

Aboriginal Community Career Employment Services Society

ANNUAL REPORT

2013-2014



access

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Funding Partners

Canada

Employment and Social Development Canada
Aboriginal Skills and Employment Training Strategy
Skills and Partnership Fund
Aboriginal Affairs and Northern Development Canada
Metro Vancouver Urban Aboriginal Strategy



BRITISH
COLUMBIA

Ministry of Advanced Education
Ministry of Jobs, Tourism and Skills Training
Ministry of Social Development





message

FROM THE CHAIRPERSON

02

Susan Tatoosh

Congratulations to ACCESS on 15 years of providing employment and training services to our urban Aboriginal community in Metro Vancouver. The Board of Directors of ACCESS are very proud of the work that we have accomplished and intend to continue to improve upon the work that we do for our people.

We the Board are wholly committed to providing leadership to ACCESS so that we may build on the expertise gathered over the past 15 years and continue to support our urban Aboriginal people and their families so that they may participate fully in BC's economy.

We are extremely proud of the ACCESS staff who work together as a true team for the benefit of our clients. By carefully analyzing current labour market needs and developing programs that result in direct access to work opportunities, we are a force that is making a real difference toward successful labour market participation. Our four core values of sharing, respect, kindness and honour unite the Board, staff, our clients and our partners in our daily efforts toward positive results.

The ACCESS Board of Directors continue to be fully committed to governing the overall delivery of our mission and mandate and working with all partners who envision a thriving Aboriginal community that participates fully in this region's economic development.

message

FROM THE PRESIDENT AND CEO

I am pleased and honoured to present our Annual Report which highlights the results of our labour market activities for the 2013-2014 fiscal year. We are now in our 15th year of operation and we have much to celebrate as an Aboriginal skills, employment and training agency. As we reflect back over the years, we can take great pride in our many accomplishments while continuing to deliver quality services to our urban Aboriginal people. The content of this report illustrates the commitment, dedication and continuous learning that we build on in order to serve our clientele in a respectful and supportive manner.

In the 2013-2014 fiscal year ACCESS became the primary provincial manager of the BladeRunners program when it was awarded three contracts by the Province of BC. The contracts for program delivery are the Lower Mainland, Vancouver Island, and Coastal and Interior Mainland. ACCESS now manages 21 Aboriginal and non-Aboriginal agencies under sub-agreement contracts. ACCESS is proud to partner with most of the Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders in British Columbia to ensure continued success and employment for our at-risk youth in various labour market sectors throughout the province.

Also in the 2013-2014 fiscal year, ACCESS signed a Memorandum of Understanding with First Nations Employment Society (FNES) and Coast Salish Employment and Training Society (CSETS) to create the Coastal Aboriginal Shipbuilding Alliance (CASA). ACCESS is thrilled to be working with our CASA partners to develop, design, and deliver quality training and employment programs that create opportunities for Aboriginal people within the shipbuilding industry.

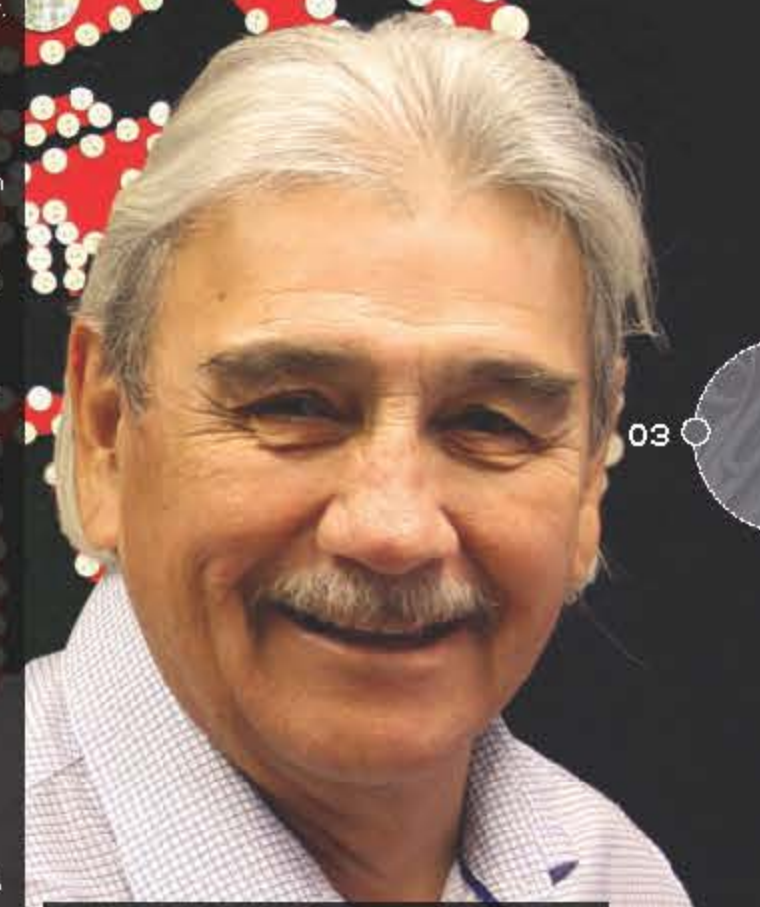
Our entire professional and caring staff are the foundation of our success, and I must thank

them right away for their dedication. We have an equally strong and supportive volunteer Board of Directors who work tirelessly to provide leadership and guidance throughout our journey.

We must humbly thank our funding partners such as Employment and Social Development Canada (ESDC)/Service Canada for our Aboriginal Skills and Employment Training Strategy (ASETS) and Skills and Partnership Fund (SPF) agreements, the Province of British Columbia for our BladeRunners program and the Aboriginal Training and Employment Program (ATEP) funding that we receive to support ACCESS Trades, the 21 BladeRunners partner agencies, the Vancouver Foundation for our Homelessness Program, the Urban Aboriginal Strategy for overall support in our program delivery, BC Institute of Technology, the Cities of Vancouver and Surrey, the Industry Training Authority, and all of our many employer partners who work together with ACCESS toward a common purpose.

ACCESS is also proud to work in partnership with ASETS holders across the Province. ACCESS, Sto:lo Aboriginal Skills and Employment Training (SASET), and Metis Nation BC all work collaboratively to operate the Aboriginal Training and Employment Cooperative (ATEC) employment assistance service office in Surrey. We look forward to continuing all of our partnerships and fostering more in the future. Coordinating our partnerships means a stronger and more collaborative effort for the benefit of all Aboriginal clients in the years to come.

The Urban Spirit Foundation (USF), a charitable organization, held its first Annual Charity Golf Tournament at Country Meadows Golf Course in Richmond. The Charity Golf Tournament fundraiser raised money for the USF scholarship fund and the relief of poverty fund. The partnership between USF and ACCESS enables us to support other programs such as bursaries and community based initiatives that inspire people to move away from poverty towards self-sufficiency.



Thank you to each and every client who comes through our doors and has the courage to walk and work with us in order to create a vibrant Aboriginal workforce. They are ultimately our heroes and their successes show that we are all working together in the right direction.

As President and CEO of ACCESS, I could not be prouder to present this annual report.

background

ACCESS is a cooperative venture of the urban Aboriginal community of Metro Vancouver, and was first conceived by the Native Education College, Vancouver Aboriginal Friendship Centre Society and United Native Nations Society. These organizations entered into a five-year Aboriginal Human Resources Development Agreement (AHRDA) with Human Resources Development Canada in 1999. This urban AHRDA provided the means and framework for the creation and implementation of labour market development initiatives customized to the needs of urban Aboriginal people in Metro Vancouver.

The Agreement launched a new era, placing urban Aboriginal people in control of the design and management of their own education and employment requirements and objectives. Out of this Agreement, ACCESS evolved into a duly incorporated BC non-profit society in January 2002. The Agreement was extended to March 31, 2010, based on the success of ACCESS in delivering AHRDA programming. In July 2010, ACCESS then entered into the new Aboriginal Skills and Employment Training Strategy (ASETS) with Human Resources and Skills Development Canada (now known as Employment and Social Development Canada), as the Metro

Vancouver urban Aboriginal Agreement Holder until March 2015.

ACCESS is one of the most comprehensive Aboriginal training providers in Canada, providing a variety of employment and training programs and services. Through a modern blend of interdisciplinary programs across industry sectors, ACCESS is dedicated to supporting urban Aboriginal people to overcome employment barriers, and to inspiring the pursuit of life-long learning and rewarding career opportunities.

