

OKANAGAN TRAINING & DEVELOPMENT COUNCIL (OTDC)



SERVICE AREA SUCCESS STORIES

2015/2016

**FOR THE ABORIGINAL SKILLS AND
EMPLOYMENT TRAINING STRATEGY (ASETS)**

Service Area Reports



2015-2016 ANNUAL REPORT-OKANAGAN INDIAN BAND

The Employment Assistance Services (EAS) Coordinator's office has been extremely busy this year in identifying programs and training which has been successful for the membership in their career choices which has been a strong focus on trades which will assist in the labour/workforce skills shortage Canada is currently experiencing while addressing a few of the goals of the Social Development & Education Strategic Plan-OKIB

Accomplishments (April 2015-March 31, 2016)

Pesticide Applicator Management

At current, Okanagan Indian Band has invasive plants such as the Scottish Thistle which has become uncontrollable noxious weed that will require a 4 year treatment of noxious weed management spraying. The 4-day class reviewed management of common insect, disease and weed problems. A strong focus on low-impact pesticides and non-pesticide methods of control. Topics covered include product labels, safe handling practices, legislation and practical problems for calibration.

Additional problems can occur such as excessive fire hazard, maturing and or going to seed further while creating a breeding ground for rodents or other pest infestation. The prescription will require a licensed pesticide applicator(s) and there is a shortage of licensed applicators in the North Okanagan region. Okanagan Indian Band trained 10 participants' to become licensed applicators to start the 4 year treatment plan in order to protect our natural resources and environment from the negative impacts of foreign weeds.

This past year the Okanagan Indian Band and surrounding businesses utilized OTDC funding towards hiring "Summer Students" in the following areas:



OKIB Junior Communications



OKIB-TSD Cultural Worker

Summer Student



OKIB Youth Worker Summer

Student



Sn'c'amala?tn Early Childhood

Education Centre (OKIB)- 4

Summer Day Camp Workers



Allen Brooks Nature Centre

Summer Student



Round Lake Treatment Centre-

2 Parks Maintenance & 1

Administrative Assistant

The fiscal year 15-16 also provided funding to individuals who made applications from the X-files in the following areas:

Plumbing Apprenticeship Level 4 – Red Seal

Carpentry Apprenticeship Level 1 & 2
Welding Level B Certification
Welding Apprenticeship Level 2
Welding Pre-Apprenticeship Program
Electrician Level 2

Sheet Metal Foundations
Workforce Exploration Skills & Training (WEST)
Hospitality & Tourism Program
Class 1 Professional Drivers Training
First Nations Job Fund:
Professional Cooks Training Level 1



Youth-Student Accomplishments:



Tony Alexis, Okanagan Indian Band Member completed the Electrical Apprenticeship Level 2 at Okanagan College last March 2016. Tony is formerly employed with JC Electric, owned by Okanagan Indian Band Member Bob Cole, and has transitioned to a new employer.

Tony wishes to continue his apprenticeship into future journeyman to build a stronger and sustainable future for his family and himself. It is in Tony's aspirations to become a successful electrician who will have his Journeyman Red Seal Certification in the next 2 years.

Paige Nicholas, Okanagan Indian Band Member started her career exploration in the "Women in Trades" (WiT) program offered at Okanagan College where she was able to sample various trades before selecting her choice on Sheet Metal as a trade. Paige was very successful in the WiT program, she received sponsorship for her tuition into the Sheet Metal Foundations program and applied to OTDC for funding support for training costs. Paige is now putting her knowledge and skill to use at SRI Homes LTD in Winfield and still enjoys and loves the work she is doing today.





First Nations Employment Services 2015/2016 Annual Report

Accomplishments: This has been an exciting year of growth and accomplishment for FNES. We started the year by launching the Bladerunners program. A second intake saw youth completing training with certification and many of these youth are working or continuing with their education and gaining valuable contacts to create real sustainable employment.

