

Aboriginal Community Career Employment Services Society

www.accessfutures.com
604-913-7933



CELEBRATING
20 years



ANNUAL REPORT 2019-2020



Ministry of Advanced Education and Skills Training
BladeRunners
Industry Training Authority BC
Indigenous People in Trades Training

Canada

Employment and Social Development Canada
Indigenous Skills and Employment Training Strategy (ISETS)
Skills and Partnership Fund (SPF)
Office of Literacy and Essential Skills (OLES)
BCIT/Transport Canada
Indigenous Skills Canada

our funding partners our funding partners

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message

from the
CHAIR
Susan Tatoosh

Congratulations to ACCESS – now in our 20th year of operation, there is much to celebrate!

As we reflect back and review the change and transition over the past years, we can take great pride in the many accomplishments of ACCESS. We have been encouraged to regard this as a time to step back and take stock, review and make changes as necessary. The intervening time between one year and the next is transition - time to promote change in line with the direction from the board. Transition is a source of renewal, time to move forward with renewed energy and commitment to build on the foundation of the organization.

Our president and CEO and our professional staff are the foundation of our success – they bring inspiration, creativity, loyalty and support to the Board of Directors that enables us to make informed decisions. We as a Board are extremely proud of the ACCESS staff, who work together as a team to deliver quality services to our diverse urban Indigenous people.

Congratulations to Employment Services, ACCESS Trades, BladeRunners, Essential Skills for Aboriginal Futures, ACCESS Programs and Finance!! You make us proud!!

I would also like to recognize and acknowledge the Board of Directors who give so willingly of their time to serve ACCESS, they are all very busy individuals who are Executive Directors of their own organizations and yet make time to give back to the community by serving on a governing board for ACCESS. Thank you for your commitment, dedication and leadership, it is an honour to serve with you.

Congratulations on your service that has seen ACCESS through 20 years!

message



from the
PRESIDENT & CEO
Lynn White

2019 is the 20th anniversary of our first agreement with Service Canada. Over this past 20 years ACCESS, has successfully grown and changed to meet the needs of the community. Reflecting over the years, we are proud of the changes we have made to improve the lives of our urban community members. Now, in our 20th year, we are pleased to offer this 2019-2020 Annual Report and share the successes that our clients experienced over this last fiscal year.

Over the years we have provided exceptional career services to the urban Indigenous community while at the same time being innovative. We have expanded our Employment Services delivery and now operate out of three offices; making it easier for our clients to gain access to services. We still manage and offer the BladeRunners Program for at-risk youth. We've added and expanded our Trades Training and Apprenticeship Department and our Programs department now offers group training programs in such diverse areas as IT and Health Services. Our clients can now also access our Essential Skills Lab out of which we provide upgrading in the nine Essential Skills along with one-on-one tutoring. Finally, later this year, we will be opening our new Youth Leadership Center.

We are excited to announce that in 2019, ACCESS signed a new ten-year Indigenous Skills Employment and Training Strategy (ISETS) agreement with Service Canada. Under this new agreement we are now able to offer expanded services - providing Indigenous high school students with tutoring and leadership skills through our Employment Services. ACCESS was also given an Optimum rating this year by Service Canada. This is the highest rating an ISETS holder can receive and it reflects a standard of excellence in service and reporting.

ACCESS continues to build and foster more partnerships with other ISETS holders, the Province, Work BC, employers, other Service Delivery Agencies and our own urban community while honoring and respecting the cultural values that guide and strengthen us. We pride ourselves on offering training that is industry recognized and leads to long-term employment.

Our Board of Directors continues to support us and provide the inspiration that drives us forward to make a difference where we can. Their knowledge and guidance is steady and strong. We are honoured to have such a committed group of individuals to rely on. We thank them for their consistency and leadership throughout the year.

I would also like to acknowledge and commend our hard-working staff who always make our clients their first priority and strive to ensure that they are offering the best service possible. Thank you for another great year of service to our people, no matter from where they originate.

ACCESS background

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BACKGROUND

Twenty-Years of Service

Aboriginal Community Career Employment Services Society (ACCESS) was established in 1999 by three urban Indigenous organizations that recognized a need to provide career services and support to the urban Indigenous community in Greater Vancouver. Two of the founding organizations continue to serve the urban people of Vancouver; the Vancouver Aboriginal Friendship Center Society and Native Education College.

ACCESS was first awarded a five-year agreement through the Aboriginal Human Resource Development Agreement (AHRDA) followed by several contract extensions. In 2019, we signed a 10-year agreement under the Indigenous Skills and Employment Training Strategy (ISETS). This current agreement enables ACCESS to develop longer term plans and that allows us to serve the needs of the urban Indigenous community even better.

ACCESS was recently awarded an 'Optimum' rating by Service Canada in recognition of the overall high standard of service we provide our clients. This rating also recognizes the integrity of our financial reporting system. This is the highest rating that an organization can receive from Service Canada.

ACCESS is one of the most comprehensive Indigenous training and employment providers in Canada. We are dedicated to providing all Indigenous People; Non-status, Status, Métis, and Inuit, with access to education and training that leads to long-term sustainable employment across a variety of industries.

ACCESS has six departments dedicated to the direct delivery of services and advancement of the Greater Vancouver Indigenous community; Employment Services, Essential Skills for Aboriginal Futures, Trades Training and Apprenticeship, Programs, BladeRunners and Financial Services.

Our model which offers career supports, accredited and industry recognized training, job coaching, and financial supports, has led to the success of thousands of community members who now have rewarding careers and share in the benefits of the local economy. ACCESS staff is comprised of fully certified professionals with a passion and commitment to deliver the services we offer.

This Annual Report offers detailed insight into the programs we support and our successful outcomes. ACCESS is proud of our progress over the last twenty-years and acknowledges that our success is due to the dedication of our Board of Directors, Staff, support from our Training and Employment Partners, and the funding we are entrusted with by the Government of Canada and the Province of BC.

our **MISSION**
**To increase
Indigenous
PARTICIPATION
in the
Labour Market**



our **VISION**

ACCESS envisions an urban Indigenous community empowered through culture, wellness, achievement, and self sufficiency.

our **VALUES**

At ACCESS, all activities are guided by a core set of values.

our **MANDATE**

ACCESS serves to enhance human resource development and the sustainable capacity of the urban Indigenous population in Greater Vancouver through the provision of employment and training services. Under the terms of its agreement, ACCESS is responsible and accountable for the programming, delivery, and reporting of results to government and community stakeholders.

ACCESS is committed to the delivery of training initiatives that reflect the diversity of the community. Partners include Indigenous service organizations, educational institutions, all levels of government, and strategic business and industry sectors. Success is measured based on human impact as well as statistical indicators.

The dedication of staff, management, and board is surpassed only by the enthusiasm of the members of the community who benefit from ACCESS programs and services.

ACCESS **Core Values**



06 governance

BOARD OF DIRECTORS



Susan Tatoosh
ACCESS Chair
Vancouver Aboriginal
Friendship Centre Society



Jenna Forbes
ACCESS Vice Chair
Vancouver Aboriginal
Transformative Justice
Services Society



Dan Guinan
ACCESS Secretary
Treasurer
Native Education College



Lou Demerais
ACCESS Director
Community Member



Olivia Jim
ACCESS Director
Helping Spirit Lodge Society



Merv Thomas
ACCESS Director
Circle of Eagles Lodge
Society



Governance

A volunteer Board of Directors, representative of the needs, interests and diversity of the urban Indigenous population of the Greater Vancouver region, guides the growth and direction of ACCESS. The Board of Directors establishes policies and strategic direction for ACCESS and entrusts daily operations to a capable staff and management team. All authority is delegated through the President & CEO. The Board meets ten times per year and as required to address issues and opportunities. Timely responsiveness is a key to professional and needs-directed human resource development.

Leadership

The President & CEO is the official ACCESS representative to the Board of Directors, the community and the media. The President & CEO provides leadership consistent with Board-approved ACCESS policies, goals, and objectives. Specifically, this includes the development and implementation of the ACCESS strategic business plan and annual operating plans, as well as fiscal planning and accountability, asset protection, and maximization of human resources. Reports and recommendations that analyze progress, measure success and identify hurdles are provided to the Board on a regular basis.

Management Team

The President & CEO oversees a management team comprised of Directors and Managers who work together collaboratively to ensure the successful delivery of the strategic goals and priorities of ACCESS. These individuals are responsible for the operational success of their departments, which is achieved through outstanding management practices including team leadership, ensuring accountability with thorough reporting, developing capacity through funding proposals, and building and maintaining partnerships with industry partners, training institutions and all levels of government.

organizational CHART



HUMAN RESOURCES



EMPLOYMENT SERVICES (ES)
 Linda Federation, Program Officer
 Brittney Gray, ACCESS/WorkBC Employment Advisor
 Kathleen Dennis, Administrative Support

EMPLOYMENT SERVICES (ES)
 Rebecca Hackett, Manager
 Kollette Douglas, Employment Advisor
 Kailey Langston, Administrative Support

EMPLOYMENT SERVICES (ES)
 Kendra Newman, Manager
 Kristen Wealick, Employment Advisor
 Megan Rosso, Employment Advisor
 Crystal Wilson, Employment Advisor
 Stephanie Ostrander, Administrative Support

FINANCE
 Janet Chakasim, Senior Finance Assistant
 Clara Elias-Smith, Finance Assistant
 Yumi Tanaka, Administrative Support

TRADES TRAINING AND APPRENTICESHIP
 Rob Egan, Apprenticeship Advisor
 Larry Webster, Apprenticeship Advisor
 Buddy Cardinal, Project Coordinator
 Leslie Yellowknee, Employment & Training Coach
 George Michell, Employment & Training Coach
 Kara Wright, Administrative Support

ESSENTIAL SKILLS FOR ABORIGINAL FUTURES
 Patricia Babukilka, Program Facilitator
 Andlaine Joseph, Essential Skills Facilitator
 Lisa Chun, Essential Skills Facilitator
 Lorena Whelan, Essential Skills Facilitator
 Layal Jbara, Essential Skills Facilitator
 Heather Crosby, Facilitator
 Tiana Johnson, Administrative Support

BLADERUNNERS
 Chasity Simeon, Provincial Administrator
 Garry Jobin, Senior BladeRunners Coordinator
 Eddie Taylor, BladeRunners Coordinator
 Jason Taylor, BladeRunners Coordinator
 Armand Tencha, Indigenous Tenant Support Worker
 Racquelle Pilon, Administrative Support

PROGRAMS
 Elaine Clare, Programs Officer

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ACCESS CONTACT

locations



■ **ACCESS Head Office**
 109 - 100 Park Royal
 West Vancouver, BC
 V7T 1A2
 TEL: 604 913-7933
 FAX: 604 913-7938

■ **ACCESS Trades**
 108 - 100 Park Royal
 West Vancouver, BC
 V7T 1A2
 TEL: 604 922-4077
 FAX: 604 922-4088

■ **Essential Skills for
 Aboriginal Futures**
 201 - 681 Columbia Street
 New Westminister, BC
 V3M 1A8
 TEL: 604 521-5929
 FAX: 604 521-5931

■ **ACCESS Programs**
 108 - 100 Park Royal
 West Vancouver, BC
 V7T 1A2
 TEL: 604 913-7933
 FAX: 604 913-7938

■ **BladeRunners
 Provincial Management**
 109 - 100 Park Royal
 West Vancouver, BC
 V7T 1A2
 TEL: 604 913-7933
 FAX: 604 913-7938

■ **ACCESS
 BladeRunners**
 390 Main Street
 Vancouver, BC
 V6A 2T1
 TEL: 604 688-9116
 FAX: 604 688-9146

Employment Assistance Services Offices

■ **ACCESS Employment
 Services**
 110 - 1607 E. Hastings
 Vancouver, BC
 V5L 1S7
 TEL: 604 251-7955
 FAX: 604 251-7954

■ **ACCESS Employment
 Services**
 390 Main Street
 Vancouver, BC
 V6A 2T1
 TEL: 604 687-7480
 FAX: 604 687-7481

■ **ACCESS Employment
 Services**
 10757 138 Street
 Surrey, BC
 V3T 4K8
 TEL: 778 395-0385
 FAX: 604 581-0944





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EMPLOYMENT services

While the Indigenous employment and training landscape is ever changing, one thing always remains the same - ACCESS is dedicated to providing wrap around services that enhance the employability of the members of our urban Indigenous community.