ACCESS opened its first office in the Vancouver Aboriginal Friendship Centre. This location is easily accessible to the Aboriginal community and today remains the main Employment Assistance Service (EAS) Centre. ACCESS has expanded throughout Metro Vancouver to include more points of service and more diverse programs for the urban Aboriginal community. The ACCESS head office oversees corporate, human resources, planning, reporting, financial and administrative functions and is located at Park Royal in West Vancouver.

Mandate

ACCESS serves to enhance human resource development and the sustainable capacity of the urban Aboriginal population in Metro 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 Aboriginal 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.

[Principles]

Vision

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

Mission

To increase Aboriginal participation in the Labour Market.

Business Philosophy

ACCESS delivers a holistic blend of training, counselling, and support services that assist urban Aboriginal people to gain access to meaningful opportunities and employment. Programs and services are carefully positioned to empower Metro Vancouver urban Aboriginal people to achieve their individual aspirations of self-reliance.

Values

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

ACCESS Mandate



ACCESS Core Values





Susan Tatoosh
Chair
Vancouver Aboriginal
Friendship Centre
Society



Jerry Adams
Secretary Treasurer
Circle of Eagles
Lodge Society



Tabitha Geraghty
Vice Chair
Helping Spirit
Lodge Society



Lou Demerais
Director
Vancouver Native
Health Society



Lynda Gray
Director
Urban Native
Youth Association



Ken Clement
Director
Canadian Aboriginal
AIDS Network



Merv Thomas
Director
Community Member



Christine Martin
Director
Vancouver Aboriginal
Transformative Justice
Services Society



Dan Guinan
Director
Native Education
College

BOARD OF DIRECTORS

governance

Governance

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

The Board of Directors is accountable to the community for governing according to the authority and purposes of the Society. The Board is also responsible for exercising practices that are fair, consistent and meet legal requirements, including those of the British Columbia Society Act and Constitution and Bylaws of ACCESS.

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Leadership Office of the President & CEO

The President & CEO is responsible for planning, organizing, structuring, staffing, directing, and controlling the outcomes of ACCESS. He reports to Service Canada on expenditures, program activities, annual operational work plans, forecasts and outcomes.

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.

The President & CEO is the official ACCESS representative to the Board of Directors and to the community and 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

The President & CEO is expected to generate innovative and timely input towards the managed growth and direction of the organization. The President & CEO remains current on trends, government, business and the economic environment to ensure that ACCESS has the best possible information with which to address and consider emerging issues.

ACCESS Management Team

The President & CEO oversees a management team of seven Directors who work together collaboratively to ensure the successful delivery of the strategic goals and priorities of ACCESS. Directors are responsible for the operational success of their individual departments, which is achieved through outstanding management practices including team leadership, ensuring accountability through reporting, developing capacity through funding proposals, and building and maintaining partnerships with

industry partners, training institutions and all levels of government.

Each Director is responsible for a team of staff who deliver programming at the community level in support of urban Aboriginal people achieving their employment and career goals. Under the supervision of the seven ACCESS Directors, all departments collaborate in a holistic fashion to ensure the ongoing success of our urban Aboriginal program participants.





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ORGANIZATIONAL

chart



BOARD OF DIRECTORS

EXECUTIVE BOARD

Susan Tatoosh (VAFCS)
Chairperson
Tabitha Geraghty (HSL)S
Vice Chairperson
Jerry Adams (COELS)
Secretary/Treasurer

BOARD MEMBERS

Ken Clement (CAAN)
Lou Demerais (VNHS)
Lynda Gray (UNYA)
Dan Guinan (NEC)
Christine Martin (VATJSS)
Merv Thomas (Community Member)

PRESIDENT'S OFFICE

John Webster,
President & CEO

FINANCE & HUMAN RESOURCES

Lynn White
Director
Annette Quinn
Executive Assistant
Janet Chakasm
Finance Assistant
Sherri Sinclair
Finance Assistant

TRADES

Helen Boyce
Director
Pauline Hanuse
Coordinator
Apprenticeship Records
Larry Webster
Training & Apprenticeship Counsellor
Rob Egan
Training & Apprenticeship Counsellor
Donna Anderson
Job Coach

ESAF

Cori Thunderchild
Director
Heather Grosby
Administrative Support
Amanda Kai
Program Facilitator
Shelby Dejarlais
Program Facilitator
Ivan Kiss
Curriculum Development

AGE

Barbara Lawson
Director
Patricia Innes
Administrative Support
Pamela Ryan
Employment Counsellor
Sabrina Ciavansky
Employment Counsellor
Andrew Wong (EPBC)
Employment Counsellor

EAS

Blair Bellerose
Director
Vera Hunt
Administrative Support
Lisa Bruce
Client Services Worker
Linda Federation
Program Officer
Employment Counsellors:
Rebecca Hackett
Jennifer McKenna
Anita Wilson (EPBC)
Shannon McMillan

PROGRAMS

Lucie Lacaille
Director
Elaine Clare
Program Officer

BLADERUNNERS

Tom Galway
Director
Paulette Seymour
Provincial Administrator
Chasity Simeon
Administrative Support
Garry Jobin
Senior Coordinator
Eddie Taylor
Coordinator
Peter Nolan
Coordinator
Brenda Crump
Building Service Worker Coordinator

ATEC

Shannon McConaghy
Office Manager
/Employment Counsellor
Employment Counsellors:
Cheryl McCormick
Gathy Roy (EPBC)
Iona Narcisse
Administrative Support

ACCESS Head Office

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

**Essential Skills for
Aboriginal Futures**

201 - 681 Columbia Street
New Westminster, BC
V3M 1A8
TEL: 604 521-5929
FAX: 604 521-5931

**BladeRunners
Provincial**

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

ACCESS Trades

109 - 100 Park Royal
West Vancouver, BC
V7T 1A2
TEL: 604 922-4077
FAX: 604 922-4088

**ACCESS Funded
Programs**

Suite 108 - 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
Assistance Services**

110 - 1607 E. Hastings
Vancouver, BC
V5L 1S7
TEL: 604 251-7955
FAX: 604 251-7954

**ACCESS Aboriginal
Connections to
Employment**

390 Main Street
Vancouver, BC
V6A 2T1
TEL: 604 687-7480
FAX: 604 687-7481

**ACCESS Aboriginal Training &
Employment Cooperative**

10757 138 Street
Surrey, BC
V3T 4K8
TEL: 778 395-0385
FAX: 604 581-0944

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ACCESS CONTACT &

locations



- ACCESS Head Office
- ACCESS Trades
- ACCESS ACE
- ACCESS EAS
- ACCESS BladeRunners
- BladeRunners Provincial
- ACCESS ESAF
- ACCESS ATEC EAS
- ACCESS Funded Programs

12 YEAR IN review

BladeRunners - Provincial

ACCESS, in partnership with 22 Aboriginal and non-Aboriginal agencies, secured a seven-year contract with the Province of British Columbia (BC) for the management and delivery of the BladeRunners program. ACCESS now manages the direct service delivery of the program in over 50 communities throughout BC, including such remote areas as Gold River on the west coast of Vancouver Island, Prince Rupert in the northwest, Fort St. John in the northeast, and Nakusp in the southwest. By the end of the 2013/2014 fiscal year, 1178 youth had completed their training through ACCESS contractors.

ACCESS

In order to ensure accountability and improve results that are reported to Service Canada, ACCESS implemented a new case management database, ARMS (Accountability Resource Management System). The database is used for both the Aboriginal Skills and Employment Training Strategy (ASETS) and the Skills and Partnership Fund (SPF) funded programs, and the transition to this new system began in April 2013.

KEY SUCCESS

A key accomplishment for ACCESS was the first annual charity golf tournament (with proceeds to the Urban Spirit Foundation). Seventy-two golfers participated in the tournament, which took place on August 15, 2013, at the Country Meadows Golf Course in Richmond. Many ACCESS partners participated as sponsors, contributors, and golfers.



ACCESS Trades

Concert Properties

Concert Properties donated \$20,000.00 to the Urban Spirit Foundation for ACCESS Trades to provide training to Aboriginal apprentices in the Carpentry Trade. Each year, Concert hosts an annual golf tournament to raise funding for community projects. ACCESS Trades was very grateful to receive this donation to support our Aboriginal trainees.



Essential Skills for Aboriginal Futures (ESAF)

access-essentialskills.com

ESAF launched an Essential Skills website featuring tutorials designed to visually demonstrate numeracy skills related to training and workplace tasks and available online.

