

ANNUAL REPORT 2019-2020

PGNAETA

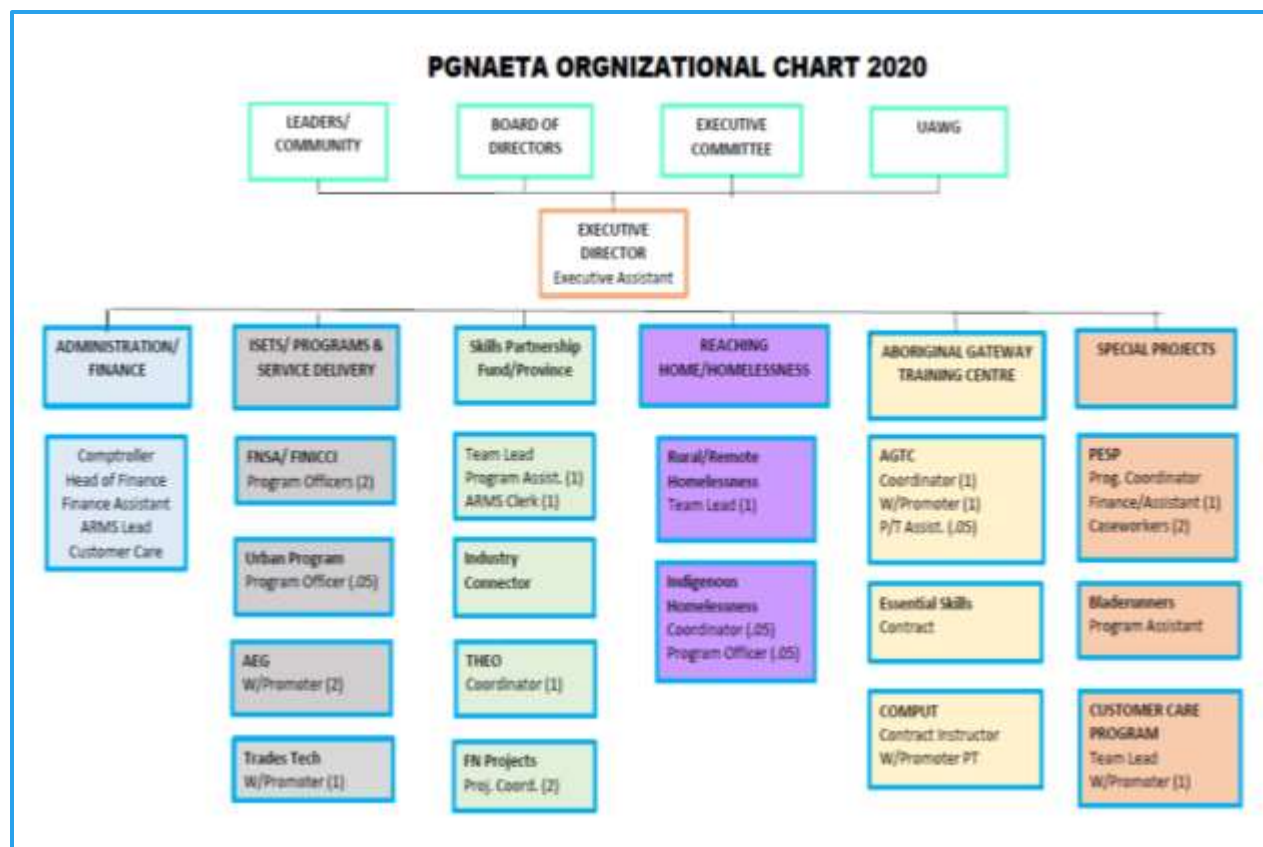
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ABOUT US

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:

We foster relationships with 18 local First Nation communities, community organizations, Federal & Provincial Governments, Rural and Urban service providers, training institutions, employers, and Unions to build a workforce in response to opportunities.

LEADERSHIP:

Our direction comes from First Nations and Urban Aboriginal leaders, employment practitioners, industry, and employers working in partnership to advance First Nations people to fully benefit from economic opportunities.

MISSION:

“We are a visionary team dedicated to promoting the self-sufficiency of Aboriginal People”



PGNAETA BOARD OF DIRECTORS



Barb Ward – Burkitt
President



Mark Prince
Vice President



Duncan Gouchie
Treasurer/ Elder



Jodie Ware
Secretary



Renata Monk
Director



Jackie Thomas
Director



Barby Skaling
Director



Vivian Tom
Director



Susan Stearns
Director

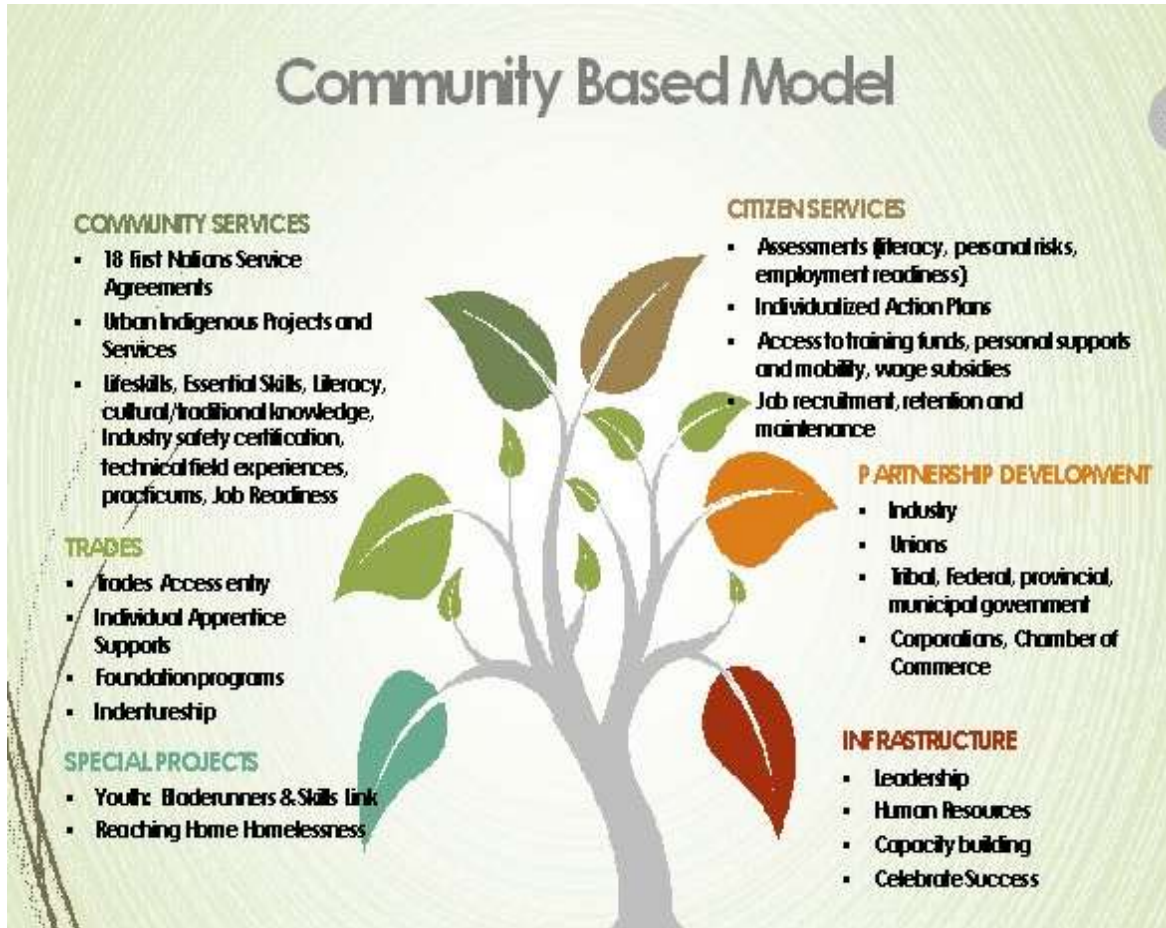


Barbara Tom
Director

“Leadership is *about* People- and *for* People”

Leadership is not about titles, positions or flowcharts. It is about one life influencing another.