Drop-In Clients: From April 1st 2015 to March 31st 2016 we served 3875 drop in clients. Our mandate is to serve the Urban Aboriginal population which includes Status, Non-status, Metis, Inuit and person's self-identifying as Aboriginal. Computer assistance is available for our clients as well as the use of a fax machine, phone for work related long distance and local calls, and photocopy services all at no charge to the client.

Case Managed Clients: In 2015/2016 FNES managed 205 case files. Clients that are case managed have at least two interventions. All case managed clients are assessed by the case manager and services are determined from that assessment.

Various Funds: IN 2015/2016 – 106 clients accessed various funds. These funds included interview clothes as well as clothing for work, specifically work boots and work shoes; travel dollars for work, short training to maintain or attach to employment, and some dollars to support self-employment. Clients Employed 2015-2016 - 48.



BladeRunners:

The BladeRunners Program ran in Vernon with 9 participants and of the 9 participants, 6 have jobs, 1 is doing postsecondary and 2 are on disability benefits.

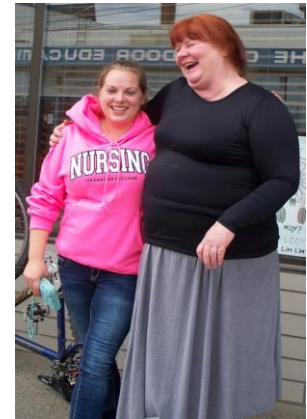
Participants received their certificates in: WHMIS, First Aid, Barista Training, Serving it Right, Cashier Training, Fork Lift Operator, and World Host.

Michael Conlin – Job Coach is a strong leader when it comes to working with these young adults. Clients of the Bladerunners program were walking in with excitement and conviction! A new BladeRunners Program began Feb 29, 2016.



Pictures: Employment Services are very proud of, Employment Services and their Success stories that were on display at the Annual General Meeting and Elections at the Elks Hall on September 16, 2015.

Dancing Willow Patrick completed the Medical Device Reprocessing Technician Program and is also working now at the Vernon Jubilee Hospital, we Congratulate her on a job well done!!



Ms. B. Dalhousie worked very hard completing her course which she has completed on line with CanScribe Career College, Congratulations Barbara!



Mr. L. Perrault completed the Interior Heavy Equipment Training and has been accepted to work at the Callinex Inc. Mr. Perrault continues to contact the New Afton Mine and several others but until this Mr. L Perrault is working full time an ESSO Gas Station.

Congratulations to all!

What a tremendous year with all our clients! First Nations Employment Services would like to thank the Okanagan Training and Development Council, for making the year such a success for our clients in Vernon and the surrounding area.

Thank you to the First Nations Friendship Centre for all their support, the Executive Director, and the Board of Directors for another Successful year!





KI-LOW-NA FRIENDSHIP SOCIETY

EMPLOYMENT SERVICES DIVISION

2015/2016 OTDC ANNUAL REPORT

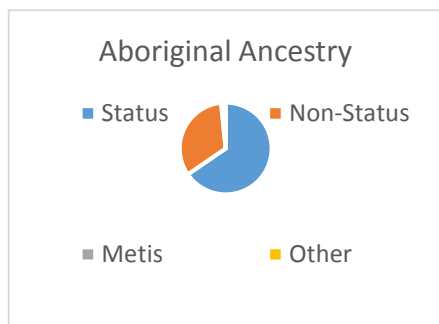


The Ki-Low-na Friendship Society (KFS) Employment division is in partnership with Okanagan Training and Development (OTDC) to provide support for the mental, emotional, physical and spiritual well-being of all peoples. KFS provides support through the development of community-based services while encouraging the community to preserve, share and promote Aboriginal Culture distinctiveness. The employment division focuses on Urban Aboriginals in Kelowna, however, services are not restricted to Aboriginal persons.

KFS/OTDC Service

Services provided at OTDC are designed for individuals to gain employment through various training, schooling, certification and job supports. Each client supports are designed around their needs. By utilizing KFS services and creating a comfortable climate, the employment team can better service its job seekers.