BladeRunners - BSW Program

Staff members of the BladeRunners department were instrumental in ensuring the huge success of the Building Service Worker program, in partnership with the British Columbia Building Cleaners Association (BCCCA). Upon its completion, a total of 192 participants received training and support, and 105 obtained employment within the building services sector.



Employment Assistance Services (EAS)

Employment Assistance Services partners with the Vancouver Police Department to sponsor four participants in the Aboriginal Cadet Program. The 2013 program began on June 3rd.



14 2013

06 03 2013

08 15 2013

14 2013



10.31.2013

Employment Assistance Services (EAS)

The Director of Employment Services and Director of Aboriginal Connections to Employment (ACE) along with a team of Employment Assistance Services staff coordinated the ACCESS Fall Community Forum. The forum took place on October 31, 2013 and the coordinators incorporated a Halloween theme, resulting in both a fun and informative community event.



ACCESS Programs

The Programs Department's key accomplishment was the research on social enterprises and the completion of a binder of information on this topic for the ACCESS Board. The work was overseen by the Programs Department, and the research and binder were undertaken and completed by Samantha Nock, a First Nations Studies Program practicum student at the University of British Columbia.

Essential Skills for Aboriginal Futures (ESAF)

FULL ACCESS

ESAF developed an Employment and Training Competency (ETC) instructional tool called FULL ACCESS. The set includes a 17-minute high definition video, a highly artistic and visual 48 page magazine-style program manual and over 100 pages of detailed electronic printable material.



ACCESS BladeRunners

ACCESS BladeRunners staff successfully delivered training and support to 121 youth in 2013/14 and capped the year by taking a team of coordinators and youth to the Skills Canada National Competition in Vancouver, where they met Canada's "most trusted contractor," Mike Holmes.

ACCESS Trades

ACCESS Trades hosted four graduation events during 2013-14. Students in these programs attended foundation programs or apprenticeship upgrading through BCIT or the Piping Industry Apprenticeship Board training school. Programs included Welding Level B, Piping Foundation, and Electrical Foundation. Family members and friends gather to honour the students, and BCIT Aboriginal Services presents a top student award to a student who attended BCIT. The BC Hydro Aboriginal Education and Employment Strategy support the students on their journey with a completion bonus. These programs were funded through the Industry Training Authority of BC (ITA) Aboriginal Initiative, the BC Ministry of Advanced Education, Service Canada, and the C.A.S.A. Federal Skills and Partnership Fund.





jordan

[Success Story]

Hello, my name is Jordan Olar. I was born and raised in Vancouver, B.C. and I belong to the Huron Wendat Nation.

In 2010, I had the privilege of completing the Aboriginal Cadet Program with the Vancouver Police Department (VPD), which included the Pulling Together Journey. On this journey I discovered my career aspirations and began working to achieve a goal of becoming a police officer, with the ultimate goal of working in a First Nation community.

In September of 2012, my dream came to fruition - I was hired as a member of the West Vancouver Police Department (WVPD) and was sworn in at the Chief Joe Mathias Center located on the traditional territory of the Squamish Nation.

Thanks to ACCESS, VPD and WVPD, I was able to achieve my goals and fill a void that I did not know was missing, growing up as an "Urban Aboriginal."

I am eternally grateful for the opportunity the Vancouver/West Vancouver Police Departments have given me, and the support ACCESS provided to make it all possible.

- Cst. Jordan Olar

EMPLOYMENT ASSISTANCE

services

[Introduction]

The ACCESS Employment Assistance Services department plays an important role in the overall service delivery operations of ACCESS. Employment Assistance Services, or EAS, is normally the first point of contact between ACCESS and the community that we serve.

ACCESS manages three EAS offices located within Metro Vancouver, each strategically located to ensure accessibility for our urban Aboriginal clients. Locations include Vancouver's Downtown Eastside, East Vancouver, and Surrey - all regions that have large Aboriginal populations. ACCESS Employment Assistance Service Offices include:

- ACCESS Employment Centre
- Aboriginal Connections to Employment
- Aboriginal Training and Employment Cooperative

Each EAS office is equipped with a resource lab including computers with internet access, telephones, photocopiers, printers, fax machines, job postings, and labour market information so that program participants may effectively conduct their job search or research career options. As well, clients have the option of booking one-on-one time with a Case Manager who can provide support in the form of employment counselling, in areas such as resume writing, interview techniques, accessing the hidden job market, and referrals to other specialized community agencies. The most requested service from the EAS department is funding, such as funding for work gear and skills training, including support with the cost of tuition, text books, and travel and living allowances to attend post-secondary institutions. Funding applications are completed with the support of a Case Manager who will assess applicants for suitability, gather the required information while offering advice on the funding process, and make recommendations to the Director of Employment Services for funding.

In addition to the above core services, the EAS department is also responsible for assessment, recruitment, and referral of participants to programs delivered by other departments of ACCESS such as Essential Skills for Aboriginal Futures, ACCESS



Trades, and ACCESS Programs departments. Participants that are accepted into these other department programs are then supported through the funding application process, and receive ongoing case management and follow-up supports. Applicants who are not accepted into other departmental programs will also continue to receive the support of a case manager through alternate interventions.

Additionally, the EAS department manages a service agreement with the Urban Native Youth Association who are sub-contracted to deliver the Native Youth Learning Centre, an EAS site for Aboriginal youth. The Native Youth Learning Centre, or NYLC, offers resources for job search and provides one-on-one support, much like the three ACCESS EAS locations. As well, they specialize in delivering on-site, short-term training for youth, such as offering First Aid and Serving it Right workshops, and delivering a homework club for youth.

Demand Driven Skills Development

The Employment Assistance Services department is responsible for administering funding for individual skills development applications, such as individual seat purchases at post-secondary institutions. In order to be eligible for funding, institutions must be accredited public post-secondary schools, or if private, be accredited through the Private Career Training Institutions Agency of BC (PCTIA).

It is important that individualized funding opportunities remain available for Aboriginal learners, as Aboriginal people should have the choice to determine their own career objectives, and not all Aboriginal people will be suited to project based training programs. However, to ensure that there is labour market demand for individually funded training interventions, applicants must demonstrate that they have researched the labour market in relation to employment opportunities, and are required to conduct two employer interviews to verify that there is demand for the training requested and that employers recognize the educational institution that the applicant is planning to attend.

Accountability and Results

In order to ensure accountability and improve the accuracy of results reported to Service Canada, the Employment Assistance Services department transitioned to a new client case management database in fiscal year 2013/2014 called ARMS (Accountability Resource Management System). ARMS replaced the previous Contact IV database, which was prone to reporting errors and was no longer being supported by Service Canada. Twenty representatives of the EAS department were formally trained in the use of ARMS, including 17 EAS employees of ACCESS, and three employees of the Urban Native Youth Association's NYLC project.

ARMS is used by all EAS sites for reporting results on the Aboriginal Skills and Employment Training Strategy (ASETS) agreement. Each location inputs their own data into the ARMS database, which is then uploaded to the Data Gateway directly by ARMS support. The Director of Employment Services functions as a database administrator for each office and uses the ARMS reporting functions to generate a results report. See graph below for detailed ARMS analysis.

A.C.C.E.S.S. Fiscal Year 2013/2014 Results	Cumulative Year End Results				
	ACCESS	A.C.E.	UNYA	ATEC	Totals
Total Active Clients Served	1147	462	553	370	2532
Total Intervention Completions	1072	210	155	225	1662
Total Clients Employed	353	92	63	97	595
Total Clients Return to School	110	5	15	38	168
EI Unpaid Benefits					\$391,472 as reported by the ASETS web site for period 12
Non-EI SAR Savings					\$918,221 as reported by the ASETS web site for period 12
Persons with Disabilities - Total Active Clients Served	109	32	13	36	190
Persons With Disabilities - Employed	26	5	2	2	35
Persons With Disabilities - Interventions Completed	101	13	9	18	141
Youth - Total Active Clients Served	579	201	550	199	1529
Youth - Employed	163	41	61	53	318
Youth - Interventions Completed	535	116	153	117	921
Youth - Return to School	58	3	15	29	105



Employment Assistance Services staff participating in ARMS training workshop.



Aboriginal Connections to Employment resource lab



Career Decision Making Workshop at ACCESS Employment Centre

FoodSafe workshop at UNYA Native Youth Learning Centre



"As partners with ACCESS in the Aboriginal Cadet Program, the Vancouver Police Department offers Aboriginal youth the opportunity to explore potential careers in law enforcement. Because of that partnership, we have hired former Cadets as both sworn and civilian members. We continue to not only seek out the best, but to offer the best, as British Columbia's leader in community safety and diversity."

