decide how to comprehend and take action on the global crises. As such, throughout the process our participants remained calm during the process of having to be isolated and adjusted to working with the IXL program which aided in their preparation for the trades exploration portion of the program.  When we were able to discuss scheduling for the trades discovery portion with the College of New Caledonia for the hands on experience, the participants had the opportunity to try several trades, we scheduled for the participants’ classes as follows:  - Core 1 week  - Automotive 2 weeks  - Electrical 2 weeks  - Pipe Trades 2 weeks  - Carpentry 2 weeks    We have successfully finished with the 2nd Cohort of the WITT program with 12 participants during a historical time of global crises in regards to the COVID-19 pandemic.  Numbers served, 15  Numbers funded, 15  Numbers trained, 12  Numbers employed, 6  Numbers who became self-employed, 0  Numbers who returned to school, 5  Numbers who advanced to next level of trades 3  Hanne completed the WITT Cohort 2 and had chosen to pursue the Electrical trade. She was employed by Westcana for the work experience portion, then was taken on to apprentice with Westcana. When she first began the WITT program she was hesitant about which trade to pursue, after she was able to experience several different trades in the trade’s discovery portion, she was hooked with the electrical component and is happy with her decision.    Lani completed the WITT cohort 2 program and decided to re-ignite her passion with the Carpentry trade. When she first enrolled in the WITT cohort 2 program, she was adamant that she was done with the Carpentry trade, although she was almost at level 2. However, after going through the trades discovery portion she realized that she still felt strongly about Carpentry and wanted to continue to pursue the trade. After much persistence and patience, she managed to secure a position in the Aboriginal housing project where not only can she move forward in her Carpentry journey.  Due to COVID our project as outlined in agreement was delayed for cohort 2. Due to a funding partner timeline (constraints), we were asked to start as soon as possible for cohort 3. It was somewhat chaotic, and although it was pressing, we accepted the challenge and were able to fill our seats to the new legal maximum capacity for gatherings during this pandemic with women aged 22-50 years; we scheduled the participants’ classes as follows:  - Core 2 week  - Heavy Duty Mechanics 2 weeks  - Electrical 2 weeks  - Pipe Trades 2 weeks  - Carpentry 2 weeks  cid:26c72d2f-6f91-4578-a33b-61f96e241621@PGNAETA.local  Angela came into the WITT cohort 3 program unsure of which trade to pursue. She had liked the idea of the Electrical trade yet was open the Piping or Carpentry as well so she struggled with which trade to commit to. She gravitated towards pursuing the Electrical trade after having been able to sample each trade in the trades discovery portion then having the opportunity to try the trade with the work experience portion. Angela is now taking the necessary steps to work on her required courses for physics so that she can have a stronger base when she applies to the Electrical foundations at CNC.  cid:020ccad6-38cc-43c5-8649-5a81ee252fd3@PGNAETA.localWhen Kiyawni first enrolled in the WITT cohort 3 program, she was very unsure if she would find her desired trade as she had never experienced this industry before as her background was mainly customer service. However, once she began in the trade discovery portion at CNC she realized that she really enjoyed the first course of Heavy Duty mechanics. She tried her best to be open to the other trades throughout that specific portion but her thoughts always pulled her towards HDM. Kiyawni is now upgrading part-time so that she has a stronger educational foundation for when she goes apply to the HDM while working in a camp and has also recently obtained her class 7N driver’s license.  Numbers funded, 10  Numbers trained, 8  Numbers employed, 5  Numbers who became self-employed, 0  Numbers who returned to school, 2  Numbers who advanced to next level of trades 2  **Partners & Relationships:**  - Frank Rossi, School of Trades & Technologies- CNC  - Marlene Erickson, Office of VP - Academic Director Aboriginal Education- CNC  - Kristin Emel, ITA  - Scott Bone, NRCA  - Chris Montgomery-Hewett, CNC Associate Dean, School of Trades & Technologies  - Katrina Molendyk, CNC Programs Planner School of Trades & Technologies  - Dawn George, CNC Aboriginal Academic Advisor  - Christine Klotz, ICBA  - Paul Bayliss, RH Jones LTD. - General Manager/ Estimator  - Chad Kinsley, RH Jones LTD. - President  - Justin Herle, DATOFF BROS CONSTRUCTION LTD  - Gina Bialuski, Irwin Safety- Training Manager  - Taylor Manhas, Taylor Manhas, Westcana Safety Coordinator, NCSO, CHRP PGNAETA/First Nations Forestry Council Indigenous scholarship Program **Mona Anatole, Program Officer**  The Trades department at PGNAETA is responsible to manage the partnership between the BC First Nations Forestry Council and PGNAETA for the FNFC’s Indigenous Scholarship Program for First Nations (status, non-status) Inuit or Metis students) residing in PGNAETA’s service area. The supports entail administering the tuition and living supports for the scholarship program. PGNAETA also provides wrap around supports for the scholarship program. During the summer students are provided with employment placements with partners of the FNFC in the forestry sector to provide students with an insight into opportunities in the forestry field and to enhance their workplace skills.  A picture containing person, outdoor, ground, hat  Description automatically generated  J. Daniels  Forest Ecology & Management Degree Program (BSc) – University of Northern BC (UNBC)  C:\Users\monaa\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\1HZD8D1A\Dorthy picture 1.52 mb (00000002).jpg  D. Stewart  Human Resources Assistant Diploma Program – Native Education Training College (NETC)  cid:93753854197862355988109  H. Harris  Natural Resource & Forestry Technology Diploma Program – College of New Caledonia (CNC)  C:\Users\monaa\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\1HZD8D1A\20200521_151723(0) (00000002).jpg  G. Lakey  Forest Ecology & Management Degree Program (BSc) – University of Northern BC (UNBC) ACCOUNTABILITY & RESOURCE MANAGEMENT SYSTEM (ARMS) TOOL **Marie Bourque, Manager**  There are presently 56 Active Case Managers within the database system who have been trained and are supported for the ongoing input and maintenance of individual Case File Data in the Association’s system.  Funded = Clients participating in a training interventions/ program during the 2020/2021 Fiscal Year  Non-Funded = Clients accessing employment assisted services during the 2020/2021 Fiscal Year; clients may have more than one intervention (i.e. Resume Building, Job Search, Employer Referral and use of Resource Room for training purposes).     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