PGNAETA – INDIGENOUS SKILLS EMPLOYMENT & TRAINING STRATEGY (ISETS)



EXECUTIVE DIRECTOR REPORT

Reflections 2019/2020.....

Special regards to our Elders, Chiefs, and the community members we serve. As I reflect on 2019/2020, I cannot recall another year with such dramatic change. The overall transition from ASETS to ISETS took place primarily within the past twelve months as national, provincial and local adaptations moved toward community based programming and recognition for distinction based approaches. The National Assembly of First Nations played a lead role in the design and implementation of the new process. I was honored to serve on the Technical Working Group as one of the advisors to the National Chiefs Committee on Human Resource Development.

“At PGNAETA our overall focus is to share in the growth and development of our citizens. Our aim is to assist them to achieve sustainable occupations through training and greater linkages to the labour market. Serving our citizens is the highest calling of life's purpose.”

The deliberations at the national and regional level are ongoing as the new national process omitted resources for the status and non-status residents living off reserve in urban and rural settings. Despite several consultations with leaders, the government applied a distinct society approach to urban funding and as a result British Columbia did not have access to the resources. The BC assembly of First Nations has addressed this matter with a resolution passed at a Chiefs Assembly. The outcome at present is unknown. Despite this challenge, the overall design of the new Indigenous Skills Employment Training Strategy (ISETS) provides an opportunity for locally designed initiatives more reflective of the diversity amongst First Nations. Locally designed programming is now inclusive of a broader range of activities from entry level foundation programs to technical training, capacity building to accommodate First Nations economic development activities, and preparations for work force profiles established through partnership with industry and unions.

Careful consideration is needed to address geographical challenges, address low levels of literacy, and design remedial approaches for personal risks. We encourage the inclusion of culture and language as foundational to the development of our merging labour force, capturing too our undertaking to protect our citizens as they prepare for the cultural divide between our traditions and industry culture. Our view is that sustainability is not an isolated function within our decision making but rather a component of developing our citizens to value and believe in the gifts they possess.

ISETS does capture the data on the number citizens who have been placed in employment within 12 weeks of having completed a training intervention or who have returned to school within the same 12 week period. This past March however, due to the Covid-19 shutdown of businesses, Indigenous offices, schools and training centers, the world as we knew it turned upside down and there no longer was a “normal” to guide year-end close out process. As a whole other than essential services, citizens were laid off with few new employment opportunities and post secondary projects discontinued to an unknown date. Despite the interruption for the period of mid-March to the end of June, our data depicts that ISETS funding and Skills Partnership funding supported a respectful 451 citizens placed in jobs with 47 returned to School!

As I travel within diverse communities in BC and across Canada, I am regularly impressed by the innovative and wide-ranging ways in which First Nations leaders are seeking to build economies and prepare our

citizens for market opportunities. In the past year we have participated on several provincial and national tables to inform and educate policy and decision makers on the excellent business sense of investing in the First Nations labour force. We cannot afford to be silent!

A special thanks to our Board of Directors and the Urban Aboriginal Working Group for their guidance and support throughout the year. Your dedication is always appreciated. And to the team, the staff at PGNAETA, your dedication to the issues and the passion you bring are what keep us moving forward each day in this field. What makes us unique is our fundamental belief that at the heart of it all, we must do all we can for our people, we must never be afraid to try new things or approach new fields. This past year we introduced new portals for labour force development through the Youth Skills Link, Skills Partnership Fund, Provincial Bladerunners Program, Communities at Risk resources, and supported First Nations communities in the development and implementation of community based service funded by the Ministry of Indigenous Relations and Reconciliation.

Champion

“A person who commits an act of extreme courage, extreme specialness, or extreme bravery; one who is deserving of positive recognition”

PGNAETA acknowledges the “Champions” in our midst, the Employment Coordinators at the First Nations communities and within the Urban setting

I look back on another year in which our Board of Directors and staff brought sustainable value to our people by delivering on our simple, unifying promise. Our brand promise is to “Prepare our citizens to participate fully in today’s labour market”. It is a promise that extends beyond our commitment to develop the industry required skills which will open the doors to meaningful employment.

Our strategy of designing and implementing unique features to broaden the reach for Indigenous inclusion in the workplace has been delivering good results. We have seen progress with new offerings such as the Industry Connector in which new recruitment agreements have been reached with industry partners, moving the Trades strategy toward “Tradetek”, and introducing the Transportation/Heavy Equipment Operation department. While our strategy is sound, we will continue to reach out to our leaders and stakeholders to advise us on new or continued services to assist us to create value. Our people matter. Low paying minimum wage jobs are not the answer if we want to address the poverty in our midst. We must continue to press forward preparing our citizens with the literacy and technical skill necessary to align them with sustainable employment!

Special acknowledgment is awarded to the First Nations and Urban Aboriginal Employment practitioners who work at the grass roots level to plan and coordinate skills training for Indigenous citizens living on and off reserve, with the specific aim of aligning their new skills with industry opportunity. We also express our gratitude to community organizations such as the Chamber of Commerce, Community Futures and Regional Districts, College of New Caledonia, Thompson Rivers University and Nicola Valley Institute of Technology. And to our industry partners and unions for sharing their knowledge and opening doors for our citizens thank you, your contributions have been invaluable.