Shain Jackson
President
Spirit Works Limited

"Our hands up to ACCESS! In partnership with these folks we have facilitated the training and employment of several long-term employees that have been the backbone of our business."



Detective Barb Bates and Detective Constable Desiree Sparrow from the Vancouver Police Department Recruiting Unit, partners of ACCESS EAS

Sgt. Jeremy Johnson
Diversity and Aboriginal Policing Section
Vancouver Police Department

ACCESS EAS team including staff from ACCESS Employment Centre, Aboriginal Connections to Employment, and Aboriginal Training and Employment Cooperative offices



Partnerships

The Employment Assistance Services department has developed several partnerships to enhance our services and capitalize on the contributions and expertise of our partners. Over this past fiscal year, partnership opportunities have included the following:

Urban Native Youth Association (UNYA), Native Youth Learning Centre – Recognizing the Urban Native Youth Association's expertise and history of success in delivering programs for youth, ACCESS has partnered with UNYA for the delivery of a youth EAS site, the Native Youth Learning Centre.

Vancouver Police Department, Aboriginal Cadet Program – A program for Aboriginal youth, this is a unique on-the-job training opportunity that allows participants to work alongside Vancouver's Finest while both developing skills and building bridges between the Vancouver Police Department and the Aboriginal community.

Targeted Wage Subsidies – The Targeted Wage Subsidy program allows for ACCESS to partner with employers who can provide real world, on-the-job work experience for clients that are having difficulty transitioning into the workforce. Employer partners this year included Spirit Works Ltd., the Helping Spirit Lodge Society, and the Canadian Aboriginal AIDS Network.

Community Living BC – Employment Assistance Services has been exploring a partnership with Community Living BC to deliver a customized employment program for Aboriginal persons with developmental disabilities.

Employment Program of B.C (EPBC) - The partnership with EPBC is broken down geographically into 17 separate agreements throughout Greater Vancouver that are diverse and maintained individually to provide a variety of levels of employment services to

Aboriginal clients in each catchment area. The Director of Aboriginal Connections to Employment (ACE) manages the EPBC contracts and staff, attends governance meetings, data training updates and new partnership or development meetings that are part of the ever-evolving provincial employment program.

City of Vancouver (COV) – This partnership is based around the 390 Main Street location that is owned by COV and managed by ACCESS. Operation responsibilities are part of the role of the Director of ACE. This location sub-leases to four other community service programs: BladeRunners, Salvation Army, Open Door Group and the Residential Tenancy Branch. The Residential Tenancy Branch lease is partially subsidized by COV and ACCESS.





william

Success Story

William Matthew Bedard - Red Seal Joinery/Cabinetry Journeyperson

Matthew is a First Nations member of the Old Masset Village of the Haida Nation. He was born in Prince Rupert, BC, on January 28, 1989. He moved to Surrey when he was twelve years old, where he graduated from LA Matheson Secondary.

While Matthew was attending high school, he took woodworking and liked the course so much that he applied to attend the British Columbia Institute of Technology (BCIT) Joinery Foundation Program in 2008. Joinery is a highly skilled and detailed craft which requires an artistic touch, something Matthew may have inherited from his father, who is an artist and fisherman. His mother has been involved in Aboriginal education and currently works for the Tsawwassen First Nation. His brother and sister are currently attending the University of British Columbia (UBC) to become teachers.

Matthew signed up as a joinery apprentice with ACCESS Trades on December 9, 2008. He acknowledged that ACCESS has been a big help in his career path, by collecting work-based training hours, helping with BCIT schooling, and connecting him with his employer, Spirit Works. ACCESS funded Matthew's education for Level 2, 3, and 4 of his annual apprenticeship training. Matthew found the instructors at the BCIT Joinery Department to be friendly, professional and very helpful throughout his apprenticeship training.

Matthew considers his employer, Shain Jackson, to be his role model. Shain has been very supportive of Matthew

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ACCESS trades

23



Introduction

ACCESS Trades offers the urban Aboriginal Community the opportunity to participate in skills upgrading and trades technical training leading to long-term careers in construction, the marine industry, mining, and other emerging industries. We support 389 apprentices and journey people in 31 different trades. There are another 43 people attending Sheet Metal, Machinist and Welding Foundations programs as well as Crane Operation programs. Forty-three people have already achieved Red Seal or Provincial Certificate of Qualification and now have journey status in their trade.

Demand Driven Skills Development

ACCESS Trades is proactive in working with industry to provide skills training in trades and occupations that are in demand by employers. There is a projected shortage of skilled trades due to the anticipated retirement of 'baby boomers' while at the same time there is a growing need for workers in forestry, mining, the oil and gas industry, residential and commercial construction, roads and highways.

There are major projects on the horizon, such as the National Shipbuilding Procurement Strategy (NSPS) which resulted in Seaspan being awarded an eight billion dollar contract to build seven non-combat vessels, and recently the addition of 10 Coast Guard Vessels, for a total of 17 non-combat vessels. It is expected there will be a shortage of skilled workers in marine-related trades such as welding, metal fabrication, and electrical. The NSPS will create 1,000 new job openings over the next 30 years. ACCESS Trades is preparing urban Aboriginal people now for long-term employment in the Marine Industry.

ACCESS Trades trainees graduating from pipefitting, boiler making, and welding programs have also benefited from the ongoing demand for workers in the oil and gas industry. It is estimated that the proposed Liquid Natural Gas projects in BC will create 75,000 permanent new jobs. The construction alone will span nine years and provide employment for welders, metal fabricators, boilermakers, pipefitters, crane operators and general labourers.



The construction boom on the lower mainland has also increased the demand for carpenters and skilled tradespeople in general to work on residential and commercial buildings.

Skilled apprentices and journeypeople have the ability to apply their skills across many industry sectors and as a result employment opportunities are not limited to any one major industry. This gives tradespeople wide-ranging options for employment.

Partnerships

This past fiscal year was exciting for ACCESS Trades. The National Shipbuilding Procurement Strategy announcement on October 19, 2011 regarding a contract to build seven non-combat ships that was awarded to Seaspan in North Vancouver, presented an opportunity to train Aboriginal people for careers in the marine industry. ACCESS partnered with the Coast Salish Employment and Training Society (CSETS) and the First Nations Employment Society (FNES) to form the Coastal Aboriginal Shipbuilding Alliance (CASA), and jointly secured funding for training through the Federal Skills and Partnership Fund. The partners signed a Memorandum of Understanding (MOU) on November 1, 2013. CASA was honoured to have Jonathan Whitworth, CEO of Seaspan, present to witness and sign the MOU.

On October 7, 2013, Seaspan was also awarded a contract to build an additional 10 non-combat Coast Guard Vessels. These contracts will provide employment to generations of skilled tradespeople on the South Coast of British Columbia, both on the Mainland and Vancouver Island.

ACCESS and our partners have started training Aboriginal people in welding, metal fabrication, machining, sheet metal, pipefitting, and electrical, to ensure they have the skills needed to participate in this incredible opportunity for long-term employment.

ACCESS Trades also partners with the Industry Training

Authority of BC (ITA) as a sponsor for Aboriginal apprenticeship. Apprenticeship is paid on-the-job training, combined with annual post-secondary education. As a sponsor, our role is to support the apprentice throughout their training until they achieve journey status. To achieve this, we have two apprenticeship counsellors and one job coach on staff who mentor the student throughout training and during their apprenticeship.

ACCESS Trades works closely with the various school boards to provide Aboriginal high school graduates the chance to move directly into skills training programs. ITA ACE-IT students are also a high priority and we currently support six high school students in their training with tuition and tools. The ACE-IT program provides high school students the opportunity to complete the first year of an apprenticeship and at the same time achieve high school graduation. We attend approximately 11 high school career fairs each year to keep students and educators informed about ACCESS services.

Our training partners are the British Columbia Institute of Technology and the Piping Industry Apprenticeship Board training school. These partners provide our trainees with the highest quality of training available.

Partnership with training institutions, employers, and industry stakeholders are vital to the success our trainees achieve.