ACCESS has three Employment Services offices located within Greater Vancouver - East Vancouver (Vancouver Aboriginal Friendship Centre), the Downtown Eastside (Main and Hastings) and Surrey (Near Gateway Skytrain). We offer a one-stop-model out of these offices where clients can book one-on-one sessions with an Indigenous Employment Advisor or conduct their own self-directed job search using a computer in one of our well-equipped Resource Labs.

We also take pride in being part of the spectrum of social services available in each of our locations. The services offered through our East Vancouver office compliments the Vancouver Aboriginal Friendship Centre's community service program. Our Downtown Eastside location works with many local organizations to best serve the Indigenous people in this very unique area of Vancouver. And our co-operative in Surrey, comprised of ACCESS, MNBC and SASSET, collaborate to enhance the experience of all Indigenous people walking through our doors.

During the 2019-2020 fiscal year, ES provided service to over 1200 Indigenous clients and our Resource Lab saw well over 6000 visits. More than half of the people we served later found employment or returned to school for further education.

We also began catering to a younger clientele as a result of the modification of the ISETS agreement. This change allowed us to begin offering career exploration programming to our Indigenous youth and many took advantage by attending the Encounter's with Canada Program, the 3 C Program through BC Association of Friendship Centres and the VPD ARC Program.

In keeping with our new focus on youth, we created an after-school tutoring club led by an Indigenous elder who also holds her teacher certification. We also continue to work with the Duke of Edinburgh program - a platform that leads to better post secondary opportunities for youth.

Finally, ACCESS is nearing the completion of its yet to be named youth leadership centre at the Vancouver Aboriginal Friendship Centre. Once completed, the goal of this initiative is to provide youth with services that go well beyond the typical drop-in centre model. We plan to incorporate youth focused leadership development into our training. The centre will provide services that support Indigenous youth with the completion of their high school education while at the same time inspiring them to choose a productive and successful career path. The focus is to build within each participant, a strong foundation comprised of core life skills that will facilitate their transition to employment, training, and career development.

2019 has been an incredible year for ES and we are grateful to all of our clients. We are proud to see them meet their challenges, overcome change and succeed in their endeavors.



trinityGRAHAM

**CREE/IRISH/PUERTO RICAN
UBC
STUDENT**

Trinity Graham was born and raised in Vancouver, BC. Living in an urban community, she struggled daily with her Indigenous identity. She was never sure where she fit in. In an effort to discover herself, she focused upon sports and her school work. After graduation, as she approached the deadline for applying to colleges and universities, she was feeling overwhelmed. She was unsure where to start or even if she should apply. During this time, she was referred to ACCESS and spoke to Megan Rosso, an Employment Advisor. Megan helped her through the process of filling out many college and university applications. As she was unsure on which discipline, she applied to schools offering both arts and sciences (Kinesiology). Megan helped her with her confidence. She boosted her self esteem by reiterating that she had great grades; she excelled at softball; and her volunteer experience at the Vancouver Aboriginal Friendship Centre would prove essential on her entrance applications.

As a result, Trinity received multiple offers – Queens University (Arts), University of Toronto (Kinesiology) and University of BC (Arts and Kinesiology). She chose UBC Kinesiology because she wanted to remain closer to home and family. As she says, “We need more Indigenous youth in the sciences and I want to be an ambassador to any youth that are interested but feeling unsure. Please contact ACCESS and they can really provide you with the added supports to help you along your journey.”

ronCALDWELL

**CREE NATION
RENDITION MANAGEMENT AND
CONSTRUCTION INC.
CONSTRUCTION SAFETY OFFICER**

Ron Caldwell is a member of the Red Pheasant Cree Nation of Saskatchewan. In 2018, he applied for and obtained funding from ACCESS to attend the Construction Safety Officer training available through BCIT. He is most proud of the fact that during his training he “received a prize for getting one of the fastest times under a minute”. Upon completion of the program, he began working with Active First Aid but soon found that he was not getting enough hours of work to make ends meet. He once again sought out ACCESS for support to take the Fast Track to Safety course through BCIT. He has since completed it and now works as a Construction Safety Officer with Rendition Management & Construction Inc.



alexanderERICKSON

**HAISLA AND DAKELH FROM NAK'AZDLI
FRAFCA
YOUTH WORKER**

Alexander Erickson Sr. is Haisla and Dakelh from Nak'azdli (Fort St. James, B.C.). He is currently working at Fraser Region Aboriginal Friendship Centre Association (FRAFCA) as an Indigenous Youth Outreach and Empowerment Worker. He graduated in May 2019, acquiring a Diploma in Chemical Addictions. “ACCESS has helped me move closer to my goal of getting my Masters in Addictions Counselling. Rebecca Hackett has been a wonderful worker from the start. I would not be where I am if ACCESS hadn't helped me along. Snachilya (You've done me an honour) for your wonderful program to get back on my feet and moving forward!”

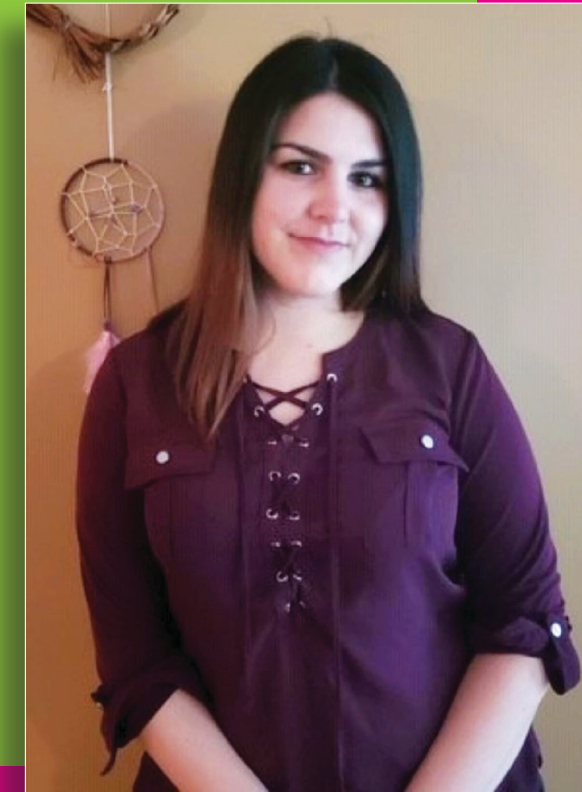


rebeccaGULENCHYN

**SAGKEENG FIRST NATION
AUNT LEAH'S PLACE
OUTREACH WORKER**

Rebecca Gulenchyn is a member of the Sagkeeng First Nation of Saskatchewan. She graduated from Douglas College in April of 2020 with a Child and Youth Care Diploma. She credits the guidance and funding support she received from ACCESS with enabling her to pursue her post secondary education. It took her a long time to decide what she wanted to do for a career, however, after attending a Douglas College information session, she made her decision. She followed that by volunteering with the Boys and Girls Club and began the application process for a school.

Rebecca says that “I am so thankful for the moral and financial support I received from ACCESS. Without their assistance, I would have given up.” She explains that she learned many strategies on how to apply for scholarships and bursaries from an ACCESS Employment Advisor. She is now working as Outreach Worker for supported housing living at Aunt Leah's Place.



“Thank you to ACCESS and my Employment Advisor, I am forever grateful for you helping me through every step to go back to school. MIIGWECH”

nathanHUMCHITT

GWA'SALA-NAKWAXDA'XW NATION
STUDENT

Nathan is a member of the Gwa'sala-Nakwaxda'xw Nation of Vancouver Island, BC. As a Duke of Edinburgh participant, Nathan has taken part in numerous programs designed to help him hone his skills as a potential future leader. He has participated in the ACCESS Recreation and Culture (ARC) Program, the 3C Program with the BC Association of Friendship Centres and the Encounters with Canada Program that was held in Ottawa. He has also obtained his certification in Wilderness First Aid.

Nathan was one of three Vancouver based Indigenous attendees of the Encounters With Canada Program. Given that this was his first time travelling on his own and without family, it provided him with an opportunity to overcome his fear of travelling solo. While in Ottawa he was afforded the opportunity to meet many other Indigenous youth from across Canada and he still maintains a connection with many of them.

Nathan says that he wants to be the first in his family to graduate. He wants an opportunity to be a role model for other Indigenous youth who struggle through high school but want to go on to college. Nathan is presently working part time at Friendship Catering while attending school full time.