Awet za

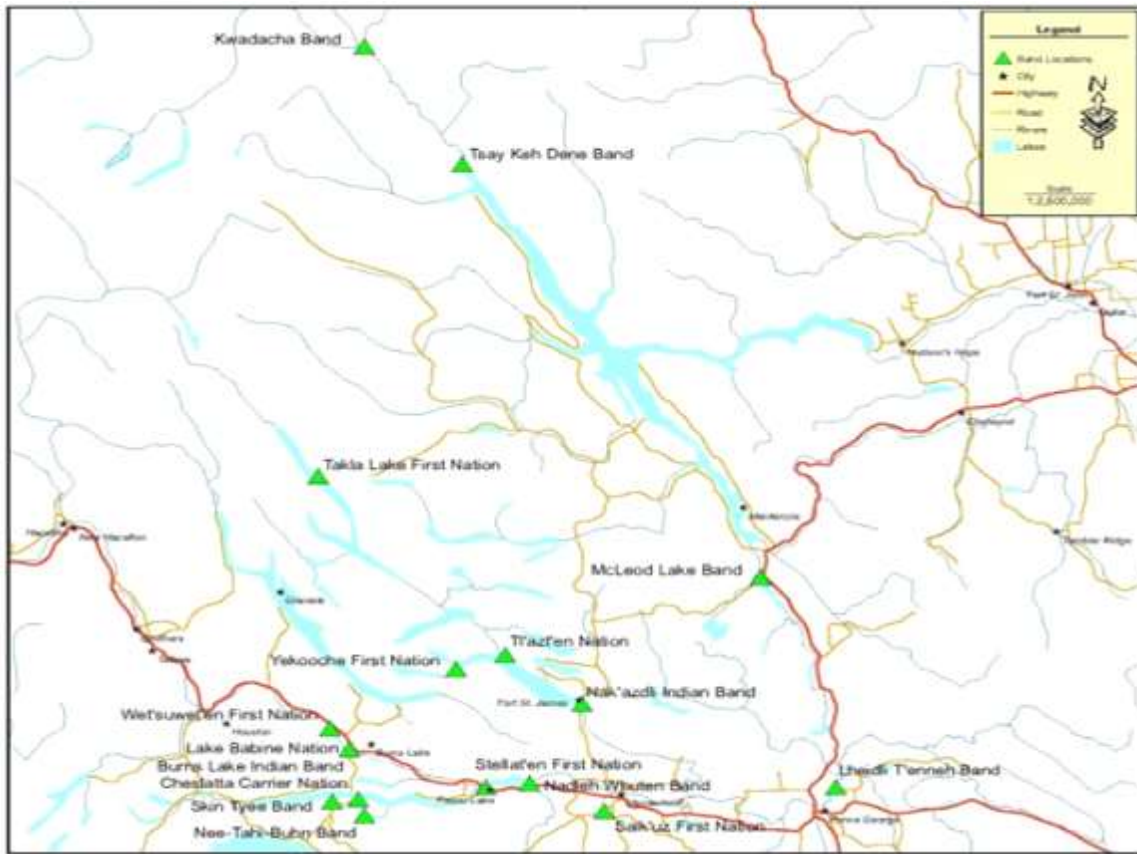


FIRST NATION SERVICE AGREEMENT

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

The territory encompasses 18 First Nations, listed on the map below. The list of each band is listed under 'In This Section' on this page.



1. Burns Lake Band
2. Cheslatta Carrier Nation
3. Kwadacha KNRLP
4. Lake Babine Nation
5. Lheidli T'enneh
6. McLeod Lake Indian Band
7. Nadleh Whut'en
8. Nak'azdli Whut'en
9. Nee Tahi Buhn Band
10. Saik'uz First Nation
11. Skin Tye Nation
12. Stellat'en First Nation
13. Takla Lake First Nation
14. Tl'azt'en Nation
15. Tsay Keh Dene
16. Wet'swet'en Dene
17. Yekochee First Nation
18. Binche Whut'en

At the national level Service Canada introduced the “Indigenous Skills Employment Strategy” a ten (10) year strategy providing resources within a “designated community” approach, identifying budgets for Employment training, skill development and capacity building.

Focus:

- Capacity development and operational guidance
- Research and development – impact of workforce population and inflation
- First Nations - services to first Nations citizens seeking to enter the workforce

There are 4 key areas to consider:

Governance/Leadership
 Planning/Management
 Financial Management
 Delivering Results

The ISETS provides an opportunity for considering new strategies focused on community based approach, from essential skills to skills upgrading. The new strategy provides greater flexibility to meet the needs of community members.

The fiscal period of 2019/2020 was unique in several ways; beginning with this being the first full year of the implementation of the new ISETS agreement. This gave an opportunity to examine processes to accommodate the transition. The second being the addition of the newly recognized Binche Whut'en tribal government. The third was the ominous presence of Covid-19 in March.

Our team is responsible to support First Nations agreement holders, build capacity at the community level for delivery, implement and monitor all the agreements, report on activities and disbursements, and collect data to track interventions. The purpose of the FNSA agreement funding is to foster lifelong learning, skills development and training. The emphasis is on overall client outcomes, ultimately leading to improved skills and employment. The data system captures the progression of clients on skills development to support their employment path and long-term career. We have been working with the system developer to upgrade the system for First Nations to have the data they need available to them directly at the community level. This re-development will continue in the first quarter of the coming year.

Capacity Building

As systems change and new staff are hired at the community level, the landscape for capacity also changes. We support the Employment Practitioners, Bladerunner Coordinators, FNICCI Daycare Managers – 2 new sites, and the various agreements for the Early Learning Child Care (ELCC) funding.

We developed a very valuable tool to provide training to the Employment Practitioners that include the following topics: ISETS Community Based Response; Contract Management' File Management; ISETS Agreement Priorities; Monitors: Financial and Mid-Year Dialogue; and the Service Level Agreement.

In addition we have a new Coordinators Handbook for training new and existing workers hired to coordinate training programs at the community level.

Highlights

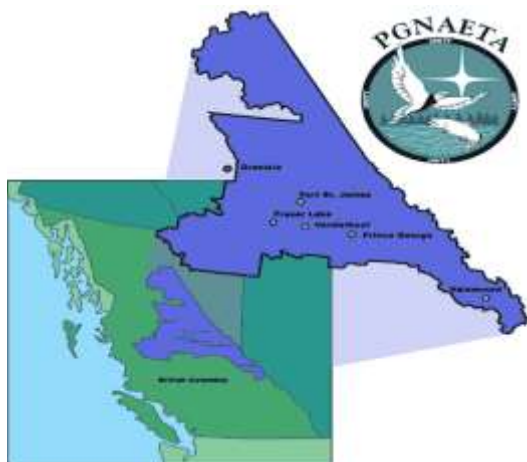
Preparing our citizens for employment in the field of Early Learning Childcare remains a priority and this past year we delivered the ELCC 101 to 19 participants through the Aboriginal Gateway Training Center. This is a short term entry level program that provides the learner with the basics for preparing for a career in the field. Graduates make the decision of going forward with post-secondary education to earn their ELCC certificate and on to the diploma. We also partnered with the Carrier Sekani Family Services and Nicola Valley Institute of Technology in the delivery of an ELCC certificate program and partnered with the Prince George Native Friendship Center on the development of an Indigenous ELCC program which will take place in mid-2020. It was exciting to be part of an exciting endeavor to train the much-needed ECE Workers.

We worked with the First Nations Employment Coordinators in the re-design of the capacity training tool for ISETS and piloted the first module. Work is continuing on additional modules for delivery in the coming year. The focus is to align reporting requirements with the Employment Practitioner's progress approach to better serve their citizens. Many thanks to Marie Bourque who makes herself available to bring new workers to the PGNAETA office for training on the ARMS data system and also travels to the First Nations communities to provide direct support at their worksites.

Overall the goal of the capacity building is to:

- onsite visits to provide support and training to Employment Coordinators, Managers, and Finance,
- assistance with developing operational plans to match the budget, activities, and goals.
- Dialogue on how to marry the schedules to the operational plan and how they support each other
- training with the ARMS database management, completing PIFS, and client follow up
- discussion on merging or growth industry sectors to match local employment opportunities and trends.

Due to COVID 19 protective safety measures. First Nation's and Indigenous organizations closed their doors Mid-March. Return to work strategies began in mid to late March. This effected the usual 12 week follow-ups to capture employment data. Thus, the data was not recorded until after the deadline date of June 8th. The outcome was lower than average completion results. All in all, the data available shows a respectful 451 employed and 47 returned to school!



FNSA Success Stories



Name: **JakobM**

Course of study: Firefighting Technologies Certificate Program with JIBC – Maple Ridge

Dates: October 7, 2019 to March 14, 2020



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 couldn't have been possible without the sponsorship of the Lheidli T'enneh and I am very grateful for the opportunity the band has presented me with.

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



LAKE BABINE NATION
EMPLOYMENT & TRAINING PROGRAM



Client:
Monica

Age:
26

Nation:
Lake Babine Nation

Monica expressed her interested in applying for the Office Worker Prep program by applying for funding through the Lake Babine Nation Employment & Training program to cover tuition and books. This was a partnered approach between Lake Babine Nation Employment & Training and the Lake Babine Nation Forest LP Office. Congrats to Monica on completing the Office Worker Prep Certificate program and obtaining full time employment with the Lake Babine Nation!