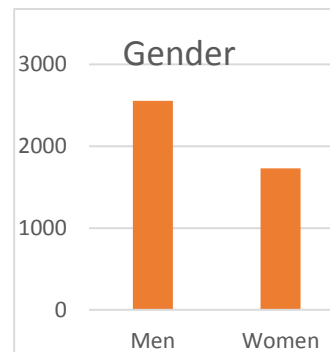
2015/2016 Client Statistics



The 2015-2016 statistics revealed the majority of clients were Status and secondary were non-status. These clients were from across Canada. Many different Nations come through KFS. These were a few:
Coquitlam (British Columbia), Wetaskiwin (Alberta)
Musquodobit (Nova Scotia), Tuktoyaktuk (Northwest Territories) and Oshawa (Ontario)

A significant amount of clients were males. The increase in male visitors could be attributed to the local men's shelter located a block from KFS. Quite a few men between ages 35-55 came in looking for help with resumes, job searches and career changes.

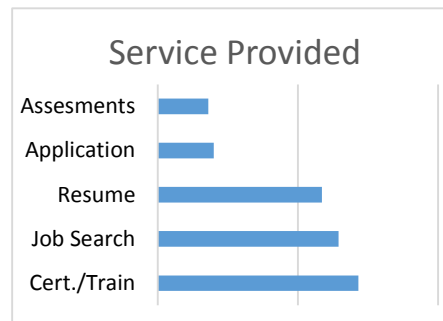
The top service requested was for certification in various tickets such as food safe, WHIMIS and forklift. As well as funds for training for school registration fees and seat confirmation payments.



Job search was another major service provided to KFS clients. Clients have access to the internet, printer and fax to assist in their job search.

Resume writing was a common request among new clients. KFS has a system in place to easily assist clients in creating professional resumes. Cover letter writing is also assisted by KFS employment.

Assessments and applications go hand in hand. New clients spend time with the employment councilor to assess their needs. Once they are assessed, clients are guided and supported to move forward in their endeavors.



KFS serves all ages, in employment, 86% of clientele are adults, with the remainder being youth and elders. These clients receive in-person service with less than 1% being serviced by phone calls. Multi-media devices were utilized to service clients through email and text supports. This method of communication, in particular, was helpful to link with some clients faster and more efficiently.

Programs Funded

The employment program provides opportunities for Aboriginal people to gain new opportunities. This year alone, KFS was able to support several long term programming in the following areas: *(These students are to graduate in 2016-2017)*

- Therapist Assistant
- Security
- Culinary Arts
- Health Care Assistant
- Aboriginal Access



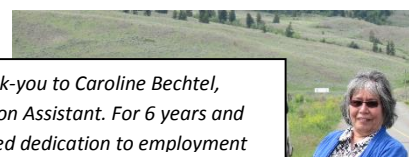
The demand for short term funding consisted of job starts such as work gear and registration fees. Seat confirmation was also a common request. Other miscellaneous items were for art supplies, a music portfolio and status card application.

Way' KFS Employment division will continually target local businesses for employment opportunities and partnerships. KFS will strive to maintain sustainable services to service the urban population with pride and passion.

Thank-you sponsors and partners for with assisting in KFS programs' success.



Thank-you to Caroline Bechtel,
Education Assistant. For 6 years and
continued dedication to employment





Westbank First Nation Employment and Training (OTDC) 2015 – 2016

The past year was busy with 166 Case Files opened with 63 Employed and approximately 35 have returned to school. While others are doing active job search or career planning. Labour market research shows an increase in the trades industry due to retirement and increasing housing needs. Hospitality continues to grow with minimum wage increasing to \$10.85 per hour and some places are paying as high as \$12.00 per hour. Retirement is also affecting the Health Care Industry and Health Care Assistants. Nursing Jobs have been posted on a regular basis.