davenaISAAC

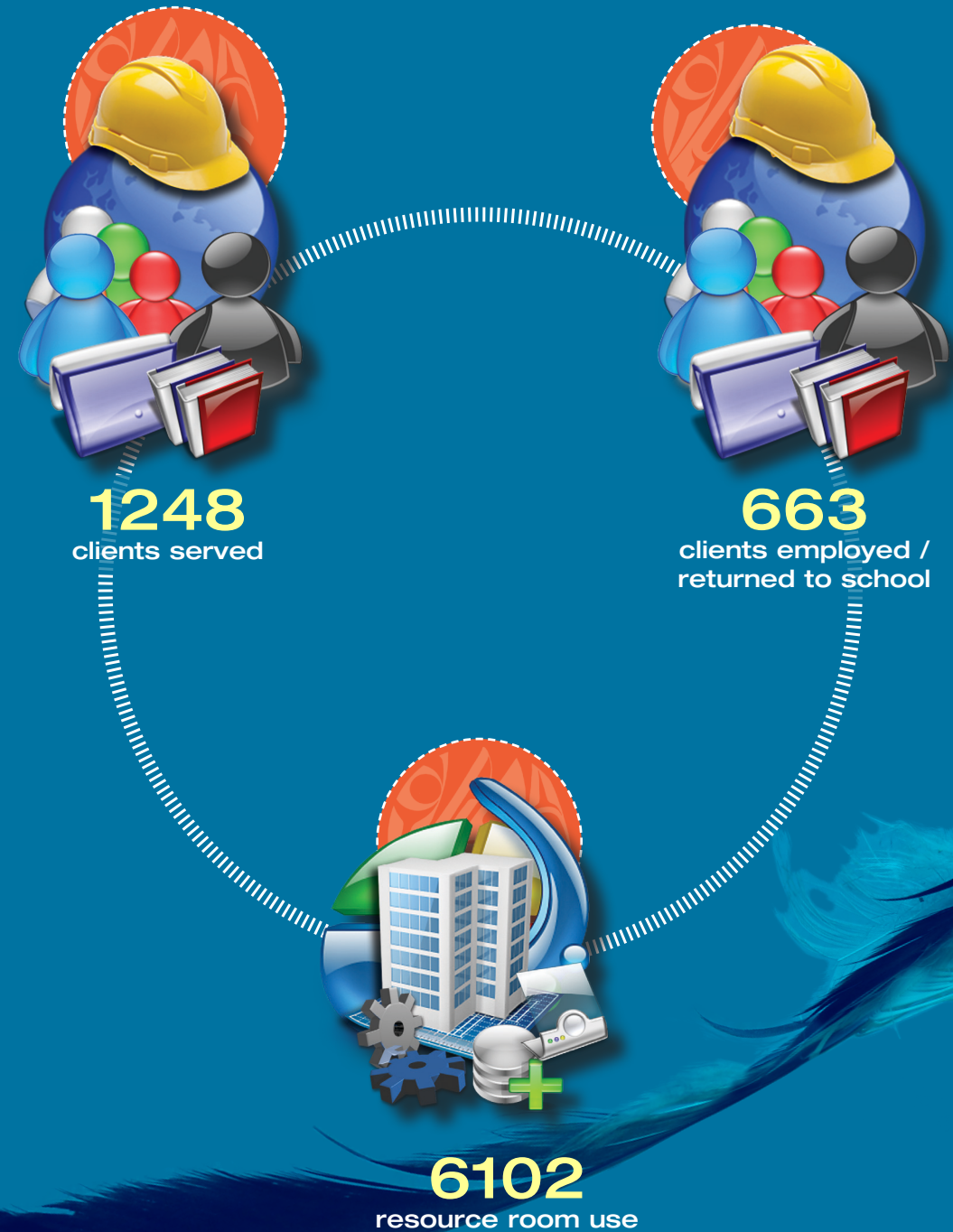
CARRIER NATION
UBC
STUDENT

Davena Isaac is from the Carrier Nation and part of the Frog Clan. She has just been accepted into the Bachelors of Science in Nursing program at UBC. ACCESS has provided her with funding for an education in health sciences and her full-time studies commence in September, 2020. She says that she chose this career because she has a passion to help others and explains that "ACCESS gave me the opportunity to start my education journey and supported me through the last 18 months. Without their support and belief in me I wouldn't have had the opportunity to succeed as much as I have."

Davena has excelled as a student. She has won numerous awards while attending NEC and VCC including The Michelle Pockey Leadership Award and the Live Your Dream Award (second place).



"Thanks to ACCESS and everyone who believed in me, I can continue my studies!"





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ACCESS

trades

ACCESS Trades opens the door for Urban Indigenous People to enter into training leading to apprenticeship. We currently support 598 apprentices in 49 trades and occupations. Since we were established in 2005 we are pleased to note that 115 people have achieved Red Seal Certification with another 56 attaining Provincial Certificate of Qualification in their trade. Apprentices at Levels 1, 2, 3 and 4 are on the job or in class, and working hard to move to the next level of their apprenticeship and eventual Red Seal Certification.

The Trades staff are certified Journey People who understand the process of apprenticeship and the industry at large; two apprentice advisors support our trainees throughout their apprenticeship by registering apprentices for school, collecting work base hours from employers, monitoring progress at each level of in school training, and provide connections to our employer partners. In addition, we have three Job Coaches who support the trainees during their first level of training. These supports may include additional tutoring, referrals to housing, or job site tours. Coaches also work closely with the trainees to find solutions to challenges that may affect their success. The Job Coaches work closely with the Apprentice Advisors to refer graduates to employer partners. Our support system is an important aspect of our model, guiding our clients on their journey to Red Seal.

While the supports we offer are critical to success, we would not achieve this outcome without our partners. Training partners who provide the technical training, and our Employer partners who provide training on the job site. We are proud to team up with BCIT, Skillplan, and EJTC to provide industry recognized training. Employer partners include companies like Seaspan, BC Ferries, Saam Smit Towage, Warrior Plumbing, Sasco, Mott Electric, Houle Electric, IBEW 213, to name only a few. The Trades department would like to acknowledge the contribution of our hundreds of partners who support our graduates.

ACCESS Trades also supports Indigenous Youth. Each year we fund various Trades Samplers throughout the Greater Vancouver School Districts. In 2019 - 2020; Burnaby and Surrey School Districts, and Vancouver School Board hosted events for 76 Indigenous Youth. The Trades Samplers offer everything including hands-on experience, ACCESS and ITABC information sessions, and tours of various job sites. These events have been successful and we will continue to support these into the future.

Trades has been fortunate to receive funding through the Federal Skills and Partnership Fund, BCIT/Transport Canada, and ITABC Indigenous Initiatives. This funding has made it possible for 123 people to enter into group training programs and 90 apprentices to complete the next level of their training through an individual seat purchase. Of that, 150 people graduated with 144 going directly into employment. As of March 31st 2020, 34 people were still in class and are soon to graduate.

The Trades team is always impressed by the hard work of our trainees and apprentices, and honoured to witness the positive change our services brings to so many lives.

tylorPRYOR

SHÍSHÁLH NATION OF SECHELT BC
SPONSOR UA 170 - SEASPAN
STEAMFITTER LEVEL I

'My name is Tyler Pryor and my family is from the Sechelt Nation. I decided to get into the trades because I wanted a career and the stability it provides. If I wasn't in the trades right now I would still be a temp working warehouse jobs.'

ACCESS has helped change my life by introducing me to the trades and providing the help to get me back into school and pursue future job opportunities. Thank you Leslie for all your help and advice!'

Tyler toured Seaspans with his class and during the tour he took a moment to introduce himself to the Piping Department Foreman, Paul Ritchie. Paul was impressed by Tyler and his interest in Seaspans. Paul was invited to represent Seaspans at the piping class grad and to the surprise of everyone in the room he came with an offer of employment for Tyler. Proof that first impressions count!



davidLANEY

RED PHEASANT FIRST NATIONS
HOULE ELECTRICAL - SPONSOR IBEW 213
ELECTRICAL LEVEL I

I was born in Prince George, BC. My family is from Red Pheasant First Nations, near the Battlefords in Saskatchewan. I actually grew up on a different reserve in Saskatchewan called Flying Dust First Nation. After high school grad I moved around a bit from town to town and job to job trying to make it on my own. I moved to the Lower Mainland in 2004. I jumped from job to job and found something steady in delivery driving, met my wife and now have 3 kids. A steady job wasn't providing enough for us so I needed an upgrade. I already had a fascination with electronics and electricity. I tried signing up for an Electrician course with a local college but was unable to get funding from my band. They recommended me to ACCESS Trades. I looked into it, signed up, passed the entry exam, and the interview, and was accepted into the Alternate Pathway to Electrical Program.

I started at Skillplan, for the preliminary math and science skills needed to get into EJTC (Electric Joint Training Committee) trade school. I learned a lot there, studied hard, always showed up on time, worked hard, helped fellow classmates when needed and they helped me too, made some good friends with similar interests there as well. Then upon graduation from the electrical foundation at EJTC I was placed into employment with Houle Electric, a large construction electrical company. Going great so far and learning in the field.

ACCESS provided help every step of the way. I'm in a good place with my personal life so all I needed was the financial help to get through school, and if I hadn't done this through ACCESS, I would have been doing that dead-end delivery job. I am grateful for where I'm at right now.



wakenniosta rosieCOOPER

MOHAWK NATION
SASCO
ELECTRICAL APPRENTICE LEVEL I

I decided to enter the electrical trade because it is something that always intrigued me growing up with an ironworker for a dad. I learned how to use tools at a young age and always thought it was fun to build things. I am grateful I can have a career using my brain and hands at the same time now.

If I was not doing electrical I think I would still be working at a pet store making barely over minimum wage and struggling to build a future for myself and future family. Now I feel I am able to envision a house of my own and financial independence.

ACCESS has changed my life and was an open door when I was refused funding by another Education Centre. I am so grateful for the support

from ACCESS because they have helped me with a career I never knew could be possible for myself. With the help of funding, getting my steel toes and tools from them was such a huge help. It was the perfect stepping stone into a great trade and career.

I will never forget my teacher Dan and fellow students at the EJTC, I will always have fond memories of my time there and it was there that my foundation was formed. To be helped by a First Nations team is very inspiring and gives me the strength to keep me going in the right direction.

I didn't know how much I would enjoy being an electrician as well. When you get to see the lighting circuit you've worked so hard on light up, it is very gratifying and exciting.

Thank you ACCESS for the support and I can't wait to get my Red Seal!



zachHOPPER

SHÍSHÁLH NATION OF SECHELT BC
SEASPAN
RED SEAL WELDER

'I decided to enter the welding trade because I saw an opportunity to have a well paying job with room for growth. I also find the process of welding very satisfying.'

ACCESS has enabled me to acquire a life-long skill that will financially support me and my family. They were a huge help through the whole process from start to finish, and I am so grateful for their support.'

Zach came to ACCESS in 2015 to attend the welder foundation program. He had some previous experience working in the metal trades but no certification. From the beginning he showed a great work ethic. After graduation he gained some experience with smaller boat building companies and eventually became employed by Seaspans. Zach has worked with Seaspans since 2017, where he completed his apprenticeship and achieved Red Seal Certification in 2019.



derrickMARSHALL

AHOUSAHT FIRST NATIONS
ELECTRICAL TRAINEE AT ELECTRICAL
JOINT TRAINING COMMITTEE

'I decided to join the trades program because I was tired of the inconsistency of working in the service industry for over half my life. If I wasn't in this program, I'd still be grinding for employment in the low paying service industry. ACCESS has made, and continues to make, an impact towards my success and my dream of earning my Red Seal. I highly suggest if you have a dream, reach out to ACCESS and make your dream a reality. If you can believe it, you can achieve it. ACCESS will support you in every way. Make the call, it will change your life.'

Derrick became homeless at the beginning of the electrical program. He was sleeping in his truck and struggling to know where his next meal was coming from. Despite the hardships that Derrick faced at the start of this program, he has maintained a positive outlook and continued his studies against all odds. Throughout he remained excited about starting his career as an electrician.

With support from ACCESS Derrick found accommodation in a shelter and eventually a home of his own. Derrick has overcome more barriers than your average student and never once hesitated on his journey. Derrick is truly a success story.



dionCLARK

NISGA NATION - LAXGALTS'AP VILLAGE
COMMERCIAL DIVER -UNDERWATER WELDER PROGRAM
WELDER LEVEL B

Dion came to ACCESS Trades in 2014 to take the ACCESS funded Welding Program at BCIT. He successfully graduated from the Foundations Program and went to work at Seaspan Shipyards for four years. During his apprenticeship, he completed his Welding Level B with Seaspan's support. With ACCESS' support, Dion was able to find his passion for welding which encouraged him to explore other career possibilities amongst the trades. Thanks to the funding from Laxgalts'ap Village Government, Dion is scheduled to graduate from the Commercial Diving program offered through the Diver's Institute of Technology in Washington State in September 2020.

Dion has always been hard working, motivated and well-liked by ACCESS trades staff. The staff at ACCESS are excited to see where the next phase of Dion's life takes him and wish him much success in his new career.