Accountability and Results Summary 2013-14

Trade	Level I	Level II	Level III	Level IV	Level C	Level B	Level A	CFQ	Red Seal	Total
Automotive Collision Repair	3	2	0	0				0	1	6
Automotive Glass Technician	0	0	0	0				1	0	1
Automotive Refinishing Technic	1	3	0	0				0	0	4
Automotive Service Technician	2	1	0	0				0	2	5
Boilermaker	13	0	0	0				0	0	13
Bricklayer (Mason)	5	1	0	0				0	0	6
Carpenter	36	19	20	11				0	11	97
Commercial Transport Vehicle M	1	0	0	0				0	0	1
Diesel Engine Mechanic	0	0	0	1				0	0	1
Electrician	16	3	1	2				0	2	24
Floor Covering Installer	0	0	1	0				0	0	1
Glazier	0	0	1	0				0	0	1
Heat & Frost Insulator	0	1	0	0				0	0	1
Heavy Duty Mechanic	0	0	0	0				1	0	1
Industrial Mechanic (Millwright)	2	0	1	0				0	0	3
Ironworker	1	1	0	0				0	0	2
Joiner	1	2	0	0				0	3	6
Locksmith	1	0	0	0				0	0	1
Machinist	2	0	1	1				0	0	4
Metal Fabricator (Fitter)	12	13	3	1				0	1	30
Mobile Crane Op -80T	6	0	0	0				0	0	6
Painter & Decorator	2	2	0	0				0	0	4
Plumber	24	7	3	12				0	15	61
Professional Cook	15	4	1	0				0	1	21
Refrigeration Mechanic	0	1	0	0				0	0	1
Reinforcing Steel Installer	1	1	0	0				0	0	2
Sheet Metal Worker	7	3	0	0				0	1	11
Sprinkler System Installer	3	1	0	0				0	1	5
Steamfitter	21	1	3	0				0	3	28
Tile Setter	8	1	0	0				0	0	9
Welder	0	0	0	0	15	15	3	0	0	33
Total	183	67	35	28	15	15	3	2	41	389

Success Story

(continued from pg. 22)

throughout his apprenticeship and worked closely with ACCESS Trades to keep Matthew on the road to success. Now at 25 years old, Matthew has achieved Red Seal Certification and is a fully qualified journeyman in his trade.

A four-year commitment to an apprenticeship is no small task. When asked about what it meant to achieve a Red Seal, Matthew responded that he is glad it is over. Studying and staying focused on homework was difficult, as there was a lot of information to master. Joinery Level 02 was the hardest part of the technical training. Someday Matthew would like to open his own Joinery Shop.

Matthew advises that anyone considering entering the Joinery trade should be precise, like working with their hands, and be on time every day.





jennifer

[Success Story]

Hello, my name is Jennifer George.

The ESAF staff went over and above giving me guidance, building up my confidence, providing me with skills and knowledge, and stood beside me all the way.

I completed the ESAF program and was hired into a term position with the Vancouver 311 Contact Centre; during my term, I applied for a full time posting and I got the job. Now I am working at a dream job with security, friendly coworkers and most of all a fresh new start. I can save, I can travel, I can achieve whatever I dare to dream and go for.

To anyone who wants to make a change in their life I want to encourage you; it is really possible. When you take a chance, work hard and put everything you have got into it, the outcome is even better than you can imagine.

I am so grateful for the ESAF programs, they are available and within reach to anyone who is willing to open their hands and grab on.

Thank you to everyone who makes these programs possible for people like me, you are changing lives!

ESSENTIAL SKILLS FOR
Aboriginal futures

29

[Introduction]



The award winning approach of the ACCESS Essential Skills for Aboriginal Futures Program is formed through a passion of inspiring hope to the disheartened, to turn low self-esteem to high self-esteem and instill the belief that choice and change are possible.

We invest in individuals, helping them to find their true self, where they want to go in life and to guide them in the direction of their dreams. With integrity, creativity, compassion and enthusiasm, we step "out of the box," pull down barriers and open doors to possibilities.

ESAF programming builds on the strengths of the individual while enhancing Essential Skills through curriculum and program materials developed within the framework of the nine essential skills: reading text, document use, numeracy, writing, oral communication, working with others, thinking skills, computer use, continuous learning.

During the program we implement two diagnostic assessments:

- Test of Workplace Essential Skills (TOWES) - a formal assessment used to assess Essential Skills levels in reading text, document use and numeracy. ESAF staff members are certified by Bow Valley College to administer and interpret results. The test is made up of numerous "authentic workplace documents," accompanied by a set of questions.
- Structure of Intellect (SOI) - This assessment measures the client's developed and undeveloped cognitive abilities and allows staff to pinpoint how an individual learns. This will provide an accurate picture of an individual's current skill set and allow staff to create an individual learning plan that is specific to the learner's goals. Rather than assessing individuals to find out who might fail, ESAF assesses learners using the SOI as a means to identify and develop the intellectual abilities that will lead to success.

Demand Driven Skills Development

Programs for the urban Aboriginal population must address the learning issues, gaps, and challenges to employment that exist today in order for Aboriginal people to fully participate in tomorrow's labour market. The ESAF program is designed to be flexible enough to tackle these concerns.

ESAF has developed an innovative approach to program design that is focused on targeted skill development required for employment in various occupations. The ESAF Essential Skills program provides a meaningful foundation for all learners no matter which direction they go into the workforce.

Accountability and Results

Essential Skills Based Programs

Over the course of the year, ESAF delivered a total of 15 Essential Skills programs: four Youth programs, two Employment and Training Competency programs, three Job Club Career Exploration, three Employer Partner programs and three math preparation for trades programs. Participant results: 163 started, 150 completed, 73 employed and 52 went on to further training.

access-essentialskills.com

Through funding from the Urban Aboriginal Strategy, ESAF developed an Essential Skills website featuring numeracy tutorials designed to visually demonstrate math skills related to training and workplace tasks, and made the tutorials available online.

The initial project was met with enormous encouragement and support and highlighted that there was more work

to be done. To accomplish this, ESAF in partnership with the Industry Training Authority, developed a second series of 35 high-definition quality web-based tutorial video lessons in a higher level of numeracy complexity: percentage, perimeter, area, volume and basic trigonometry and geometry with corresponding practice problems and answer keys.

This web-based training not only makes the lessons available to ESAF learners, but also the Aboriginal community as a whole, and opens up the accessibility of the tutorials to anyone who needs to refresh or learn numeracy concepts. All the lessons are highly visual, detailed and designed for the Aboriginal learner.

FULL ACCESS

ESAF developed an Employment and Training Competency (ETC) instructional tool called FULL ACCESS. The set includes a 17-minute high definition video DVD, a highly artistic and visual 48-page magazine style program manual and over 100 pages of detailed electronic printable material.

In the sharing of this resource, we hope to inform and inspire organizations to develop and deliver culturally enhanced employment and training competency programs for adult Aboriginal learners.

The ACCESS manual outlines the content, tools, and techniques of one specific ESAF training initiative, the Employment Training Competency (ETC). However, this manual is not only about the ETC program. It is a sharing of an overall program model that has evolved through hard work and years of learning. The model represents the accumulative efforts of our organization, partners, staff,

and learners. It is reflective of our spirits, hearts and minds.

ESAF launched the FULL ACCESS Model at the Cannexus 2014 National Career Development Conference in Ottawa, where it was highly received. We disseminated 100 copies of the material at the conference, and received 40 requests for copies to be mailed, and an offer to present at a second conference in Saskatoon.

First Nations, Inuit and Métis Essential Skills Inventory Project (FIMESIP)

ESAF was selected from a pool of 76 applicants as one of the top three case studies to be highlighted on the FIMESIP website (<http://www.fimesip.ca/>) and was a featured case study at the Cannexus 2014 conference.

About FIMESIP: The Canadian Career Development Foundation (CCDF), in partnership with Employment and Social Development Canada's Office of Literacy and Essential Skills, the Assembly of First Nations, the Métis National Council and the Inuit Tapiriit Kanatami, began research to develop a comprehensive inventory of Essential Skills (ES) initiatives for First Nations, Inuit and Métis Peoples.

The FIMESIP project identified 12 markers of promising practice through its literature review examining the state of practice in Essential Skills (ES) programming and resource development for First Nations, Métis and Inuit peoples. Through a comprehensive review of these practices in the inventory, ESAF was identified as excelling in these 12 areas.

"Working with ACCESS, we further our corporate objectives regarding engagement with the Aboriginal community, in particular, fostering employment for Aboriginal people. We are so pleased to provide 12 individuals with a career opportunity that is potentially life-changing."