In the last year I worked with Southern Interior Construction Association to offer a heavy Equipment Program to 18 individuals trained to work in basic road building and or construction.

I also worked with Okanagan College and the Construction Craft Program was delivered at Westbank First Nation as well as Okanagan College. This program was also partnered with Adams Lake Indian Band and was very successful with most participants obtaining employment in the Construction Industry.

Heavy Equipment Operator Program

Course delivered from November 2015 to March 2016

HEO program was funded in partnership with SICA and Velocity Training – ITA accredited

Funding - EPBC – Partnership and Innovation Fund

Delivered on WFN Lands at end of Red Cloud Way

Target was First Nation Clients in Kelowna and West Kelowna – (Work BC catchment area.

18 participants enrolled and assessed by Work BC

Program consisted of 8.75 weeks of employability and occupational skills training.

4.25 weeks of machine operation

2 WFN employed

7 employed in various industries



Construction Craft Program

- Course delivered for 12 weeks, November 30, 2015 to February 19, 2016
- 13 Participants enrolled
- Program consisted:
 - 4 weeks Essential Skills
 - 4 weeks math upgrade
 - 4 weeks technical CCW
- 1 WFN employed SRI homes
- 2 employed with WEBCO Construction
- 6 others employed making 9 total
- Participants are working in construction and concrete forming.



Upcoming Training

In 2016/17 the **Construction Craft Program** will be delivered in September in partnership with BC Hydro and Okanagan College to 14 participants from the Okanagan Valley.

The **Heavy Equipment Program** in partnership with Southern Interior Construction will be delivered in January in Westbank First Nation community to 18 individuals throughout the Okanagan Valley

Construction Craft Graduation



Coreen Bernier
Employment Coordinator
Westbank First Nation

June 07, 2016

Service Area report for OTDC

OTDC Annual Report June 2015-2016

Employment Counselor: Cheryl Dekock



Penticton Indian Band has had another very busy and successful year in 2015-2016. Time has just flown by; I can't believe that I have been helping serve my Community for the last 5 years as the EAS Employment Coordinator. Every year you learn something new all a great experience. This year I have learned a lot more about the Service Canada which is where the funding comes from and all the new changes and hurdles that we have to jump through in order to get the best service for our clients. We always have the client's best interest first. OTDC offers a Course seat purchase for people looking to obtain a trade or career certification, workplace training. We can offer a wage subsidy for up to a minimum 20 weeks as long as they have a guaranteed job at the end of training. OTDC also has a 3 year partnership that is set up with PIB Social Development called the First Nations Job fund (FNJF) for our young adults 19-24 year olds. We assist in getting them trained and ready to go out into the workforce. All training could be 1 month to 18 months max. One of the tools that Social Development team uses is the Employment Readiness Scale assessment (ERS) that was done to measure what a client knows and if there are any weaknesses that we can help them with. This is in partnership with OTDC employment counselor and Social Development. This is another way to help client get training and work experience or a practicum to help develop people and get them ready to work full time and help meet with success. This is all included – wage subsidy, work clothes and certification short term courses e.g. WHIMAS, First Aid Driver Training – Class 5 (However we do not cover past fines).

There have been many training and development opportunities for myself through on the job training courses held by OTDC Administrators- Karen Abramsen and Debbie Conlin. They include training opportunities such as Introduction to word perfect and Exel at Power Concepts, The Labour Market Intake Workshop by Christian Saint Cyr on the Labour Market, and ARMS Training a new system that we have been working with for the past 3.0 years and every year there is a refresher course of changes with the system resulting in system upgrades that help OTDC Counsellors to be more efficient. PIB community members in the last year have had a great year with a variety of different training opportunities available to them such as First Aid Level 3, Health care Assistant Certificate, Plumbing and Piping Trades Certificate, Level 4 Red Seal Certificate Carpenter, Janitorial Certificates. I utilize and am building a strong capacity with partners that I have made outside the community such as Greyback Construction, Okanagan College and in the community Enowkin Centre, and the Foot Prints Centre. We are always looking at the same signora to help Train, Develop and Employ as many people as possible. In