Program	Start Date	End Date	# Trainees	In-class 2020.03.31	# Graduates	Employed
Millwright	September 10 2018	May 3 2019	12	0	8	5
Metal Fabrication/Marine Fitter I	September 17 2018	May 10 2019	10	0	7	5
Bridge Watch	November 13 2018	April 18 2019	10	0	9	9
Pipefitting	January 14 2019	September 6 2019	13	0	6	6
Electrical	February 5 2019	July 12 2019 + 10 wk work practicum	15	0	13	13
Welder Refresher	March 1 2019	April 6 2019	7	0	7	7
Welding	September 9 2019	June 12 2020	17	13		
Electrical Foundation	September 30 2019	March 20 2020 + 10 wk work practicum	12	0	10	9
Bridge Watch	November 18 2019	May 7 2020	13	10		
Electrical Foundation	February 10 2020	July 2020 + 10 week work practicum	14	11		
Apprentice Upgrading	April 12 2019	March 31 2020	90	0	90	90
			213	34	150	144

High School Trades Samplers/Supports	2019-20		# Participants
Vancouver School Board	March 11 2020	Tours and Information Sessions	15
Burnaby School District	Feb 26/Mar 11 2020	Tours, hands on training, and Information Sessions	25
Surrey School District	November 7 2019	Tours, hands on training, and Information Sessions	36
Langley Students -various trades*		ITA Youth Train in Trades	16
			92



598
apprentices



115
red seal certified
journey people



54
journey people with
provincial certificate of
qualification



24



ESSENTIAL SKILLS FOR aboriginal futures

Essential Skills are the core learning skills required to function in all aspects of work and life. The 9 Essential Skills are Reading, Document Use, Numeracy, Writing, Oral Communication, Working with Others, Thinking, Digital Technology, and Continuous Learning.

The Essential Skills for Aboriginal Futures (ESAF) department first began operating in 2007. The first program was designed to provide Safeway Canada with potential job applicants possessing enhanced essential skills. The candidates had obtained their skills after receiving training through ESAF using authentic documents and materials provided by the company. This first offering was extremely successful and was soon followed by other programs that included partners like CN Rail, City of Vancouver, City of Surrey and many more.

In 2010, ESAF in partnership with the ACCESS Trades department, began incorporating essential skills into the Trades programs. This was done to prepare apprentices prior to entering the formal and fast paced learning environment of BCIT, our training partner. We determined that by providing up to 8 weeks of essential skills training prior to starting their technical training at BCIT, the pre-apprenticeship students were much better prepared for school. Since its inception, hundreds of participants have benefitted.

Earlier this year, we began delivering our newest program - 'Passing It On'. ACCESS was contracted in February, 2019 by Service Canada through the Office of Literacy and Essential Skills (OLES) to share our essential skills knowledge with 5 ISETS holders from across Canada. The goal of this initiative is to build capacity within these organizations so that they can eventually provide their own Essential Skills training to their members.

The following programming was offered during the 2019 - 2020 fiscal year:

Essential Skills for Trades

- Twenty-nine Welding pre-apprentices and Bridge Watch trainees received essential skills enhancement training prior to completing their studies at BCIT

Essential Skills for Occupational Skills Training

- Seven students completed an Essential Skills Career Exploration Program to define and develop career goals
- Twelve students completed an exploration of technical training opportunities
- Five students completed an Essential Skills Introduction to Film Careers
- Twelve students obtained essential skills enhancement as part of the Dental Reception Coordinators program in partnership with Vancouver Community College
- Seven students obtained essential skills enhancement as part of Information Technology training in partnership with Total Support Solutions.

Individual Services

- Forty-seven Essential Skills Assessments administered to ACCESS clients
- Forty-three one-on-one tutoring sessions provided to students applying for ACCESS programs

"Passing it On" Project

- This project began with the signing of a service agreements with CAHRD in Winnipeg, Manitoba, followed by NEST Nisga'a Nation, and Miziwe Biik in Toronto
- During the first phase of the project each partner supported in setting up their Essential Skills Lab and the delivery of the first of their three training cohorts
- To date, 95% of their participants have achieved and maintained employment with the employer partner

evangelineLINCOLN

GITSEGUOKLA NATION CAREER EXPLORATION PROGRAM

Evangeline Lincoln, proud mother of five beautiful children, successfully completed the Career Exploration Program in August 2019. When she joined the program, she wanted to “find her inner skills that have not yet been discovered”. Her drive and enthusiasm during the program were a constant inspiration, not only to her peers, but to the staff alike. Evangeline wanted to become a social worker.

In the program, she was able to create a clear action plan to achieve her goal. She says that “the Career Exploration Program at ESAF helped me research opportunities and build confidence in my career path. While in the program, we did assessments that helped me understand myself better and confirmed to me that I was pursuing the right career. I was also able to learn more about the career I wanted to go into. The facilitators helped me make a step-by-step plan to get my goal. Today, I am happy to say that I am following the plan and on my way to achieving my dreams.”

The Career Exploration Program motivated Evangeline to complete her Grade 10 and 11 and in January 2021, she will be attending the Counselling Program at NEC. She is excited about her prospects and a career is now in sight.



teresaMORGAN

GITWANGAK FIRST NATION INFORMATION TECHNOLOGY PROGRAM

When Tereasa joined the program, she was a bit nervous as to whether she would be able to keep up with the rest of her younger, more tech-savvy classmates. Despite her fears, she pressed on. She was very diligent and put in the extra time and effort needed to thrive. “The Brain Gym and memory matrix activities we did in the morning”, she commented, “really helped me organize my thoughts and think better and faster.” Tereasa is not only a huge inspiration to her classmates but to anyone who feels like it’s too late to start something new. She is the perfect example of the saying that, “age is nothing but a number.” Of the essential skills training she received here at ACCESS, she says, “the ESAF program was an overall positive experience.” She further encourages others interested in taking the program that, “the learning experience will help with jobs, personal life and in general with communication with clients and the public.”

“Tereasa has almost completed her Information Technology technical training and is grateful for the foundation the essential skills training provided her. We are so proud of her.”



rhyannaLOCKHART

URBAN INDIGENOUS CAREER EXPLORATION PROGRAM

“When I first started the Career Exploration program at ESAF, I already had an idea of what I wanted to do. However, during the program, I was able to explore my chosen career more in depth, as well as other career opportunities that would suit my experience and personality. The staff was very friendly, welcoming and supportive. The program helped me map out an action plan to start pursuing the career of my dreams. After the program, I applied and was accepted into the Native Education College Health Care Aid program and I am successfully following the action plan we created during the program. I am now in my second semester. I would recommend this program to others. It really helped me move towards my dreams.”



tamaraCHARLEYBOY

T̄SIDELDEL FIRST NATION INFORMATION TECHNOLOGY PROGRAM

In early 2019, Tamara Charleyboy wanted a change in her life. She took the brave step of moving to Vancouver. When she arrived, she applied for and was accepted into the Information Technology program at ACCESS.

She states that “after joining the program, I was unsure of what to expect. The first step was to take an assessment and since it’s been years since I was in school, I felt discouraged. But in this program, we worked on the 9 essential skills. The staff at ESAF are very supportive and willing to go above and beyond to help First Nation people. They have helped me with all of the barriers and challenges that could have affected my learning process. ACCESS has also been very helpful to support me financially with a living allowance.”

“Meeting my classmates really opened my eyes to seeing there are no age barriers to learning. We have people in our class that are younger and older than me. Everyone is very helpful, and staff are always there; never letting anyone fall behind. My goal is to become a successful business owner. I am so thankful to ACCESS for giving me this opportunity.”

“I encourage you to take the steps towards your future with the support of ACCESS.”

Tamara is an inspiration to many of her peers. She is currently completing her Information Technology training and is a potential candidate for a job with Dial-a-Geek. We are confident she will succeed.



jamalRUSSEL RODGERSON

KINISTON SAULTEAUX NATION - CREE
ELECTRICAL TRAINEE

Jamal was in recovery when he applied for the Alternate Pathway to Electrical. He failed the entrance exam and needed help with his math. Jamal was referred to ACCESS ESAF where he received math tutoring for two months. At the end of the two months Jamal successfully passed the entrance exam and is now getting excellent marks in the program. Jamal is a fine example of being able to achieve anything if you put in the effort.

“I tried to get into the electrical program and I failed the exam but ACCESS did not give up on me. They sent me for tutoring at ESAF. ACCESS worked hard with me to get tutoring so that I could get into the program.”

Jamal says that he chose to get into the ACCESS Electrical Trades program because he wanted to challenge himself. He also wanted an opportunity to be in an ACCESS Trades program. He states that he has worked mainly in construction most of his life. It has been difficult to maintain steady employment. It has been particularly difficult to find employment and gain knowledge in something that he actually enjoys.

“If I did not go down this path with ACCESS, I would not have a future. I want to achieve goals in my life and I will be able too do that now with ACCESS helping me with funding for my next three years of upgrading. ACCESS has helped me so much in the past 8 months since I started this electrical program and also while I’ve been in recovery. My learning has excelled and I would not be here without the help of ACCESS. I could not be more grateful in my life today.”



heavenleaMCCALLUM

THUNDERCHILD FIRST NATION
DENTAL RECEPTIONIST PROGRAM

Heaven joined the Dental Receptionist Program in January 2019. She recalls, “I wanted to gain some footing, as I was unsure of what I wanted to do, but knew I needed to take a step. I didn’t have the best school experience and I was quite nervous about going back to a school setting. Connecting with my peers was always a challenge, but at ESAF, the space was provided, and the skills were taught on working with others which made it easier for me. I was also able to build on other essential skills I had in order to better help my transition to post-secondary training. I am now studying at Vancouver Community College. I hope to graduate in September 2020 with a diploma as a Dental Receptionist Coordinator. I am excited for my future.”



ESAF Fiscal Year 2019/2020 Cumulative Year End Results

Program	Individual Services	Program Started	Program Ended	Started	Completed	Employed	Training
National Tech. Coun.		June 24 2019	June 28 2019	12	12		12
Career X		August 6 2019	August 23 2019	12	8	1	7
Welding		September 9 2019	November 1 2019	17	15		15
Film Making		October 1 2019	October 11 2019	9	8	3	5
Bridge Watchman		November 12 2019	December 20 2019	15	14		14
Dental Office Co-ord		January 6 2020	March 6 2020	12	12		12
IT Solutions		January 13 2020	March 6 2020	7	7		7
	Tutoring - 43 sessions	January 6 2020	March 31 2020				
	Assessments - 47	January 6 2020	March 31 2020				
7	90	76	84	84	76	4	72



84
started training



7
programs



76
completed training



76
further training or employed

30

CELEBRATING
20 years
of SERVICE

BladeRunners

PROVINCIAL MANAGEMENT
AND DIRECT SERVICE
DELIVERY IN VANCOUVER

bladerunners

The BladeRunners Program is an internationally recognized employment placement initiative for at-risk youth. The program is funded by Service Canada through the Province of British Columbia via the Workforce Development Agreement. The original delivery of the program took place 25 years ago in 1994 with the training and placement of 25 at-risk youth on GM Place (now Rogers Arena). ACCESS began managing BladeRunners on behalf of the province in 2003 and since that time, it has grown into one of Canada's most successful youth employment programs.

Under its current contract with the Province, ACCESS manages 16 Indigenous and non-Indigenous agencies located throughout the province. Collectively, those agencies trained 962 BladeRunners in 2019-20 in such diverse communities as Moricetown, Hope, Esquimalt, Abbotsford and Vancouver. Over 64% of the participants attending training identified as Indigenous, 79% possessing no significant prior job work experience and almost half not having completed high school, Job Coaches throughout the province were still able to place more than 76% into full-time employment once they completed their training.

On a local level, ACCESS also provides direct service delivery of the 'original' BladeRunners program on Vancouver's Downtown Eastside. During 2019-2020, ACCESS BladeRunners trained 145 youth and placed over 94% of them into employment within the construction industry. Over 87% of those youth were Indigenous and over 33% were transitioning out of some form of homelessness. Many of those were able to take advantage of BladeRunners Place housing.