Paul Mochrie
General Manager
City of Vancouver

At the Cannexus 2014 Conference

On the Left – Gray Poehnell, an experienced career consultant who has participated in the development and writing of numerous career counselling programs and has co-authored several workbooks. "The Manual looks great".

In the middle – Cori Thunderchild, Director of ESAF

On the right – Dr. Norman Amundson, a Professor at the University of British Columbia, he has published widely in the career development field. "It was good to see you at Cannexus, I hope your work continues to go well."



Accountability and Results

April 2013 - March 2014	# Programs	# Start	# Complete	# Employed	# Training
Youth Assessment	4	53	53	36	2
Employment and Training Competency	2	19	16	13	3
Job Club Career Exploration	3	23	19	8	0
Employer Partner	3	25	23	15	8
Numeracy for Trades	3	43	39	1	39
ESAF Program Outcomes	15	163	150	73	52



ESAF Staff



Partnerships

ESAF has found incredible success with the philosophy of weaving Essential Skills into training, as the pivotal bridge to working with employers. The employer is an indispensable component of the ESAF model and partnership collaboration is essential to a successful result for the learner. The difference between employers who believe Essential Skills are strategically relevant to their place of business and who would actually be willing to provide training in these skills is significant. This makes the generosity of spirit in the partnerships with ESAF that much more extraordinary. A sampling of ESAF partners this year include: The City of Vancouver, The City of Surrey, DMH Hospitality and Indigena Solutions.

The following report was written by Paul Mochrie, General Manager for the City of Vancouver:

To support a City-wide initiative (Green Bin Program), 3-1-1 partnered with the Aboriginal Community Career Employment Services Society (ACCESS) to fill 12 temporary Green Team Ambassador positions.

3-1-1 worked closely with ACCESS/ESAF to develop the training curriculum for the specific skills required to work in a contact centre environment. They also received a behaviour-based interview with 311 and feedback on their interview performance. All 12 individuals, who completed the program, were offered a Green Team Ambassador position at 3-1-1.

The positive reflection on our entire organization includes:

- 3-1-1 recruits a group of highly-motivated employees to address a workload demand;
- We further our corporate objectives regarding engagement with the Aboriginal community and, in particular, fostering employment for Aboriginal people; and
- We provide 12 individuals with a career opportunity that is potentially life-changing.



Success Story

Malcolm is 27 and was accepted into the BladeRunners Program in February 2014. He came into the program with an exceptionally troubled past. He was raised in foster care and spent most of his youth living in Compton, California where he became entrenched in the drug scene and gang life. As a result of his many brushes with the law, he was in and out of prison for much of his youth, finally graduating to serving a term of federal time in one of America's toughest institutions, Folsom Prison. Under California's Three Strikes Law, a lengthy sentence is mandated if an individual is convicted of three crimes. Malcolm came precariously close to that. However, after his second strike, he was transferred back to Canada, where, after serving two years in jail, he was released and settled in Vancouver with his sister.

After completing BladeRunners training, he was issued Health and Safety certificates, given work gear and tools and began work with Icon West Construction on a Westbank Corp project. Since he first began working with Icon, he has been tasked with many more responsibilities including opening the site each morning. He has earned the respect of the project foreman, the site safety officer and all of the workers on this project. He was also given a \$4.00 per hour pay raise on April 17, 2014. Jackson Jue, the project manager has also inquired whether Malcolm could obtain a Traffic Control Ticket, Level 2 First Aid Ticket and Forklift Certificate because he sees Malcolm as a long-term member of their team. Malcolm has stated that BladeRunners has changed his life. He says that there is no way he is going back to the life that he used to lead.

Bladerunners

PROVINCIAL AND ACCESS

35

Introduction

In 1994, Vancouver was thriving. The BC Lions defeated Baltimore to win the Grey Cup, ending a nine-year drought, and construction on a new arena to house the Vancouver Canucks was well underway. That year, General Motors paid \$18.5 million to name the arena GM Place and 25 at-risk youth from the streets of Vancouver's Downtown Eastside (DTES) were hired to work on the site as entry level labourers. They were part of a new and innovative program called BladeRunners.

The concept for BladeRunners was first formed by a group of community minded individuals whose purpose was to match the ever-growing demands of the construction industry, with opportunities for inner city disadvantaged 'street-involved' youth. In order to help the kids get beyond the multiple barriers to employment that most of them faced, a system was developed to provide them with support outside of normal working hours. This support was provided by coordinators who were on call 'as and when required.' This formed one of the core pillars of what would become the award-winning BladeRunners model. By combining it with training in basic life skills awareness, training in health and safety, support from coordinators (both on and off the job site) and employer partners willing to hire at-risk youth, the founders formulated the components for one of Canada's most successful youth employment programs.

Since it began in 1994, thousands of at-risk youth from across British Columbia have successfully participated in BladeRunners. The Province formally began supporting the program in 1996 when they took on a stewardship role. ACCESS became a major funder in 2002. ACCESS is now a contracted program manager overseeing twenty-two service delivery agencies that deliver the program in over 50 communities throughout the province of British Columbia - including ACCESS' own direct service delivery in Vancouver's Downtown Eastside.

On average, there is a 75% job placement rate for participants of the BladeRunners program - an outcome attributed to:

- A screening process that identifies those youth who are able and willing to work, thus increasing the probability of satisfaction for the employer and encouraging the business community to employ BladeRunners participants;
- Pre-employment training tailored to local employment, which ensures the youth are safe and have the skills/awareness to meet the employer's entry level requirements;
- Workshops that increase participant's social skills so they are better able to meet employer's expectations and manage their own transition into long term employment;
- Proactive relationship between those delivering BladeRunners locally and the business community, thereby building understanding and securing job opportunities for the youth; and
- Job coaching which supports participants through training and after they have been placed into employment on a worksite. A service that operates during and outside of normal office hours (including weekends), responding to the challenges participants face, both in and outside the workplace

1. BladeRunners - Provincial (2013-2014)

ACCESS became the primary provincial manager of the BladeRunners program in April 2013 when it was awarded three contracts by the Province of British Columbia for program delivery in the Lower Mainland, Vancouver Island and Coastal and Interior Mainland. ACCESS now manages 21 Aboriginal and non-Aboriginal agencies (sub-agreement holders) under these three contracts. Please see the following table for the list of agencies and the regions where they deliver programming on behalf of ACCESS:

Lower Mainland

AGENCY	LOCATION
Aboriginal Community Career Employment Services Society	Vancouver
Intersections Media Opportunities for Youth Society	Vancouver
Pacific Community Resources Society	Surrey and Vancouver
Stó:Lō Aboriginal Skills Employment & Training	Chilliwack
The John Howard Society of the Lower Mainland	Abbotsford

Vancouver Island

AGENCY	LOCATION
Coast Salish Employment & Training	East Coast Vancouver Island
Laichwiltach Family Life Society	Campbell River
Nanaimo Youth Services Association	Nanaimo, Ladysmith & Courtenay
North Vancouver Island Aboriginal Training Society	North Vancouver Island
Nuu-ahh-nuith Tribal Council	West Coast Vancouver Island
The John Howard Society of Victoria	Victoria

Coastal and Interior BC

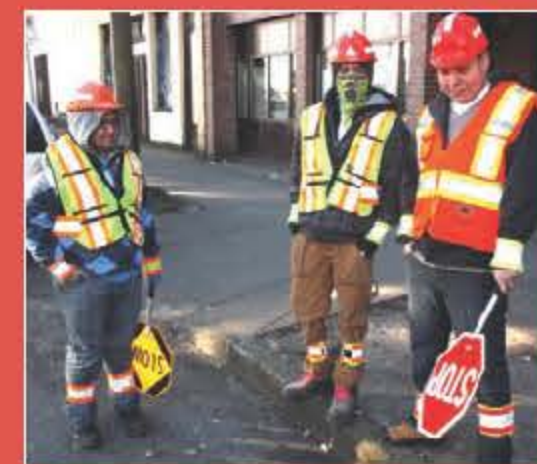
AGENCY	LOCATION
Cariboo Chilootin Aboriginal Training and Employment	Williams Lake and Quesnel
First Nations Employment Society	Powell River, Sechelt & Squamish
Lilwat First Nation	Whistler
North East Native Advancing Society	Fort St. John and Fort Nelson
Okanagan Training and Development Council	Kelowna and Penticton
Powell River Employment Program Society (Career Link)	Powell River
Selkirk College	Nakusp, Castlegar and Trail
Shuswap Nation Tribal Council	Kamloops and Lilboet
The John Howard Society Central and South Okanagan	Kelowna
The John Howard Society - Thompson Region	Kamloops
TRIGORP	Prince Rupert