ABORIGINAL GATEWAY TRAINING CENTER

The mission of the Aboriginal Gateway Training Center is to develop and deliver training to improve the employability and connectivity of its learners to the labour market and to set a standard for community based learning practices.

Project Management-

Introduction to full cycle project delivery, 19 participants received training designed to develop an in depth assessment of communities, demographics, supports and labour market outlook. Participants learned how to identify and present a community development proposal to support community needs. The training was completed in two rotations over a two-month period and provided to Band administration/ Chief and council members from the surrounding 18 First Nation communities.

Career Development Practitioner Program-

The Ethics and Theories courses in the CDP program met the education requirements for certification as a Certified Career Development Professional (CCDP) by the BC Career Development Association. Partnerships with The Prince George Native Friendship Center, Burns Lake, Lake Babine, Lhedli T'enneh, Nadleh Whut'en, Stelat'en, Nakazdli, Wetsuwet'en, Mcleod Lake and Takla First Nations were utilized to support students earn their credentials as certified job coaches. Fourteen (14)



students successfully completed the program earning their credentials **and** Twelve (12) credits for completion towards a degree in Adult Education with University of the Fraser Valley. The 10-month hybrid program was delivered through online distance education for three weeks followed by one week full-time in class sessions.

Advanced Career Development Certificate-

Case Management is designed to show career professionals how to build and manage effective career planning services. Learn skills around report writing and rationales, funding structures as well as the complete case management cycle.

Information Management is designed to develop an in depth assessment of communities, demographics, supports and labour market outlook.

Career Documents is targeted to building an online professional presence that will ultimately support clients in successfully gaining employment.

Indigenous Employment focused on the impact of modern history and systemic barriers to employment for Indigenous peoples. Students learned about labour market identity, skills gaps, unique strengths and strategies to manage these challenges, with a focus on increasing job retention.

Nine (9) students from the Career Development Program participated in the advanced hybrid program adding another four months of dedication to finishing the program while working full-time for their communities.

Early Learning Childcare- three stages

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, Wetsuwet'en, Lake Babine, 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 partnered to develop First Nations curriculum. The curriculum was 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: PGNAETA will hold a two-day workshop in August 2020-due to Covid-19 the two-day workshop had to be postponed.



Hubodehleh (Older Worker First Nations Elders) Computer Training-

The weekend program was every weekend over a two-month period. Students were able to keep their laptops when the program was completed.

- Operating systems (Windows and MacOS) ...
- Office suites (Microsoft Office, G Suite) ...
- Presentation software (PowerPoint, Keynote) ...
- Spreadsheets (Excel, Google Spreadsheets, etc.) ...
- Communication and collaboration tools (Slack, Skype, etc.) ...
- Internet safety (spyware, viruses, spam, money scheming)



Early Learning Childcare Assistant-

The Aboriginal Early Childhood Education program is designed to meet provincial licensing standards, effective child development workers in BC communities.

The program is unique in that it emphasizes the knowledge, skills and standards relevant to both Aboriginal and mainstream individuals, families and communities. Early Childhood Education is a rapidly expanding field with a high need for qualified and certified childcare workers, particularly in Aboriginal communities. The program also includes First Aid certification in the Health, Nutrition and Safety Course (AECE 150).

Seventeen (17) students completed this exciting and progressive program with a focus on Aboriginal content in the curriculum from an Aboriginal perspective.



Motivational Interviewing-

Eighteen (18) professionals participated and completed the training earning their level one delivery in Motivational Interviewing.

The program is designed to build capacity. Training frontline worker's/job coaches/work force promoters; to structure conversations so clients so that clients would be more likely to hear themselves talking about important and need for desired changes. Guide their clients through motivational self-talk and build their own arguments of change. Work through planning processes to engage clients actively evolving them in the plan.

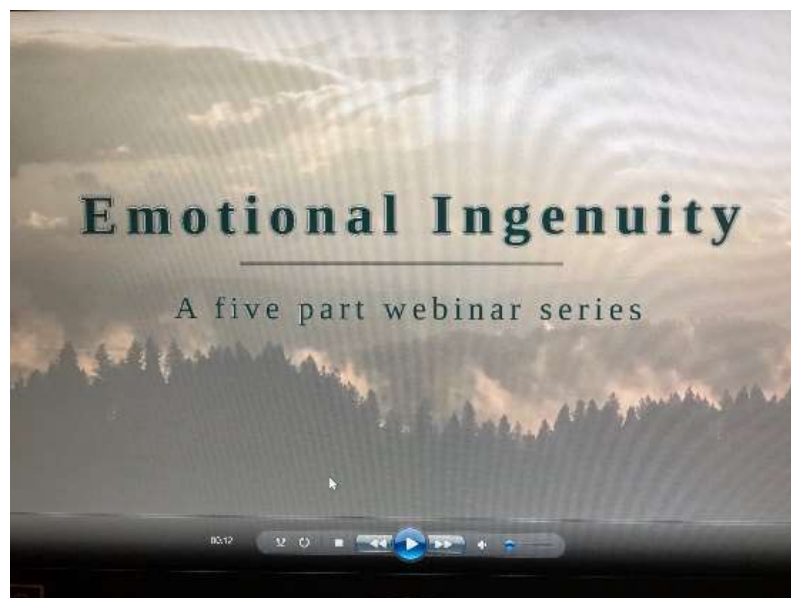


Emotional Intelligence research/Emotional ingenuity development

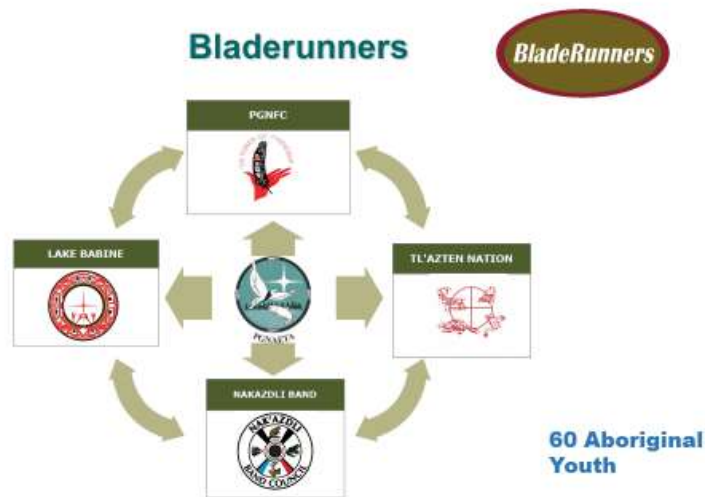
Phase one: PGNAETA contracted Royal Roads University to deliver a two-day work shop on Emotional Intelligence. Thirty-five (35) participants gained knowledge on Emotional Intelligence and how it effects their life professionally/personally. The participants then completed an assessment with Dr. Paul Mohapel, participants had the chance to learn about their scores in a live time seminar and the effects of low vs. high emotional intelligence.