The housing component of the BladeRunners program is called BladeRunners Place. Located at 250 Powell Street in what was once a jail, this innovative housing project provides stable and supportive accommodation for 38 current or past BladeRunners participants. Standing out from other housing projects, BladeRunners Place provides a caring environment for youth, many of whom have never had their own place. Living in BladeRunners Place gives them a chance to learn how to adjust to real world commitments such as maintaining a full-time job and paying the rent on time without facing the constant fear of being evicted if they should lose their job or fall too far behind in rental arrears.

It is with great pride that we provide this annual report showcasing the excellent work that BladeRunners staff have done during this past year to support the at-risk youth that we serve. We would not be able to do this without the full support of our funder, the Province of BC and in particular, the Ministry of Advanced Education, Skills and Training - Workforce Innovation and Division Responsible for Skills Training. We are also most thankful for the many employers that hire our youth. Companies like Starline Windows, Lower Mainland Steel, Rampage Reinforcing and Power Drywall (just to name a few) are integral to the success of this program. More importantly, these employers tell us that they depend upon our program to provide them with enthusiastic young men and women to join their workforce.

adrianeWILLIAMS

**GITXSAN NATION
BEST PERSONNEL
CONSTRUCTION SAFETY OFFICER**

Adriane Williams is originally from the community of Gitanyow, part of the Gitxsan Nation in Northwest BC. With few opportunities for employment beyond making minimum wage in the food service industry, she moved to Vancouver from Prince George in the summer of 2019. Upon arriving in Vancouver, Adriane set out to find an organization that could help her gain a career and possibly stable housing. After getting a recommendation from her cousin to check out ACCESS, she was referred to Bladerunners and knew immediately that she had found what she was looking for.

Within 2 weeks of her arrival she was enrolled and participating in the BladeRunners Construction Training Program. Adriane had no previous construction experience but was excited to have the opportunity to learn new skills. After completing training, she accepted a position with Lower Mainland Steel. She proved to be an outstanding ironworker.

Adriane was an extremely committed employee and was even able to maintain her attendance at work despite living in a shelter for a month. Her hard work paid off when she applied for and was accepted to live in BladeRunners Place. She has been an excellent tenant there for over 5 months.

After being exposed to the various trades on a large scale construction site, Adriane decided that she wanted to become a Construction Safety Officer. She successfully finished her course and was placed to work as a full time Site Safety Officer with LMS. Never one to sit on her laurels, she recently received additional funding from ACCESS through our Employment Services Department to obtain her First Aid Level 3. She is scheduled to complete it within the next month. Adriane is always ready to further herself and continues to look for opportunities in the trades. She is thankful for the support and guidance she has received from ACCESS and is especially thankful for BladeRunners.

jadeCONTOIS

**MÉTIS
STARLINE WINDOWS
GLAZIER**

Jade is 22 and of Métis decent. She was raised in foster care in Chilliwack and moved to Surrey some years ago. Jade began using drugs at an early age and eventually became addicted. After struggling with her addiction, she finally had enough and checked herself into rehab in 2019.

She vowed that when she got out of treatment, she would pursue a different road. While in rehab, she decided that she might like to work in construction. Someone told her about BladeRunners and when she got out, she decided to apply.

She was accepted into Bladerunners in January of 2020. In the class she showed great leadership skills and a determination to learn. Immediately after graduation, she was placed with Starline Windows. She is still working with that company and her foreman, Nick Dimitropoulos, says that she is going to be another BladeRunners superstar! He says that she has a promising future in the trades.

Jade has overcome many barriers and now has a positive outlook on life. She says she would love to become a Red Seal carpenter in the future. She loves her glazing job and thanks BladeRunners and her coaches for providing the exceptional training and support.

"Bladerunners has been a life changer for me and now it's full steam ahead."



segarFLORENCE

**XAXLIP NATION
CAPITAL STEEL
LABOURER**

Segar Florence is a member of the Xaxlip Nation. He came through the BladeRunners program in 2017. Segar tells us that he faced many challenges growing up in Vancouver. He and his brother lived with their mother who was a single mom. He describes his early years as turbulent with lots of upheaval. His family moved from place to place; each time registering with a new school. They both ultimately ended up in foster care for two years while their mother dealt with her addiction. Segar says his mother was determined to get well and bring the family back together again which she did.

Eventually Segar decided to move out on his own but by that time, he was also struggling with addiction issues. Moving away from home was a tough adjustment. He immediately began missing his family but he also recognized that he needed to find additional support in order to get well. He took advantage of the supports offered through two of the alternative schools that he had attended.



When he was ready for the next move, he reached out to ACCESS and applied to the BladeRunners Program. Once he completed his training, his first job was installing flooring. That was followed by various labouring positions. Most recently Segar found employment with Capital Steel as an iron worker, a job that he loves. He has been with that company for 8 months and his employer couldn't be happier with his work.

Segar moved into BladeRunners Place seven months ago where he has been a model tenant. He states that he has dealt with his addiction issues and is very happy with where his life is right now. We are very proud of Segar. He has taken the right steps to becoming a responsible and healthy young man.

"BladeRunners has changed my life for the better and has helped me to see a better picture"



eduardoSEVILLA

**TSIMSHIAN NATION
ALTERNATIVE GLAZING SYSTEMS
GLAZIER**

Eduardo is a 28-year-old member of the Tsimshian Nation. He was raised in east Vancouver in a single parent home. He started drinking and hanging around with the wrong crowd at 13 years of age and soon after ended up homeless and living on the streets of the Downtown Eastside.

After years of struggling, he finally decided that he needed to make a change in his life and that is when he found BladeRunners. Once he completed his training, he was quickly placed on Concord Pacific's ONE Pacific site in Vancouver.

Eduardo's first job was with Jordan's Flooring as an entry-level labourer. However, he soon discovered that he had a knack for trades related work and soon after moved on to work with Starline Windows, followed by his current job with a union company called Alternative Glazing Systems. He is very happy with the wage increase and stability that comes with his union job.

Not long after he finished the BladeRunners training and began work, Eduardo was able to address his homelessness. He applied for and was accepted into Bladerunners Place, the housing component of the BladeRunners Program. This was his first real home in years and with a steady job, stable housing and a new wife, he was also able to get his son out of government care.

Eduardo and his wife are now expecting their first child together. As a result, he's decided that he needs a bigger place for his growing family. He states that Bladerunners instilled the confidence in him and planted the seed for him to become a productive member of society and provide a safe and loving home for his wife and children.

corbinWILSON

GITXSAN NATION
WERTMAN DEVELOPMENT CORPORATION
CARPENTER'S HELPER

Corbin Wilson is from the village of Kispiox of the Gitxsan Nation. He'd been trying to find work in his community for a while when he realized that there were very few employment opportunities available. He saw that others were getting caught up in less than positive activities and he knew that was not for him. He decided that he needed to find stable employment and in order to do that, he might have to move away from home. In the summer of 2019 he enrolled in the BladeRunners Construction Training Program in Vancouver. His goal was to move to Vancouver temporarily to see for himself if he could make a permanent move to the city.

After completing his training with BladeRunners, he was offered a full-time job with NUFC Ltd. He saw this as an opportunity to make a permanent move to Vancouver. He drove straight home to Kispiox right after graduation on a Friday. He packed up all of his belongings and made the 20+ hour journey back to Vancouver in time to start his first day of work the following Monday.

Most recently, Corbin began a new job with Wertman Development Corporation working at the Legacy Senior Living Facility. Over the last month Corbin has assisted in the renovation of this facility and has had the opportunity to learn a variety of different skills while earning a great wage. Corbin thanks ACCESS and BladeRunners for being able to help him "get trained, certified and a good paying job and doing it all so fast!"



mathewPARTAKER

LIL'WAT NATION
POWER DRYWALL
SKILLED LABOURER

Mathew Partaker is a 26-year-old member of Lil'wat Nation. He went through the BladeRunners Program 8 years ago and since that time has faced many adversities maintaining full-time employment. Since he completed his training in 2012, Matt has worked sporadically with the same company, Power Drywall. Despite various setbacks and with the support of his job coach, Matt has been able to maintain a positive relationship with that company. His job coach states that "Power has seen Matt's challenges but also his potential and fortunately for him, they continue to give him the opportunity to work through his issues".

Matt's father recently passed away. That loss resulted in some built-up friction between he and his brothers; who inherited the house where they were all living. Matt knew that it would not be a healthy environment in which to remain. He and his brother decided that it might be better if he moved out. He applied for and was accepted into BladeRunners Place, the housing component of the BladeRunners Program. Since moving in over 3 months ago, he has been a model tenant. Also, during that time, he has maintained a steady employment record with Power Drywall and has since been rewarded with opportunities to learn and enhance his skills. Matt has expressed his gratitude for the supports he has received from ACCESS BladeRunners.



"I would like to thank the people who have had my back and who have believed in me."

2019-2020 SERVICES

AGENCY	TRAINING FOCUS	COMMUNITY TRAINING WAS DELIVERED IN	NUMBER TRAINED
ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY	Entry Level Construction	Vancouver	145
CENTRAL VANCOUVER IS. JOB OPPORTUNITIES BUILDING SOCIETY	Grounds Maintenance	Parksville	7
COAST SALISH EMPLOYMENT TRAINING SOCIETY	Career Exploration Culinary Construction Career Exploration Career Exploration Hospitality	Cowichan Stz'uminus (Nanaimo) Esquimalt Stz'uminus (Nanaimo) Victoria Victoria	18 7 12 15 9 15
INTERSECTIONS MEDIA OPPORTUNITIES FOR YOUTH	Film	Vancouver	132
JOHN HOWARD SOCIETY OF THOMPSON REGION	Forest Firefighting Construction	Kamloops Kamloops	12 39
JOHN HOWARD SOCIETY OF VICTORIA	Hospitality Construction Construction Construction	Victoria Victoria Westshore Langford	66 50 7 21
LAICHWILTACH FAMILY LIFE SOCIETY	Hospitality	Campbell River	32
NANAIMO YOUTH SERVICES ASSOCIATION	Construction Customer Service Customer Service & Hospitality Basic Security License Career Exploration Security Training	Nanaimo Courtenay Nanaimo Nanaimo Nanaimo Nanaimo	16 19 37 7 21 12
NISGA'A EMPLOYMENT, SKILLS & TRAINING	Service Industry	Terrace	10
NORTH VANCOUVER ISLAND ABORIGINAL TRAINING SOCIETY	Hospitality Customer Service Customer Service	Port Hardy Campbell River Powell River	5 6 7
NUU-CHAH-NULTH TRIBAL COUNCIL	Traffic Control Person Customer Service Fisheries Administration Marine Training	Port Alberni Port Alberni Tofino Port Alberni	3 3 3 11
OKANAGAN TRAINING & DEVELOPMENT COUNCIL	Cannabis Retail	Kelowna	12
PACIFIC COMMUNITY RESOURCES SOCIETY	Barista Barista	Surrey Vancouver	28 36
LIFT COMMUNITY SERVICES	Customer Service Hospitality Entry Level Construction	Powell River Powell River Powell River	8 1 5
STO:LO ABORIGINAL EMPLOYMENT & TRAINING	Employment Prep Landscaping & Ground Maintenance Construction Employment Prep Warehousing Customer Service Warehouse Worker Customer Service Warehousing Administration Construction Wildfire Training Employment Prep Employment Prep Landscaping Operators Certificate & Workplace Safety	Surrey Surrey Surrey Chilliwack Chilliwack Hope Abbotsford Sumas / Abbotsford Surrey Chilliwack Chilliwack Chilliwack Hope Chawathil Scowitz Chilliwack Surrey	4 2 2 8 3 4 2 1 12 6 4 4 10 7 13 5 11
TRICORP	Traffic Control Construction Construction	Prince Rupert Moricetown Prince Rupert	10 6 11
TOTAL			962



76%
Employed
Throughout BC



95%
Employed
Greater Vancouver
Area



962
Completed
Training
Throughout BC



145
Completed Training
Greater Vancouver
Area



BARRIERS TO EMPLOYMENT
% based upon 962 participants throughout the province



ACCESS programs

The Programs Department oversees training projects delivered by urban Indigenous organizations in Metro Vancouver or through partnerships with public and private training providers. These project-based training initiatives are designed to assist Indigenous people to enter the workforce directly or to pursue post secondary education that will eventually lead to future career placements. The training projects respond to local labour market needs. Projects funded may include group skills training, pre-employment training and summer student employment programs.

allisonRUSS

NU-CHAH-NULTH AND HAIDA NATION
INDIGENOUS TOURISM PROGRAM
NEC

Allison Russ is of Nu-Chah-Nulth and Haida heritage. She is a single mom and is currently attending the Indigenous Tourism program at Native Education College. Her goal is to get her certification and return to Haida Gwaii to start her own business.