2015/2016, our focus was building capacity within the community and get as many people trained in many different areas. This year we have another member Vincent Troy Joe who has reached his goal and completed his training and is now a Red Seal Carpenter and is employed by Greyback. We have one person who is getting his Level 1 Foundation course at the Okanagan College and, we also have 1 PIB member who is looking into the future and has decided to work on his level 3 Plumbing. We have a community member who now has the Health Care Assistant Certificate. PIB has 1060 band members with 567 band members that live on reserve and 493 that live off reserve. I provide service all band members and community members that are aboriginal that live on or off reserve.



Building Service Worker Certificate



Heavy Duty Equipment Operator Program Graduates



Red Seal Carpenter – Vincent Troy-Joe



OSOYOOS INDIAN BAND EMPLOYMENT SERVICES ANNUAL REPORT 2015/2016

Submitted by Jarrah Feist,
Employment & Training

The Osoyoos Indian Band in collaboration with Okanagan Training and Development Council has had another successful year in employment and training. Through this partnership, this year has proven to be one of the most successful years yet.

Professional Cook level 1 and 2

Osoyoos Indian Band was proud to host another year of the Professional Cooks Training at Spirt Ridge Conference Centre. After the successful completion of level 1 in 2014/2015, 3 individuals; Alanea Holmstrom, Kx Hall and Jacob Kruger, then carried on to complete their level 2 training hours this year. Both levels completed 450 hours of training under a certified chef. Individuals in level 1 this year will write their PC level 1 exam in the fall after they complete their mandatory apprenticeship hours, and the levels 2's are ready to challenge their PC level 1, as they have accumulated their hours.

Congrats to Alanea Holmstrom who has already successfully completed her PC level 1 exam and can now challenge her PC level 2 after the completion of her apprenticeship hours.

Not only was this offered to Osoyoos Indian Band members/community members, it was also offered to other OTDC areas. Okanagan Indian Band and Penticton Indian Band had successful students in level 1.



The students of the Professional Cook Program prepared a 3 course lunch for members of Osoyoos Indian Band Council and Okanagan Training and Development Council Reps.



Nk'Mip Tourism Program

As a pilot project the Osoyoos Indian Band in partnership with Okanagan College ran a 13 week Tourism program at Spirit Ridge Resort and Spa. The program provided the students with the hands on skills and comprehensive understanding to successfully gain employment in the hotel and hospitality industry. Students were then offered employment at the completion of the program, majority of where they were placed in their work experience component.



In addition to these two successful programs we also had Randi Baptiste successfully complete her level 2 Electrician, and is currently employed as an apprentice at OCC.

Osoyoos Indian Band youth received certification in OFA level 1, WorldHost, and FoodSafe, and were employed with numerous band businesses over the summer months.

I would like to thank everyone who made this year such a success, it would have not been possible without team work, and to all the students for their dedication and hard work.

WEST KOOTENAY SERVICE AREA



Timothy MacKenzie – Business Administration



What a time! Tim was pretty excited for convocation last April 2016 proudly wearing a feather on his cap. It has been a long journey for Tim to finish his schooling. He has maintained a focus and his drive to succeed with big plans ahead. Tim is working part-time at Transcendent Combat Sports and also seeking more fulltime employment. Tim's plans are to continue to learn and look into Indigenous Policy. Congratulations Tim!

OTDC has sponsored individuals in a wide range of occupations. Here are some of the areas: Class 1 Drivers, Professional Cook 2, ACE-IT Hairdressing, Welder Foundation, Carpentry Foundation, Carpentry Level 3 and 4. Social Service Worker, Short Business Courses and more.