Desmond Wesley being filmed during making of the BladeRunners video

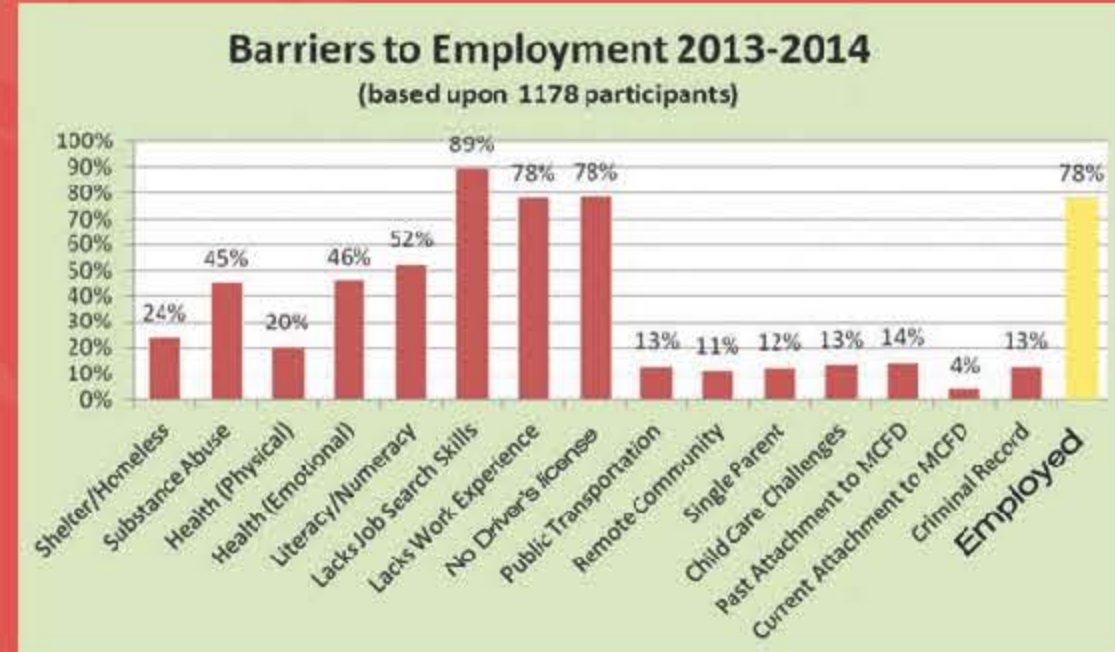


Coordinators Peter Nolan and Eddie Taylor with new graduate Jordan Smith (centre)



Shawn Jeffries, Clint Tallo & Aurthur Tallo get ready for their turn during Traffic Control Person Training

During this year, ACCESS and its 21 sub-agreement holders delivered training and support to 1178 participants throughout British Columbia. Despite many of the participants experiencing multiple barriers to employment including substance misuse (45%), emotional health issues (46%) and low literacy and/or numeracy (52%), over 78% were placed into employment or returned to school for further training at the completion of their programs. This high percentage of success can be attributed to the intensive ongoing support provided by the coordinators, on and off the job site.





Randall Bear gets fitted for a harness by Gordie Klair (Instructor) during Fall Protection Training.

2. ACCESS BladeRunners (Vancouver) - 2013-2014

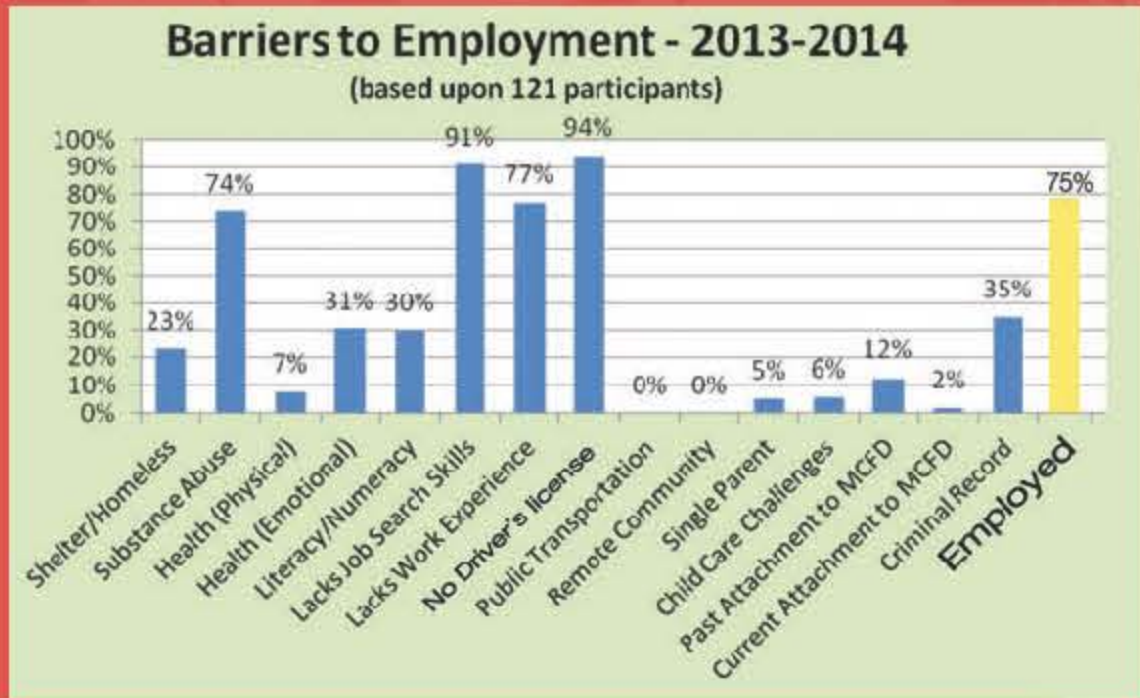
ACCESS BladeRunners delivered training and support to 121 participants during this last fiscal year. The training focused upon preparing participants for entry level work in the construction industry. As can be seen by the following chart, a high proportion of participants entered the program with numerous barriers to employment. Almost 75% had a history of substance misuse and 35% had come into contact with the justice system prior to entering the program. Despite these issues, BladeRunners coordinators were able to assist 76% of the participants with finding jobs.



BladeRunners Staff

Information Technology

The BladeRunners department is also responsible for coordinating the information technology needs of all ACCESS departments through its sub-contractor W. LY Horizon Holdings Ltd.



Building Service Worker Program (Vancouver)

The BladeRunners department is also responsible for the delivery of the Building Service Worker (BSW) Program. ACCESS partnered with the British Columbia Building Contract Cleaners Association (BCCCA), a membership organization consisting of 86 Vancouver based janitorial companies, in order to deliver this program over an 18-month period starting in October 2012. At the peak of its delivery, two BSW coordinators and many industry experts (facilitators) trained an average of two cohorts per month. At the completion of the program in March 2014, 195 participants obtained training and were provided work experience with employers in the building services sector. 105 found fulltime employment upon completing their training. ACCESS is currently searching for further funding in order to continue this worthwhile program in Vancouver's Downtown Eastside.

Partnerships

The formation of partnerships with organizations and companies to help ACCESS in the delivery of programming and support for our participants has always been one of the core pillars of the BladeRunners program. The following funders and companies, represented by their logos, comprise some of the partners that contributed to the success of the BladeRunners program during 2013-2014.

Travis Hutton demonstrates his skill during Bobcat Training



Bonnie Ahpay (First Aid Attendant), Scott Singh & Darcy Nahanee pose during training at the Squamish Nation Trades Centre



Children from the Sundance Daycare sit on a bench that was built and donated by BladeRunners.





sandra

[Success Story]

Sandra Olsen, Rehabilitation Assistant, is from the Lil'wat Nation, Mount Currie.

"I have a young, beautiful eight-year-old daughter who has encouraged me to reach my career goals."

Sandra attended the NewStart Bridging program in 2008. While attending the NewStart Bridging program she explored a career as an occupational/physical therapy assistant (OPTA). She then attended the ACCESS Aboriginal Gateway to Health Careers (AGHC) exploratory program, through which she was able to take OPTA introduction classes at the Vancouver Community College. She completed the AGHC program with a 100% attendance certificate, and the following September she entered into, and completed, the two-year OPTA program.