Phase two: PGNAETA in partnership with Zandra Ross a registered professional trainer with the Canadian Professional Trainers Association to create and deliver a 5-part webinar series on emotional ingenuity (the quality of being clever, original and inventive). 85% of people fired last year were let go because of relationship problems at work. The cost of rehiring an employee knowledge worker is \$70,000 including the cost of training and loss of productivity. The five-part webinar series with a strong Indigenous focus will educate and inform participants on; self awareness, self management, social awareness, social management. Topics include;

- Interpersonal skills
- Assertiveness and self confidence
- Creative problem solving
- Decision making-goal setting
- Stress management
- Team work and team building
- Workplace diversity
- Employee motivation



BLADERUNNERS PROGRAM



PGNAETA works with each of the First Nations to encourage partnership funding between ISETS, industry and Indigenous Services Canada programs (education, economic development and social welfare benefit programs), provincial agencies and industry. The Bladerunners program is a classic example of this partnership. The Service delivery plan for the Bladerunners includes citizens who identify as status, non-status, Inuit, living on and off reserve in First Nations villages and urban and rural settings.

The PGNAETA delivery model for the Bladerunners Program includes a Program Coordinator at PGNAETA who works with community coordinators at 4 (four) specified delivery sites. Each site is a contributing partner bringing resources and infrastructure supports to ensure overall success. The PGNAETA program works with PGNAETA as the hub or key coordinator and delivery in the four sites identified as Tl'azt'en Nation, Nak'azdli Whut'en Nation, Lake Babine Nation and the Prince George Native Friendship Center Society. The funding contributions from the community partners generally cover 30-50% of the cost of each site.

In the fiscal period 2019/2020 PGNAETA was awarded up to 56 seats in the Bladerunners Program through a partnership agreement with the Ministry of Advanced Education, Skills and Training. PGNAETA entered into sub-agreements with the Tl'azt'en Nation, Lake Babine Nation, Nak'azdli Whut'en Nation and the Prince George Native Friendship Center to deliver the program within their respective communities.

During the 2019/2020 fiscal period the project sites reported 45 youth completed with one site ongoing into the next year.

The success of the BladeRunners programs are contingent upon that placement of a Project Coordinator at each site with the skills to assess, evaluate, adapt and improve delivery in meeting the program objectives as required.

The overall success dynamic of the Bladerunners Program delivered by PGNAETA is described within the following pillars PGNAETA has endorsed Youth centered programs which are community based, culturally sensitive and responsive to unique economies.

Pillar 1: Community based

The PGNAETA Bladerunners program delivery model is a successful approach in that it considers the communities with the largest component of First Nations youth who will benefit from the support and skill development provided to each cohort. The approach also considers the unemployment rates, early school dropout rates and the ability of each site to partner with resources and infrastructure support. Each site is encouraged to design their delivery approach with a view to establishing partnerships with local non-indigenous service providers and training agencies and in some cases other First Nations (for example if one nation is bringing an industry instructor, they offer seats to the neighboring Bladerunners students).

Pillar 2: Culturally sensitive programming

One of the key components in preparing youth to work towards their goals is to acknowledge identity. As the transitional phase from youth to young adult can be overwhelming. Culturally sensitive programming empowers and strengthens youth to create a foundation of value diversity, teamwork, reliability, develop positive attitude and open to new things. It is an essential part of the programming. The following list of cultural training offered over the years at each of the 4 (four) sites:

- Cultural Shield: Blanket making with Elders: Painting class with Carla Joseph, Cree Artist; Cultural Coat of Arms; cultural protocols: Elder storytelling; Powwow Night; drumming: Medicine Picking
- Presentation on medicine making with Tl'azt'en Elder
- Cultural identity; Traditional Practice and Maternal Health; Workshop by Joanne Leon Midsets and 7 Grandfathers; Medicine Wheel 9 to 3; Cultural Teaching

Pillar 3: Responsive to unique economies:

Utilizing the resources of the community is an integral part of economic development. Youth are a part of the strategic planning. Each community prepares their citizens for employment based on current labour market trends both short-term, long term, and community development. Through capacity building and partnership development with businesses in the surrounding area, Bladerunners have the opportunity to gain work experience or pursue advanced education based on their success from training experience.

The Bladerunners program prepares students for short-term employment with industry certifications and assists students with long-term planning for job specific positions such as nursing, environmental technician, teacher, child care worker and so forth.

“SUCCESS” is in the journey. From the vision of the leaders to the strategic planning of the stakeholders to the delivery at the community level and culminating with the advancement and development of the youth.



Prince George Native Friendship Centre Bladerunner Program: This young man was able to secure a spot with a funded program training for Heavy Equipment operating with the assistance of the Bladerunners Program. The young man is currently employed full time with Environmental Mats.

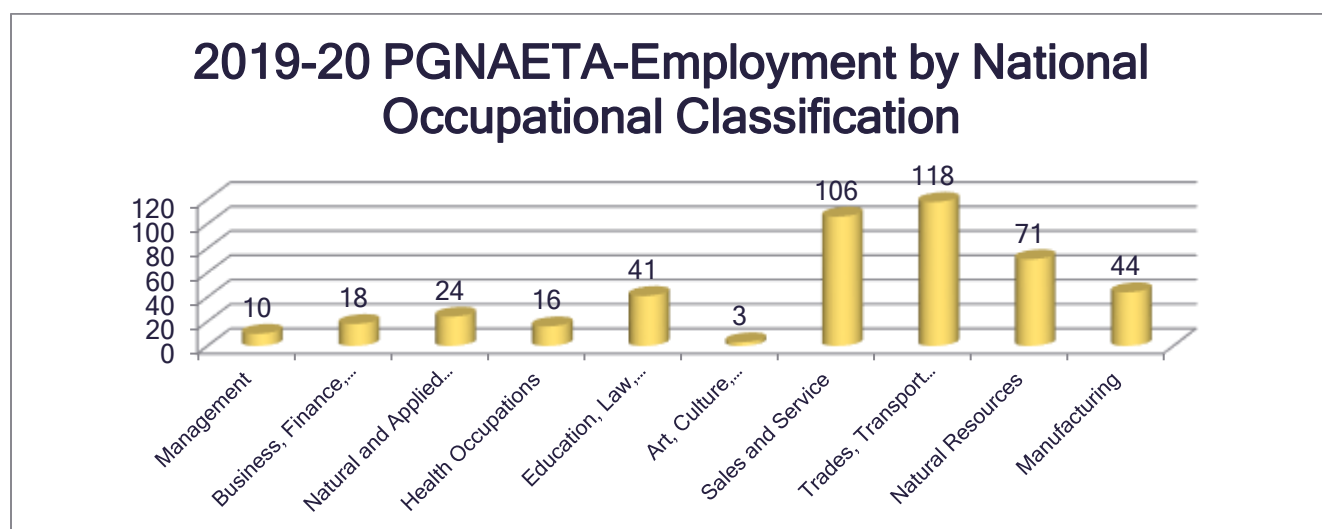
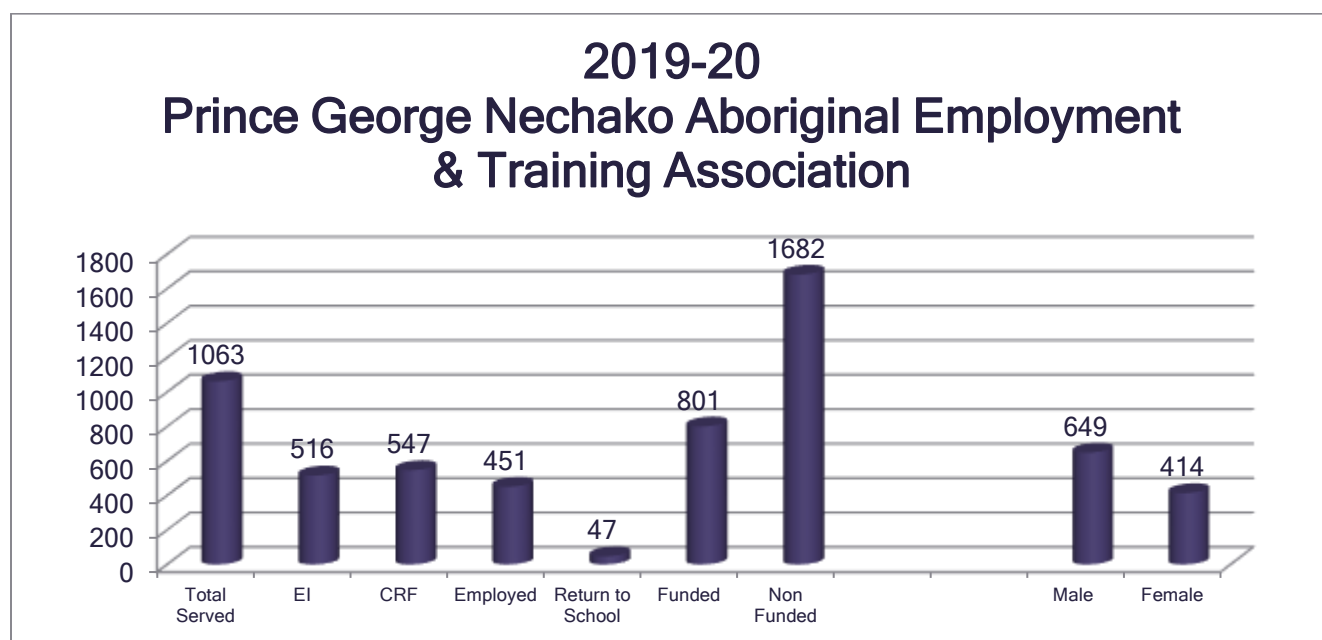
“Youth in Activity”