In the picture is Adam Krohman



Lando Vickers (1984-2016) – Electrical Foundation Program

Lando first sought out OTDC Employment Services in 2013.. In February 2015 he started getting serious about his career search. Lando chose to enter into the Electrical Foundation course motivated by his brand new baby girl and the excitement of doing something meaningful for a long range benefit. Lando had to get through many hurdles to complete his course and when times were trying he never hesitated to reach out for support. Lando worked very hard to finish his program in December 2015. Sadly, Lando passed away unexpectedly on January 24, 2016 leaving behind his 1 year old daughter and his spouse. It was always a joy to work with Lando, he will be missed.



Darwin Greyeyes -Sculptural Metal

Darwin enrolled in Selkirk College Kootenay Studio Arts last fall amid a mental health crisis that shook his foundation. Now, thriving in his new environment, he has



reconnected with his artistic self and his First Nations roots in a healing journey taking him forward one step at a time. As a man dealing with the historical effects of Residential School, he is telling his story, a story of a past he's come to terms with through art.

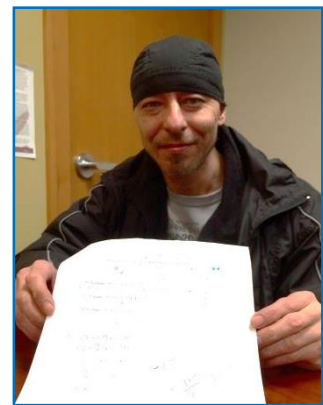
He is an incredible man and very talented. Darwin is pursuing his dream of being an artist. His journey included utilizing 3 different funding sources to make this a reality.

Currently he is finishing up his first year and

will continue to finish his program this fall. His instructors all acknowledge his workmanship and I wouldn't be surprised if we have a future instructor amidst us. Great job Darwin!!

Jason Miller - Upgrading

OTDC was able to help this young fellow to meet his pre-requisites to get into the Professional Cook Level 1 for September 2016. Jason is one driven and inspirational individual. He worked really hard while maintaining a part-time job and being a new dad. He is working fulltime for the summer and has made a great impression with his employer who has made him the supervisor and given him more responsibilities. He has always wanted to pursue his dream of becoming a cook and it is becoming a reality.



Aboriginal Graduation Breakfast

This was a great celebration to honour the students. Pictured back row: Karen Abramsen, Deirdra Oud, Lesley Anne Garlow, Front Row: Cathy Mercer, Aboriginal Programs, RT and Santanna Hernandez. Cathy is changing roles within Selkirk College. Good luck Cathy! It was a pleasure working with you!



Upper Similkameen Indian Band

Okanagan Training and Development Council (OTDC) Final Report

April 1, 2015 – March 31, 2016

It's been quite the year here. First of all, I would like to thank OTDC and USIB council for giving me an opportunity for working with and for the community and for funding for short term and long term programs.

A big shout out to Brandon Squakin for completing his 2nd year as Millwright Apprentice, he's employed full time, way to go!! 2 more years to go and he has his red seal certification.

We also had 2 ladies from USIB, Christine Allison and Danette Whitney take the Tourism Program at Spirit Ridge and both won award of excellence at the end of the training.

We've also had a number of members taking the OFA Level 3 and one taking Basic Bookkeeping Skills who will eventually use her skills to work for the band.

USIB with funding from FNEESC, we hosted a Health Career Fair at Princeton Secondary School with having Aboriginal Health Professionals to talk to the students about their educational journeys. We had a doctor, biologist, health practitioner, Licensed Practical Nurse and a health manager to bring awareness of the shortage of health professionals in the area. We had over 70 students attend. Thanks to Princeton Secondary for the venue.

It's all about getting the band members or aboriginal peoples getting training and getting employed. I strongly urge the young people to take advantage of this program as it may not be here next year. Find and research what you want to get into, find your passion and work towards it.

I look forward to another year to help the band and other people of aboriginal ancestry to gain employable skills so that they can become self-sufficient. Hard work and commitment pays off immensely in the end.

Respectfully,

Theresa Sam....EAS worker