"I thank ACCESS that I am able to attend this course. I appreciate ACCESS covering my tuition so that I am able to succeed in pursuing a career in the tourism industry."



chantelleDAVIS

NISGA'A NATION
AARM DENTAL GROUP
DENTAL RECEPTIONIST

Chantelle Davis began working as a Dental Receptionist at Aarm Dental Group in the fall of 2019. She accepted that position after graduating from the VCC's Indigenous Dental Reception Coordinator Program. This program was redesigned in partnership with ACCESS. "I had other job offers, but I knew my worth. I wasn't accepting anything less," says a confident Chantelle. "I now have financial freedom and am better able to support my family."

This fully funded, nine-month Indigenous program began with ACCESS-delivered Essential Skills training followed by full-time attendance at VCC where she received the technical skills required for her new profession. She states that the support provided by VCC and ACCESS helped her be interview and career ready.



dustinBLAKE

MÉTIS
OFFICE ADMINISTRATION PROGRAM
NEC

Dustin Blake is of Métis descent and hails from Campbell River. He is currently attending the Office Administration program at Native Education College. His goal is to build his administration skills so that he can pursue his passion - to become a film set designer and have his own business. Dustin has only recently connected with his own culture which has set him on a journey to pursue studies with Native Education College. He hopes this training will help him find his dream job.

"Thanks to ACCESS for providing this opportunity to build a better skillset which will allow me to live a more fulfilling life!"



drakeHENRY

MÉTIS
LPN PROGRAM
DOUGLAS COLLEGE

Drake Henry is of Métis descent. During the summer of 2019, he worked as an ACCESS funded summer student with Métis Nation, BC. Drake currently works as a casual at Lion's Gate Hospital while he attends Douglas College. He will be entering the nursing program at BCIT in the fall of 2020.

"This is a great way to gain employment experience and connect with your community. I was able to achieve this with help and support from ACCESS."

pernelDUBOIS

PASQUA FIRST NATION
BIKE MECHANIC PROGRAM
VAFCS

Pernel Dubois is a Salteaux/Cree member of the Pasqua First Nation of Saskatchewan. However, he grew up in Vancouver and calls this city home. Pernel loves to ride bikes and explore new places around the city and he has turned his passion for riding into a chosen career. He is a successful graduate of the Bike Mechanic Program that was held at the Vancouver Aboriginal Friendship Centre Society (VAFCS).

Pernel tells us that the ACCESS program gave him a better opportunity to become a positive role model for his family and community. Overall, Pernel enjoyed his experience in this program. He says that he found it to be a positive milestone. He gained transferable skills and was able to work with other bicycle mechanics in the industry. He says that "I am proud to know I am one of very few certified Indigenous bike mechanics."



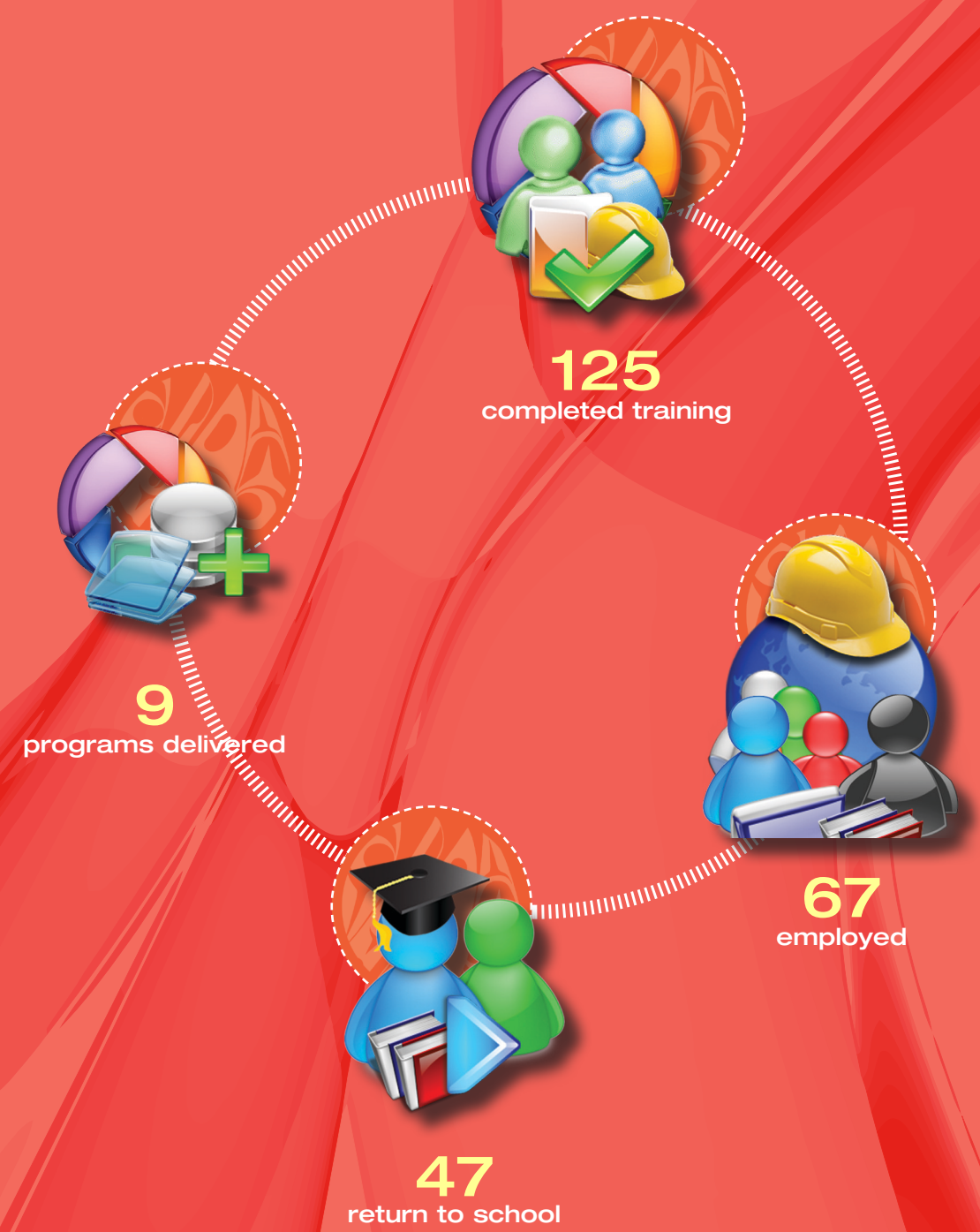
After he completed the program, Pernel continued to work on bicycles and is now working towards completing his welding certification with support from ACCESS. Pernel says "these opportunities to learn and grow have all been empowering...and has given me hope that it is never too late to make positive changes". Pernel is committed to working with the urban Indigenous community and thanks the VAFCS staff and ACCESS for giving him the opportunity to learn and grow as a person.

aieshaHARRISON-JONES

CHEROKEE NATION
ASSOCIATE OF ARTS - GENERAL ARTS
NVIT

Aiesha Harrison-Jones is a member of the Cherokee Nation but has lived most of her life in Canada. During the summer of 2019, she was employed as an ACCESS funded summer student at Nicola Valley Institute of Technology, Burnaby campus. She recently completed the Associate of Arts Degree in General Arts at NVIT and is currently enrolled in the NTEP program at UBC commencing in the fall of 2020.

Aiesha discovered that she really enjoyed assisting students and staff with finding books while she was employed as a Library Assistant for her summer student placement. She has since signed up to be a Peer Support Tutor in the fall when she returns to school. Regarding her work placement, she says "I would like to thank ACCESS. This has been a wonderful experience."



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The N'Quatqua First Nation is a First Nations government of the St'at'imc (St'at'l'imx or Lillooet) people, located in the southern Coast Mountains region of the Canadian province of British Columbia. The N'Quatqua is located in the community of D'Arcy at the head of Anderson Lake, about midway between the towns of Pemberton and Lillooet. As a member of the Lower St'At'l'Imx Tribal Council, as well as the St'at'imc Chiefs Council, N'Quatqua collaborates with its fellow St'at'imc First Nations in a variety of projects and initiatives to promote our physical, economic and social wellbeing. N'Quatqua is a small community with a total membership of 364 (200 off First Nation land; 164 on First Nation land).

N'Quatqua delivered a variety of group training programs and support numerous individuals to pursue either certification, training or employment.