ACCOUNTABILITY & RESOURCE MANAGEMENT SYSTEM (ARMS) TOOLS

Annual Final Results Report as of March 31, 2020

There are presently 48 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 intervention/program during the 2019-20 Fiscal Year Non-Funded = Clients accessing employment assisted services during the 2019-20 Fiscal Year Note; Clients may have more than one Intervention (i.e. Resume Building, Job Search, Employer Referral and use of Resource Room for training purposes).



PRE-EMPLOYMENT SUPPORTS PROGRAM (PESP)

The Pre-Employments Supports Program (PESP) is pilot project funded by Indigenous Services Canada, mandated to assist up to 100 First Nations clients residing on reserve that are supported with income assistance. It is a voluntary program for members to self-refer or can be referred by their Social Development or Employment & Training departments. The outcomes our program works towards are strengthening working relationships with the departments of the eight (8) communities we currently serve. Ultimately, the frontline workers in communities have an idea of what many of the challenges our communities face when seeking out resources to support individuals and families. Our program assists individuals with creating action plans that are realistic and achievable to their ability, while identifying their current barriers that prevent them from achieving their own goals. Once barriers are identified, we work with connecting them to other supporting resources to assist in creating a balance before entering into higher education or employment.

In 2018/19 we had enrolled 78 PESP clients with the assistance of the Community Social Development & Employment/Training Coordinators. We approached the program in our first year of operation allowing community to assist in taking on the work, providing a subsidy to offset costs of the additional work they have completed with clients. Aside from their regular day to day employment, these ladies that fully committed to taking a chance with our program had many challenges and obstacles as well, yet had overcome with the focus to supporting the clients. Without their commitment, we wouldn't have had the clients assisted with funding and resources to support with cultural counselling resources, renewable certificate training that has led them to explore work experience opportunities within their communities.

Pre-Employment Supports Program



Client: Doug N: Lake Babine Nation, this young man was a PESP client for a short period, with a referral from Lake Babine Nation Employment & Training, it became a partnered approach to work with Burns Lake Native Development Corporation Employment & Training to assist Doug with the Pilot Truck Driving course offered in December. Doug was one of the few that had moved on to employment as a labourer with the company, showing his dedication to the employer, Doug quickly advanced to a Pilot Truck driver position. Doug has saved his income to purchase his own vehicle to get to and from employment.

URBAN ABORIGINAL WORKING GROUP (UAWG)



The Urban Aboriginal Working Group (UAWG) is a committee of PGNAETA mandated with authority under the constitution of the Prince George Nechako Aboriginal Employment and Training Association (PGNAETA) Board of Directors to address Urban Off-Reserve initiatives in the Prince George Nechako area.

PREAMBLE :

The Urban Aboriginal Working Group (UAWG) is a standing committee of PGNAETA. The constitution of PGNAETA has been revised to devolve decision making authority to the UAWG. The UAWG consists of representatives nominated by their respective Urban Aboriginal organizations that have successfully provided services in the areas of Human Resources development and labour market development. The UAWG exercises strategic planning and decision making authority over three urban/rural community funds, with PGNAETA as the host administrator

PURPOSE:

The purpose of the Prince George Urban Aboriginal Working Group is to:

- a. Oversee the implementation of the Human Resources Skills Development (HRSD) Urban Component Funding in Prince George.
- b. Oversee the implementation of the First Nations Urban/Rural fund in the Prince George/Nechako region (an allocation PGNAETA's Board of Directors and Chiefs set aside for off-reserve and non-status Indigenous citizens.)
- c. Oversee the implementation of the Urban Aboriginal Homelessness budget in urban Prince George.
- d. Identify services to be provided and funding priorities for each fiscal period.
- e. Ensure compliance with the Treasury Board Transfer Payment Policy and Cash Management Policy terms and conditions.
- f. Establish targets for results based measurements and performance measurements.
- g. Develop marketing and communication tools.
- h. Conduct yearly strategic planning sessions.

Service Delivery: The UAWG approach is to ensure community organizations is apprised of National priorities established by the Indigenous Skills Employment Training Strategy (ISETS) and administer program funds as follows:

- Request for Proposals for demand driven skill development
- Partner with Industry and Government (federal, provincial and municipal)
- Enhanced accountability
- Expanded allowable expenditure guidelines

Secondary priorities continue to be:

- A sustained lens on industry opportunities (demand) matched with labour force needs and availability (supply)
- BC Employment Program for provincial income assistance clients
- Provincial labour market development programs
- Homelessness Partnering Strategy

The UAWG funded training projects, labour force development services and summer youth activities.

Due to limited funding PGNAETA's Executive Director has been mandated to address the issue of funds/resources being provided to the ISET agreement to respond to the growing number of Indigenous citizens moving to the urban setting from member bands, other tribes in Canada and from amongst the non-status citizens.

The global pandemic of course played a significant role in project delivery. Many Indigenous agency's temporarily closed or were under adjusted work schedules. Many participant based programs were able to successfully complete prior to the COVID 19 impacts. The crux of the fiscal year was in receiving final year end information. Organizations worked diligently to minimize impacts to their clientele and/or deployed resources to assist with additional, new normal, wellness responsibilities. Year - end reporting was somewhat of a challenge with the onset of COVID-19.

**Carrier Sekani Family Services
Bridging to Employment**



**Prince George Native Friendship Centre
Smokehouse Kitchen Program**



ABORIGINAL EMPLOYMENT GATEWAY



Training and Mobility Supports

In total the AEG supported 195 clients during the fiscal year, 163 funded, 302 non-funded clients, 113 obtained sustainable employment, 7 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.