- Supported youth utilizing the summer student program
- Delivered "License to Drive" program to support people with obtaining their Class 5 Drivers License
- Through ISETS funding, they supported a number of people with individual seat purchases to obtain their required safety certifications which included First Aid Safety Training.
- Delivered the Community Startup Incubator Program, a group training program brought to the community to provide entrepreneurship training.

st'at'imc



N'Quatqua First Nation



4
programs delivered



32
completed training



11
return to school



18
employed

ACCESS partners 44

Aboriginal Mother Center Society
 Apex Forklift
 Asco Aerospace Canada Ltd.
 Atira
 BC Housing
 BC Métis Federation
 BJ Plastering
 Brad Marsden
 Camino Flooring
 Canada Scaffold Supply Co Ltd
 Canadian Coast Guard
 Canadian Red Cross
 Canem Electric
 Canonbie Contracting Ltd
 Captain Toyota
 Centreville Construction
 Clark Builders
 Concord Painting and Wallcovering
 Covenant House
 Culture Saves Lives
 Curtis Ahenakew
 District Council 38
 Downtown Eastside Women's Centre
 Duke of Edinburgh
 Eastside Boxing
 Eastside Works
 First Nations Forestry Council
 First Nations Health
 First United Church
 Fortis BC
 Four Sacred Fires
 Golden Globe Construction
 Graham Construction
 Greer Contracting
 H.A.V.E. Café
 Henriquez Partners Architects
 Houle Electric
 Impact Iron Works
 Indigenous Tourism BC
 Ironworkers Local 97



IW Local 99
 JBL Construction
 Kickstand Bikes
 Kindred Construction
 Lu'ma Medical Centre Society
 Nicola Valley Institute of Technology
 Nova Drywall
 NUFC Ltd.
 Omega
 Our Community Bikes
 Overdose Outreach Team
 Pacific Association of First Nations Women
 Pipefitters Local 170
 Power Drywall
 ProSafe
 Q&E Environmental
 R4 Contracting
 Rapid Access Addictions Clinic (RAAC), St. Paul's Hospital
 Rampage Reinforcing Ltd.
 Reach Community Health Centre
 Rebarbarian Reinforcing
 Richmond Elevator
 Ride On Bikes
 Sasco
 Sea to Sky Removal
 Seagate Mass Timber
 Skookum Energy
 Southwest Contracting
 Spirit of the Children's Society
 Starline Windows
 Tap House
 The Aboriginal Front Door Society
 The Penticton Foundry
 Three Brits Public House
 Top Steel
 Total Support Solutions
 Vancouver Aboriginal Shelter
 Vancouver Aboriginal Transformative Justice Services Society
 Vancouver Coastal Health
 Ventana Construction LTD
 Warrior Plumbing
 Western Enterprise Electric
 Whitemud Ironworks
 Wild Bird Trust
 William Kelly & Sons

WorkBC
 Employment Services Centre





URBAN SPIRIT foundation 46

To provide opportunities for urban Indigenous people on their journey to success through education and training, secondary and post-secondary scholarships and relief of poverty

USF had another busy year in 2019-2020. A large part of our annual work plan centres around maintaining a relationship with our donors and seeking out new donors through letter writing. We again participated in our annual fundraising activities including the Backpack Program (August 2019) and the Children's Christmas Party (December 2019); both of which are held at the Vancouver Aboriginal Friendship Centre. On July 12, 2019 we held our major fund raiser - The John Webster Memorial Charity Golf Classic. This was our 7th year for this golf tournament. On December 3, 2019 we also held our Giving Tuesday fund raiser. All of our ACCESS offices held different events throughout Greater Vancouver such as chili and bannock sales, hot dog sales, bake sales and so on. All proceeds went towards USF and will be used to support the urban Indigenous people who we serve. The 2019-2020 fiscal year was busy and successful and allowed us to continue giving back to the urban Indigenous community.

URBAN SPIRIT FOUNDATION SCHOLARSHIP RECOGNITION AT THE JOHN WEBSTER MEMORIAL CHARITY GOLF CLASSIC JULY 14, 2019



From Left to right are Michelle Alford, Neptune Terminals, Christina Capilano, Victor Newman and USF Chair Susan Tatoosh.

Victor Newman from Kakiutl Nation—Bridge Watchman program and Christina Capilano, from Squamish Nation—Carpentry Program each received \$1,000 scholarships from Urban Spirit Foundation and Neptune Terminals.



USF Chair
SUSAN TATOOSH
Vancouver Aboriginal Friendship Centre Society



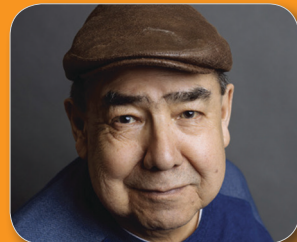
USF Vice-Chair
JENNIFER FORBES
Vancouver Aboriginal Transformative Justice Services Society



USF Secretary-Treasurer
STEWART ANDERSON
Community Member



USF Director
OLIVIA JIM
Helping Spirit Lodge Society



USF Director
LOU DEMERAIS
Community Member



USF Director
ROSS RAMSEY
Community Member



USF Director
JOE MAZZA
Pacific Natural Gas Ltd.



USF Director
FRANCESCA de BASTIANI
Community Member



Urban Spirit Foundation is overseen by ACCESS President & CEO Lynn White and administered by the organization's staff. The office is located at 108 - 100 Park Royal, West Vancouver, BC.

VAFCS/USF KIDS CHRISTMAS PARTY 2019



VAFCS/ USF BACK PACK PROGRAM 2019



USF MAJOR DONORS

CIBC
 Concord Pacific
 Diamond Architectural Group
 EB Horsman
 Franco Corona - Friends of Ferrari
 Fortis BC
 Hamber Foundation
 IA Financial Group
 West Bank

Leonard Schein Foundation
 Neptune Bulk Terminals
 Paul Kenney, Oakville Community Foundation
 Pacific Northern Gas
 ProSafe
 Ross Ramsey
 SC Johnson Foundation
 TD Bank
 Translink BC

melissaMILLER

RECIPIENT OF THE USF SINGLE PARENT \$500 BURSARY CURRENTLY ATTENDING NEC

Melissa Miller (middle in photo) is a proud Ojibwa single mother of two from Sandy Bay, Manitoba. She returned to school in the fall of 2019 to complete her second and final year of the Family and Community Counselling Program and has already applied to NVIT to attend the Bachelors of Social Work Program.



justinSIDON

RECIPIENT OF THE USF INDIGENOUS MALE \$500 BURSARY CURRENTLY ATTENDING NEC

Justin Sidon is a proud member of the Stó:lō Nation. He volunteers in the DTES serving food to the homeless. Justin returned to NEC in the fall of 2019 to complete the Indigenous Land Stewardship Certificate Program. He has applied to KPU's Electrical Foundations program starting in the fall of 2020. "This program will guide me to becoming an apprentice where I can work towards becoming a Red Seal Electrician. After I am certified and am familiar with the trade I have plans to take Electrical Engineering at BCIT in renewable energies."



50
FINANCIAL
statements

The finance department is responsible for recording and tracking financial transactions and activities, preparing and analyzing budgets and forecasts, auditing, and other related financial information and services.

The finance team consists of 3 staff members who proudly stand with the organization's 4 core values while providing accurate, timely and efficient services to our clients, vendors, and employees. Our team ensures the accountability and transparency of the financial information to our board of directors, funders, partners, and other stakeholders.

Winstanley Business Advisors Ltd. conducted our annual audited financial statements in accordance with Canadian accounting standards for not-for-profit organizations.

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Financial Statements
Year Ended March 31, 2020

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Index to Financial Statements
Year Ended March 31, 2020

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INDEPENDENT AUDITOR'S REPORT

To the Members of Aboriginal Community Career Employment Services Society (ACCESS)

Report on the Financial Statements

Opinion

We have audited the financial statements of Aboriginal Community Career Employment Services Society (ACCESS) (the Society), which comprise the statement of financial position as at March 31, 2020, and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

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

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 *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with 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.

Emphasis of Matter

We draw attention to Note 13 to the financial statements, which describes the impact the Covid-19 pandemic has had on the Society's operations.

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 ASNPO, 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 Society'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 Society or to cease

(continues)



Independent Auditor's Report to the Members of Aboriginal Community Career Employment Services Society (ACCESS) (continued)

operations, or has no realistic alternative but to do so.

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

Auditor's 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 auditor's 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 these 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 Society'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 Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's 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 auditor's report. However, future events or conditions may cause the Society 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.

We 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 of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the 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 year.

Winstanley Business Advisors Ltd.


ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

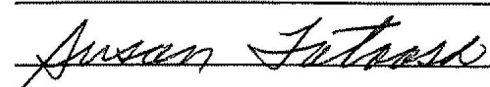
Statement of Financial Position

March 31, 2020

	2020	2019
ASSETS		
CURRENT		
Cash	\$ 1,903,527	\$ 4,242,259
Accounts receivable	1,667,295	908,885
GST receivable	43,498	53,585
Prepaid expenses	84,619	100,719
	<u>3,698,939</u>	<u>5,305,448</u>
TANGIBLE CAPITAL ASSETS (Note 3)	3,356,183	705,147
LONG TERM INVESTMENTS	67,173	70,758
TOTAL ASSETS	\$ 7,122,295	\$ 6,081,353
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 1,314,510	\$ 2,274,884
Wages payable	61,809	75,827
Employee deductions payable	29,002	13,776
Deferred income (Note 4)	1,561,004	1,106,456
Current portion of mortgage payable (Note 5)	38,471	-
	<u>3,004,796</u>	<u>3,470,943</u>
MORTGAGE PAYABLE (Note 5)	1,448,752	-
TOTAL LIABILITIES	4,453,548	3,470,943
NET ASSETS		
Unrestricted	799,787	1,905,263
Invested in capital assets	1,868,960	705,147
	<u>2,668,747</u>	<u>2,610,410</u>
TOTAL LIABILITIES AND NET ASSETS	\$ 7,122,295	\$ 6,081,353
CONTINGENT LIABILITY (Note 14)		

ON BEHALF OF THE BOARD

 Director

 Director

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Statement of Revenues and Expenditures

For the Year Ended March 31, 2020

	2020	2019
REVENUE		
Contributions		
Federal Contributions - ISET program (Note 1)	\$ 4,895,660	\$ 4,312,312
Federal Contributions - First Nations ISET programs (Note 1)	149,734	4,039,793
Provincial contributions - Bladerunners programs (Note 1)	4,550,260	4,222,600
	<u>9,595,654</u>	<u>12,574,705</u>
Other Program Contributions		
SPF Aboriginal Maritime Training and Employment program	1,863,715	1,896,943
Industry Training Authority	373,168	369,618
Indigenous Services Canada	51,070	90,342
Building Service Worker	-	115,754
WorkBC	147,477	30,593
Office of Literacy and Essential Skills	1,225,307	455,501
Lu'ma Native Housing Society	23,200	-
	<u>3,683,937</u>	<u>2,958,751</u>
Other revenue		
Rental revenue - 681 Columbia Street	70,038	79,743
Rental revenue - 136A Street	16,112	-
Property Management Fees	34,865	44,326
Interest	51,219	2,439
Unrestricted contributions	-	232,886
	<u>172,234</u>	<u>359,394</u>
TOTAL REVENUE	13,451,825	15,892,850
EXPENSES		
Federal ISET (EI and CRF) program expenses	4,895,660	4,312,312
Federal First Nations ISET program expenses	149,734	4,039,793
Provincial Bladerunners program expenses	4,550,260	4,222,600
	<u>9,595,654</u>	<u>12,574,705</u>
Other Program Expenses		
SPF Aboriginal Maritime Training and Employment Program	1,863,715	1,896,943
Industry Training Authority	373,167	369,618
ACCESS Essential Skills for Aboriginal Futures	96,000	222,000
Indigenous Services Canada	51,071	90,342
Building Service Worker	-	115,754
WorkBC	147,477	30,593
Office of Literacy and Essential Skills	1,225,307	455,501
Lu'Ma Native Housing Society	23,200	-
	<u>3,779,937</u>	<u>3,180,751</u>
Other Expenses		
Operating expenses - 681 Columbia Street	70,038	79,743
Operating expenses - 136A Street	17,147	-
Administration expenses	26,712	-
	<u>13,489,488</u>	<u>15,835,199</u>
Excess (deficiency) of revenue over expenses from operations	(37,663)	57,651

(continues)

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Revenues and Expenditures (continued)
For the Year Ended March 31, 2020

	2020	2019
Expense recovery	96,000	222,000
EXCESS OF REVENUE OVER EXPENSES	\$ 58,337	\$ 279,651

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Changes in Net Assets
Year Ended March 31, 2020

	Unrestricted	Invested in Capital Assets	2020	2019
NET ASSETS - BEGINNING OF YEAR	\$ 1,905,263	\$ 705,147	\$ 2,610,410	\$ 2,330,759
Purchase of capital assets	(2,658,785)	2,658,785	-	-
Proceeds from mortgage	1,500,000	(1,500,000)	-	-
Repayment of mortgage principal	(12,777)	12,777	-	-
Amortization	7,749	(7,749)	-	-
Excess of revenue over expenses	58,337	-	58,337	279,651
NET ASSETS - END OF YEAR	\$ 799,787	\$ 1,868,960	\$ 2,668,747	\$ 2,610,410