Funding has also been provided to cover books and tuition for clients who required assistance with completing college and university programs at the College of Caledonia, and UNBC.

AEG also assists with Special Group Training Programs based on the needs of the labour market, and partnerships with employers.

AEG Special Program Training

AEG held 3 training programs, 2 Security Training groups, a total of 28 students were trained, also a 1 week entry level Catering Certification Training Program, 14 students were trained. All 3 training sessions provided clients with industry recognized certifications to obtain employment as certified security guard or to obtain the entry level certification required for housekeeping and food industry related positions. Participants from the 2 training sessions were linked to camp setting employment opportunities with respect to major projects in the Prince George region.

AEG Resource Centre

Walk-in clients have access to the AEG Resource Centre which provides clients access to the computer, fax and printer, current information is provided on employment opportunities, community support services and training programs.

AEG – Job Search and Career Planning support

AEG works closely with clients to prepare them for the workforce, to ensure that a wrap around service is provided to clients, AEG refers clients to appropriate programs within the community programs and services that fits their health and wellness and career goals. Assessments include workplace suitability, child care, health and wellness and transportation arrangements, industry recognized certifications, and workplace skills to meet entry level and advanced employment opportunities.

Clients are assisted with job search, labour market research, interview and resume writing skills. In addition, continued support is provided to clients to encourage higher levels of learning so that they may compete equitably in the mainstream labor market.

Advocacy for client supports

AEG works closely with clients attending short or long term training, to ensure they are supported with assisted living allowances from their Band's or negotiated arrangements with Federal Employment Insurance and the Provincial BC Benefits program.

Employment Connections and workplace partnerships

Direct employment connections and partnerships were made with various employers which include: Sodexo, Summit, CIVEO, SE Energy, Pacific Atlantic Pipelines, Domcor, local unions for labour related positions. AEG also works with employers within the social service and health sector, linking clients to health and safety, clerical and counselling related positions. The AEG works closely to ensure clients obtain the industry recognized certification and job supports so that clients meet all workplace requirements. Clients are offered continued support upon entry to the workforce to ensure a successful workplace attachment.



Beatrice Q (Centre)

Receiving her Enhanced Security Guard Certificate, she is now the Area Manager for Domcor Health, Safety & Security Inc. AEG works in partnership with Domcor.



Geminee W.

Obtained full time employment in the catering field, she obtained assistance with industry recognized certification and a job placement with AEG's partnership with Sodexo



Coral Lee H.

Received job coach support assistance from the AEG, she is employed with PGNAETA as a Workforce Promoter



Braxtton R.

Graduated April 2020
with his Criminology Degree
At the Vancouver Island University

TRADETEK TRADES STRATEGY

Trades Tek is the name for the Trades Strategy at PGNAETA. The strategy is multi-faceted and requires the support of other funding agencies and industry participation to accomplish the goals set for achieving the overarching vision.



TRADETEK Strategy

- Trades North: Funding for Year 1, 2, 3, 4, wages based subsidies, Mobility supports for apprentices, minimum grant for tools
- Trades Services: Wrap around supports, Link to employers, Assessments, Finance Plans
- Job Retention: Quantum Leap, Emotifit, Case Management, Indentureship
- Special Initiatives: Women in Trades, Youth in Trades, Math & Sciences Literacy Access Programs

Trades Tek has served 80 clients through individual cost share funding to pay for seats in foundational and apprentice level programs within colleges and technical institutes, Industry Safety Certifications, additional supports included tools, tuition, books. 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.

Trades Tek has participated in a number of Career Fairs and Work Force Forums throughout the year, in addition, throughout the school year Trade Tek has attended high school's providing students with an insight into pursuing a career within trades. Trades Tek has also worked very closely with students and in partnership with School District 57 by providing students with assistance with respect to tuition and work gear support for those entering trades through the Career Technical Centre (CTC), which ensures students complete their first year in a trades or technical field at the college level.

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.

Trades Discovery

In partnership with the College of New Caledonia, Industry Training Authority and the Prince George Brain Injury Group, Trade Tek assisted 6 students' in a pilot Trades Discovery Program that received national recognition for the program's success. Participants of the program obtained employment, and some returned to school to pursue training in trades.

TRADETEK SUCCESS STORIES



Trevor K.

Completed his Electrical Level II Apprentice training at the College of New Caledonia and is employed fulltime.

QUOTE from Trevor K – Trade Tek

“I’ve really been enjoying the work, I take pride in the work I do as it requires a variation of skills. It’s a good feeling to have accomplished the schooling and receiving the good feedback from my co-workers at West Cana.



Cale M.

Completed Electrical Apprentice Level I at the College of New Caledonia.

QUOTE form Cale M - Trade Tek

“I really am thankful for being able to be in the Electrical Foundation Program at CNC. I’m happy that I was able to succeed in the program and pass it.”

REACHING HOME – CANADA’S HOMELESSNESS PARTNERING STRATEGY

In March 2019 PGNAETA entered into five (5) year agreement with the Federal government to serve as the Community Entity to two separate streams of funding under the Reaching Home Strategy: the Prince George Indigenous stream and the BC Rural & Remote stream.

Under the guidance of a local Community Advisory Board (CAB) and/or Regional Advisory Board (RAB) the Community Entity has the responsibility to implement the community plan, solicit project proposals, approve projects, contracts, monitor all agreements with third party service providers, prepare contribution agreements, report on its activities and disbursements, collect and share data and information and publicly report on the community results.

The purpose of Reaching Home is to support Canadian communities in their efforts to prevent and reduce homelessness. This is accomplished by mobilizing partners at the federal, provincial/territorial and community levels, as well as the private and voluntary sectors, and other stakeholders, to address barriers faced by those who are homeless or at imminent risk of homelessness.

Reaching Home funding can support activities that contribute to the objectives of the program while reflecting local realities and community needs and opportunities. The eligible activities are grouped into 5 categories of activities directed at achieving the program objective of preventing and reducing homelessness which include housing services, prevention & shelter diversion, client support services, capital investments and coordination of resources and data.

PRINCE GEORGE REACHING HOME - INDIGENOUS HOMELESSNESS STREAM:

REACHING HOME VISION



- Design & implement custom approaches
- Introduce a Community based model for supports and services
- Decolonize and Indigenize Reaching Home Coordinated Access
- Reduce the number's of Chronic, episodic and at-risk Indigenous Homeless citizens
- Respond to COVID - 19

In 2019 – 2020 the Urban Aboriginal Working Group (UAWG) supported six (6) Community based projects under the Indigenous Homelessness Stream lead by organizations who provide culturally-appropriate supports to meet the unique needs of First Nations, Inuit and Metis people who are experiencing or at risk of homelessness.

Aboriginal Business Development Association – Rent Bank & Financial Literacy Project
Aboriginal Housing Society of Prince George – Community Voicemail

Carrier Sekani Family Services – Community Linkages Project
 Carrier Sekani Family Services – Indigenous Youth Housing Project
 Positive Living North – No Kheyoh T’sih’en T’sehena Society – Fire Pit Cultural Drop In Centre
 Prince George Native Friendship Centre – Kesto Yoh Men’s Supportive Housing Project

ACTION

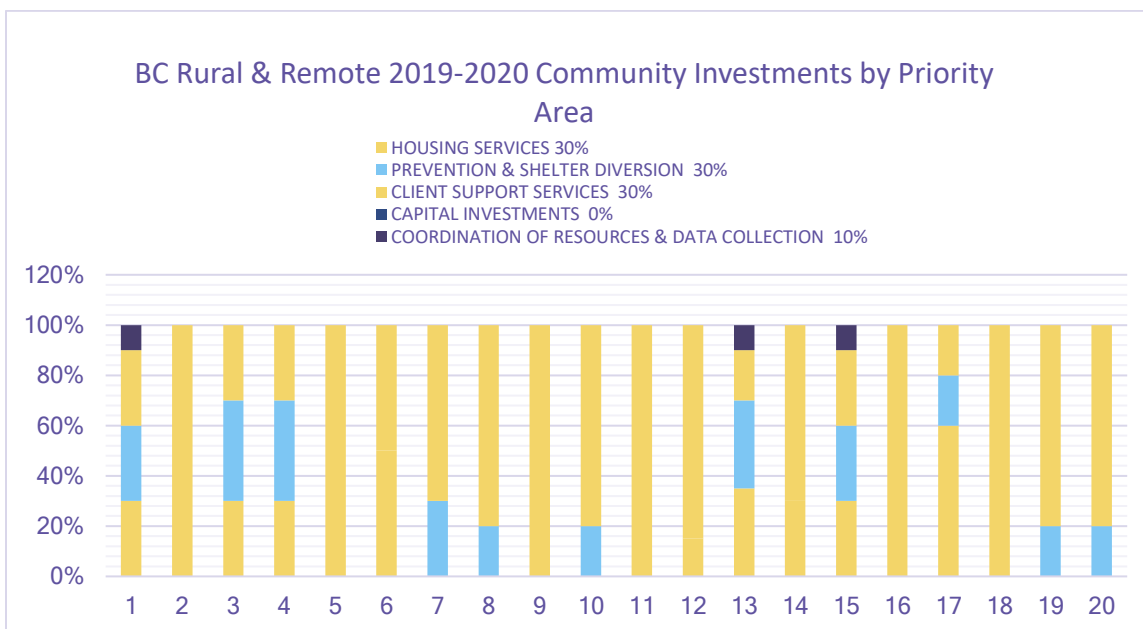


- Increase awareness, educate public about high risk lifestyles that lead to homelessness
- Examine “Community Based” to link to mainstream
- Communicate supports & services to the Public
- Work with select candidates for transition
- Include Homeless in planning
- Plan for sustainability

BC RURAL & REMOTE HOMELESSNESS STREAM:

In 2019-2020 the BC Rural & Remote Regional Advisory Board (RAB) supported twenty (20) non designated Community based projects across the Province of BC with an overall investment of \$1,142,401.00.

Projects ranged in size and scope of service, dependent on the needs as identified by the individual Community. The chart below illustrates the priority areas sub-projects focused on in delivering services in each Community to prevent and/or reduce homelessness.



FINANCIAL SUMMARY



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Prince George BC V2L 5R8
Canada
Telephone (250) 563-7151
Fax (250) 563-5693

INDEPENDENT AUDITORS' REPORT

To the Board of Directors of the Prince George Nechako Aboriginal Employment and Training Association

Opinion

We have audited the financial statements of Prince George Nechako Aboriginal Employment and Training Association (the Association), which comprise:

- the statement of financial position as at March 31, 2020
- the statement of revenues and expenditures for the year then ended
- the statement of changes in net assets for the year then ended
- the statement of cash flows for the year then ended
- and notes to the financial statements, including a summary of significant accounting policies

(Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements, present fairly, in all material respects, the financial position of the Association as at March 31, 2020, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "*Auditors' Responsibilities for the Audit of the Financial Statements*" section of our auditors' report.

We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act (British Columbia), we report that, in our opinion, the accounting policies applied in preparing and presenting financial statements in accordance with Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding period.

A handwritten signature in black ink that reads 'KPMG LLP' with a horizontal line underneath.

Chartered Professional Accountants

Prince George, Canada

August 7, 2020

FINANCIAL STATEMENTS

PRINCE GEORGE NECHAKO ABORIGINAL
EMPLOYMENT AND TRAINING ASSOCIATION
Statement of Revenues and Expenditures

For the Year ended March 31, 2020 with comparative information for the year ended March 31, 2019

	<u>2020</u>	<u>2019</u>
REVENUES		
Administration	\$ 1,158,963	\$ 1,061,397
Special projects	3,658,049	3,706,642
Skills Partnership Fund	1,977,490	2,073,185
Indigenous Services Canada	326,814	23,418
ISETS funds	4,101,825	4,549,261
	<u>\$ 11,223,141</u>	<u>\$ 11,413,903</u>
EXPENDITURES		
Administration	\$ 1,181,114	\$ 1,061,397
Special Projects	3,661,181	3,706,642
Skills Partnership Fund	1,977,490	2,073,185
Indigenous Services Canada	326,814	23,418
ISETS funds	4,101,825	4,549,261
	<u>\$ 11,248,424</u>	<u>\$ 11,413,903</u>
Deficiency of revenue over expenditures	<u>\$ (25,283)</u>	<u>\$ -</u>

See accompanying notes to financial statements

PRINCE GEORGE NECHAKO ABORIGINAL
EMPLOYMENT AND TRAINING ASSOCIATION

Statement of Changes in Net Assets

For the Year ended March 31, 2020 with comparative information for the year ended March 31, 2019

					<u>2020</u>	<u>2019</u>
	<u>ISETS</u>	<u>Administration</u>	<u>Tangible Capital Assets</u>	<u>Special Projects</u>	<u>Total</u>	<u>Total</u>
Balance, beginning of year	\$ (7,828)	\$ -	\$ 42,185	\$ 617	\$ 34,974	\$ 34,974
Excess (deficiency) of revenues over expenditures		(22,153)		(3,130)	(25,283)	-
Capital assets purchased from Administration funds		(9,390)	9,390		-	-
Amortization expense		22,730	(22,730)		-	-
Amortization of deferred capital contributions		(1,404)	1,404		-	-
Transfers		10,217	8,451	(18,668)	-	-
Balance, end of year	\$ (7,828)	\$ -	\$ 38,700	\$ (21,161)	\$ 9,691	\$ 34,974

See accompanying notes to financial statements

PRINCE GEORGE NECHAKO ABORIGINAL
EMPLOYMENT AND TRAINING ASSOCIATION
Statement of Financial Position
March 31, 2020

ASSETS

	<u>2020</u>	<u>2019</u>
Current assets		
Cash	\$ 4,856,056	\$ 3,828,014
Accounts receivable	500,602	1,748,478
Sales tax receivable	12,335	23,340
Prepaid expenses	152,035	97,098
	<u>5,521,028</u>	<u>5,696,930</u>
TANGIBLE CAPITAL ASSETS (Note 3)	<u>38,700</u>	<u>52,040</u>
	<u>\$ 5,559,728</u>	<u>\$ 5,748,970</u>

LIABILITIES AND NET ASSETS

Current liabilities		
Accounts payable and accrued liabilities	2,045,071	2,154,496
Wages payable	216,835	148,113
Amounts collected on behalf of government	74,152	35,174
Deferred revenue (Note 5)	3,213,979	3,374,809
	<u>5,550,037</u>	<u>5,712,592</u>
Deferred contributions related to tangible capital assets (Note 7)	-	1,404
NET ASSETS		
SETS	(7,828)	(7,828)
Administration	-	-
Tangible capital assets	38,700	42,185
Special projects	(21,181)	617
	<u>9,691</u>	<u>34,974</u>
	<u>\$ 5,559,728</u>	<u>\$ 5,748,970</u>

Commitments (Note 6)

See accompanying notes to financial statements

APPROVED ON BEHALF OF THE BOARD:

 Director

 Director