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Cash Flow
Year Ended March 31, 2020

	2020	2019
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 58,337	\$ 279,651
Item not affecting cash:		
Amortization of tangible capital assets	7,749	8,243
	<u>66,086</u>	<u>287,894</u>
Changes in non-cash working capital:		
Accounts receivable	(758,410)	722,014
GST receivable	10,087	(21,243)
Accounts payable	(960,375)	(185,685)
Deferred income	454,548	368,911
Prepaid expenses	16,100	(9,693)
Wages payable	(14,018)	6,290
Employee deductions payable	15,226	3,901
	<u>(1,236,842)</u>	<u>884,495</u>
Cash flow from (used by) operating activities	<u>(1,170,756)</u>	<u>1,172,389</u>
INVESTING ACTIVITIES		
Purchase of tangible capital assets	(2,658,784)	-
Long term Investments	3,585	3,922
Cash flow from (used by) investing activities	<u>(2,655,199)</u>	<u>3,922</u>
FINANCING ACTIVITIES		
Proceeds from mortgage	1,500,000	-
Repayment of mortgage principal	(12,777)	-
Cash flow from financing activities	<u>1,487,223</u>	<u>-</u>
INCREASE (DECREASE) IN CASH FLOW	(2,338,732)	1,176,311
Cash - beginning of year	<u>4,242,259</u>	<u>3,065,948</u>
CASH - END OF YEAR	\$ 1,903,527	\$ 4,242,259

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Notes to Financial Statements
Year Ended March 31, 2020
1. PURPOSE OF THE SOCIETY

Aboriginal Community Career Employment Services Society (ACCESS) (the "society") is a not-for-profit organization incorporated provincially under the Society Act of British Columbia on January 17, 2002. As a registered charity the society is exempt from the payment of income tax under Section 149(1) of the Income Tax Act.

The society is a cooperative venture of urban Aboriginal groups in the Greater Vancouver Regional District. Services offered are employment training, counseling, education and financial support designed to overcome employment barriers and provide education and skills to effectively compete in the labour market.

The society receives funding from government sources and community agencies. The two largest contributors are the BC Ministry of Jobs, Tourism and Skills Training through its BladeRunners program and the federal Department of Employment, Workplace Development and Labour and the Canada Employment Insurance Commission, through their Indigenous Skills and Employment Training Program (ISET).

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPPO).

Revenue recognition

Aboriginal Community Career Employment Services Society (ACCESS) follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Rental revenues, net of inducements, are recognized on a straight-line basis over the term of the lease. Property management fees and interest income are recognized in the period in which they are earned.

Tangible capital assets

Tangible capital assets purchased or contributed are stated at amortized cost. Amortization is taken annually on a straight-line basis over the estimated useful lives of non-building assets. ACCESS has 50% ownership of the building at 681 Columbia Street, New Westminster and 100% ownership of a building on 136A Street, Surrey. Both of these buildings are amortized at 6% on a declining balance basis. Computer equipment is amortized over a useful life of 3 years. Furniture and office equipment are amortized over their useful lives of 5 years. Leasehold improvements are amortized over the life of the lease, 5 years at 138th Street, Surrey.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

(continues)

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Notes to Financial Statements
Year Ended March 31, 2020
2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)
Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Allocation of expenses

General and administrative expenses including head office rent, administrative staff, operating leases, professional fees and training and development costs are allocated to the various programs based on the allowable administration recovery in contracts with funders. Consideration is also made for allowable expenses within the various funding agreements.

3. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2020 Net book value	2019 Net book value
Land	\$ 3,001,500	\$ -	\$ 3,001,500	\$ 576,000
Buildings	420,489	65,806	354,683	129,147
Computer equipment	79,775	79,775	-	-
Furniture and fixtures	1,006	1,006	-	-
Leasehold improvements (138th Street)	58,508	58,508	-	-
	<u>\$ 3,561,278</u>	<u>\$ 205,095</u>	<u>\$ 3,356,183</u>	<u>\$ 705,147</u>

ACCESS owns 50% of the building at 681 Columbia Street, New Westminister, BC. The building earns rental revenue for the organization. During the year ended March 31, 2020 ACCESS purchased a building on 136A Street, Surrey.

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Notes to Financial Statements
Year Ended March 31, 2020
4. DEFERRED REVENUE

Deferred revenue represents unspent externally restricted funds received in the current year but applicable to next fiscal year.

	Opening balance	Additions	Recognized	Ending balance
Indigenous Services Canada	\$ 61,209	\$ 38,400	\$ (61,209)	\$ 38,400
Consolidated Revenue Funds	543,260	468,971	(543,260)	468,971
Service Canada				
Employment Insurance Service Canada	151,857	115,852	(151,857)	115,852
BladeRunners	138,637	34,400	-	173,037
Employment Assistance Services	7,147	-	(2,353)	4,794
138th Street, Surrey	3,457	-	(3,457)	-
681 Columbia Street, New Westminister	114,543	25,970	-	140,513
Aboriginal Marine Training to Employment Partnerships	-	123,286	-	123,286
WorkBC	7,022	-	(7,022)	-
390 Main Street	15,672	40,706	(4,333)	52,045
Office of Literacy and Essential Skills	63,652	442,113	(63,652)	442,113
E-Sports sponsorship	-	1,993	-	1,993
	<u>\$ 1,106,456</u>	<u>\$ 1,291,691</u>	<u>\$ (837,143)</u>	<u>\$ 1,561,004</u>

5. MORTGAGE PAYABLE

VanCity mortgage bearing interest at 3.49% per annum, repayable in monthly blended payments of \$7,481. The mortgage matures on November 15, 2024 and is secured by Property address: 10708 136A Street, Surrey, BC which has a carrying value of \$2,656,850.

Amounts payable within one year

	2020	2019
	\$ 1,487,223	\$ -
	(38,471)	-
	<u>\$ 1,448,752</u>	<u>\$ -</u>

Principal repayment terms are approximately:

2021	\$ 38,471
2022	39,835
2023	41,248
2024	42,711
2025	1,324,958
	<u>\$ 1,487,223</u>

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Notes to Financial Statements
Year Ended March 31, 2020
6. PROPERTY MANAGEMENT

a) ACCESS is property manager of the building at 390 Main Street, Vancouver, owned by the City of Vancouver and leased by ACCESS free of charge. Tenants are two ACCESS programs, Aboriginal Connections to Employment (ACE) and BladeRunners (Lower Mainland), and Rental Tenancy Branch. Rents are month-to-month. ACCESS charges property management fees but any surplus revenue over expenses is rebated to the tenants the next fiscal year.

	2020	2019
Revenue	\$ 102,631	\$ 119,419
Expenses	89,244	103,843
Property management fee	13,387	15,576
	-	-

b) ACCESS is also property manager and lessee of the building at 138th Street, Surrey. ACCESS, Sto:Lo Nation, Native Courtworkers of BC and Métis Nation of BC are tenants. Sto:Lo and Native Courtworkers have sub-leases. Other rents are month-to-month. ACCESS charges property management fees but any surplus revenue over expenses is rebated to the tenants the next fiscal year.

Revenue	220,006	220,412
Expenses	198,528	191,663
Property management fee	21,478	28,749
	-	-

Grand total	\$ -	\$ -
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7. RELATED PARTY

The Board of ACCESS and Urban Spirit Foundation (USF) have four directors in common. ACCESS delivers Trades and Poverty Relief programs for USF. These programs are delivered at no charge to USF.

8. LEASE COMMITMENTS

The society has long term leases for its office space including its head office in West Vancouver and its Surrey office. The leases for the West Vancouver office space end in fiscal years 2022 and 2023 and the Surrey office space lease ends in fiscal 2021. As part of purchasing the new building in Surrey the society negotiated an early end to their Surrey lease agreement. The lease now ends in September 2020.

Future minimum lease payments for the next three years are:

2021	\$ 273,379
2022	185,098
2023	6,620
	<u>\$ 465,097</u>

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Notes to Financial Statements
Year Ended March 31, 2020
9. FINANCIAL INSTRUMENTS

The society's financial instruments consist of cash, accounts receivable, accounts payable and accrued liabilities, salaries and benefits payable. Unless otherwise noted, management's opinion is that the society is not exposed to significant interest rate risk or currency exchange risk arising from these financial statements.

(a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The society's main credit risks relate to accounts receivable. The society provides credit to its contributors, whom are primarily made up of federal and provincial government departments and other not for profit organizations, in the normal course of its operations. Management believes the credit risk is low as the society signed a new ten year contract for their ISET programs and as part of this program all funds are received at the start of each fiscal year.

(b) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The society is exposed to this risk mainly in respect of its accounts payable and accrued liabilities. During fiscal 2017 the society obtained a \$500,000 line of credit facility to manage future liquidity issues caused by delays in receipt of funding. The interest rate is prime plus 1.25% and there is a general security agreement in place against the assets of the society.

10. ECONOMIC DEPENDENCE

The society receives 71% (2019 - 81%) of its funding from the Governments of Canada and British Columbia. Should this funding not be available the continued viability of the organization would be doubtful.

11. WAGES AND BENEFITS

The society had four employees who earned greater than \$75,000 in the current fiscal year. The total remuneration paid to those four employees in fiscal 2020 was \$380,089.

12. COMPARATIVE FIGURES

Certain comparative figures have been reclassified where appropriate to conform to the current year's statement presentation.

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)**Notes to Financial Statements****Year Ended March 31, 2020****13. IMPACT OF COVID-19 ON OPERATIONS**

On March 16, 2020 in response to the Covid-19 pandemic and measures imposed by the federal and provincial governments to combat the spread of the virus, the society closed its office to the public effective immediately until further notice. The society continues to receive funding and as a result has not had to apply for any government assistance. The society is unable to determine the full extent of the economic impact of these restrictions on their programs and services. However the main impact will be to redirect funds to alternative programs.

The society is actively monitoring the situation and working to provide online services and other alternative solutions to ensure they continue to meet the requirements of their contracts. Full reopening of the society's offices and services will depend on when restrictions further eased by the federal and provincial government.

14. CONTINGENT LIABILITY

In September 2019 the society had a flood at the building they rent from the City of Vancouver at 390 Main Street. Subsequent to year-end the Society received notice of a civil claim filed by the remediation company. The potential liability related to this claim is \$57,901 and the society's insurance provider has stated that they will cover the cost of the claim.

15. ADMINISTRATION EXPENSES

The following administration expenses have been allocated to the various program expenses:

	<u>2020</u>	<u>2019</u>
Accounting and auditing fees	\$ 57,282	\$ 50,512
Advertising and promotion	2,726	16,180
Consulting fees	7,087	20,403
Equipment lease	30,809	21,232
Insurance	5,808	6,109
Meetings and travel	31,572	30,335
Office	60,802	63,229
Professional fees	158,021	61,047
Program expenses	-	173,261
Rent	118,117	115,087
Salaries and benefits	570,453	566,868
Staff training and development	15,451	72,993
Telephone and information technology support	37,215	28,094
ISET Eligible Administration Expenses	<u>1,095,343</u>	<u>1,225,350</u>
Amortization	7,749	8,243
Parking	2,936	2,096
Training and development	18,196	54,428
Total administration expenses	<u>\$ 1,124,224</u>	<u>\$ 1,290,117</u>