Upon graduation, she was hired in North Vancouver as a part time Rehabilitation Assistant at Cedarview Lodge residential care home, and later found a full time job at Windermere Care Centre as a Rehabilitation Assistant.

While doing rehabilitation work with the residents, some of them asked her to massage their feet, back, shoulders,

Continued on pg. 45

ACCESS programs

Oversees ACCESS-funded training projects

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[Introduction]

The Programs Department was one of the two original ACCESS departments in 2001. It oversees ACCESS-funded training projects sponsored through mainly urban Aboriginal organizations in Metro Vancouver. These initiatives, such as pre-employment, summer student employment and project-based training, are designed to assist Aboriginal people to enter the workforce and/or to continue on to further education that will lead to career placements.

Demand Driven Skills Development

During 2013-14, ACCESS Programs funded training in the following areas:

Summer Student Employment Programs

Secondary and post-secondary students worked in jobs with 10 employer partners, ranging from administrative/clerical positions to maintenance and tourism positions. Employer partners included the following:

- University of British Columbia (UBC) Museum of Anthropology (MOA) Native Youth Program
- Vancouver Aboriginal Friendship Centre Summer Day Camp Program (VAFCS)
- Native Education College (NEC)
- Ustlahn Social Society (USS)
- Canadian Aboriginal AIDS Network (CAAN)
- Circle of Eagles Lodge Society (COELS)
- Aboriginal Tourism BC (ATBC)
- Nicola Valley Institute of Technology (NMT) Burnaby Campus
- Fraser Region Aboriginal Friendship Centre (FRAFC)
- Helping Spirit Lodge Society (HSLs)



UBC Museum of Anthropology Native Youth Program with 5 students and 2 coordinators with Pam Brown, curator at MOA, and Larry Grant, Musqueam elder

Pre-Employment/Employment Bridging Programs

Helping Spirit Lodge Society – Employment bridging program for Women

The Helping Spirit Lodge Society Breaking Ground Employment Bridging Program is a training and employment program that assists Aboriginal women with multiple barriers, such as low educational levels, substance abuse, violence against women, homelessness, little or no work experience, and healing and health issues. In fiscal year 2013-2014 there were four intakes of the twelve-week training program, which included skills development, job search, life skills, certifications, and a six-week work practicum.

Circle of Eagles Lodge Society – Pre-employment program for men and women

There were two 8-week intakes of The Circle of Eagles Lodge Society Pre-employment Program, a program for men and women who may have had conflicts with the law, low skills levels, little or no education, and little or no work history. The program provided certifications in areas like First Aid, Flagging, Fork Lift and Bob Cat Operation, Serving it Right, Fall Protections and Food Safe, as well as training in life skills, computers, and administrative and hospitality areas, and a work experience practicum.

Circle of Eagles Lodge Society Pre-employment Program participants taking courses in landscaping, flagging and first aid.



Skills Enhancement Program

Native Education College Northwest Coast Jewellery Arts Program: This was a seven-month program with students completing their program at the end of March. Students enhanced their formline drawings and learned about silver design and engraving skills and made several silver jewellery pieces.

Partnerships

Over the years, many training programs were funded by ACCESS through the Programs Department with close to 65 different types of training and more than 40 partners.

In the history of ACCESS, the summer student employment program has had more than 26 partners.

Employer Testimonial

"With the generous support from ACCESS, the Native Youth Program at the Museum of Anthropology has seen significant growth, change and community engagement. It provided for more training in research, communication and social media skills as well as more in-depth preparation in working with the Reciprocal Research Network (RRN). The students developed new tours for museum visitors and completed projects include vlogs, visual art, and fashion design."

Pam Brown, Curator
Pacific Northwest,
Native Youth Program



Accountability and Results

Name of Project/ Program	Partner	Number Targeted	Number Completed	Results: Employed	Results: Onto Further Education
Northwest Coast Jewellery Arts	Native Education College	13	10	7	3
Breaking Ground Women's Employment Bridging Program	Helping Spirit Lodge Society	60 (3 intakes) and 32 in drop-in from January to March 2014 (in progress)	28	13	9
Pre-employment Program	Circle of Eagles Lodge Society	24 (2 intakes: 1 women and 1 men)	23	7	12
10 Summer Student Employment Projects	UBC MOA, VAFCS, CAAN, HSLs, NEC, USS, COELS, ATBC, NVIT, FRAFC	19	19	0	19



Success Story can't

etc. After attending a three-day information course she decided to combine Rehabilitation Assistant with Registered Massage Therapy (instead of physiotherapy).

"Presently, I am working full time as a Rehabilitation Assistant preparing for Registered Massage Therapy program. I have a potential Rehabilitation Assistant job working with children for Occupational Therapy until I begin the Registered Massage Therapy program in September 2014. As well as having more peace of mind about my finances, I now have a nice home and own a beautiful car. As for my daughter, she tells me she wants to be just like me, helping people in need while having fun at the same time.

I would like to thank my family, friends, and ACCESS for all your guidance, support and knowledge and for having a life I've always dreamed of."



USF Mission Statement:

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

Introduction

Urban Spirit Foundation (USF) is a registered charitable organization that exists to further the success and self-reliance of urban Aboriginal people in the Metro Vancouver region. In 2007, USF was created by Aboriginal Community Career Employment Services Society (ACCESS).

The Foundation's three core purposes are as follows: education and employment training, scholarship/bursary awards for secondary and post-secondary students; and, short term assistance that provides grants to urban Aboriginal organizations for community-based projects, to enable urban Aboriginal individuals and families to get back on track in times of need.

USF's Board of Directors is a diverse group of reputable individuals with strong connections and commitment to the urban Aboriginal community. The Board is represented by the following community leaders:



Director
Ross Ramsey/
Ross Ramsey Associates
Limited



Director
Merv Thomas
Canadian Aboriginal AIDS
Network



Director
Tabitha Geraghty/
Helping Spirit Lodge Society



Secretary-Treasurer
Stewart Anderson
Vancity Savings Credit Union



USF President
Susan Tatoosh
Vancouver Aboriginal
Friendship Centre Society



Vice-President
Jerry Adams
Circle of Eagles Lodge Society

USF is overseen by Executive Director John Webster and staff. The office is located at 108 – 100 Park Royal, West Vancouver, BC.

Year in Review

ACCESS/USF First Annual Charity Golf Tournament

The first annual charity golf tournament that ACCESS and USF organized for the benefit of USF was a great success. The event was held at Country Meadows Golf Course in Richmond, BC on August 15, 2013. Seventy-two golfers took part, as well as many guests, staff, volunteers and some of the USF and ACCESS board members.

Everyone had fun with the contests and fundraisers such as the popular silent auction. Guests were treated to a delicious evening buffet with relaxing background classical music by violinist David Rabinovich. There was interactive audience

involvement with the dance group, the Lax Kween Traditional Dancers. A USF scholarship award recipient, Chusia Graham, and ACCESS summer student employment participant, Bryan Sparrow, both warmly relayed their personal and educational success stories.

A second annual tournament is being planned for Friday, June 27, 2014 at Country Meadows. We anticipate even greater success at that tournament which is one of the Foundation's largest fundraisers of the year.



USF Executive Director John Webster at
1st Annual Event



ACCESS summer student participant Bryan Sparrow



USF VSB Scholarship recipient Chusia
Graham with Elaine Clare, USF Development
Officer conveyed their heartfelt success stories



Aboriginal Wellness Events

USF was involved with the ACCESS Aboriginal Wellness Events that occurred in Metro Vancouver from January to March 2014 at the Vancouver Aboriginal Friendship Centre, Musqueam Nation, Tsleil-Waututh Nation, and Squamish Nation. Keynote speakers Dr. Gabor Maté and Bob Joseph covered addictions, body and stress/disease connections, and how to use inspiration for a better life. Approximately 810 Aboriginal and non-Aboriginal people attended all four events. Wellness workshops covering topics like stress relief techniques, nutrition ("eating like your ancestors" and "food as medicine"), lifestyle wellness, residential school/reconciliatory healing, medicine wheel teachings, and cultural activities for adults and children.

Extremely grateful for the wise words of Gabor Maté and the emotional investment he made in the Aboriginal community. Please bring more of this research, lectures to us and our children, families.

- Anonymous



USF Scholarships Awards

Scholarships are provided to secondary and post-secondary Aboriginal students based on achievement. Urban Spirit Foundation disbursed scholarships to educational entities in 2013, with nine urban Aboriginal scholarships awarded throughout Metro Vancouver as follows:

VANCOUVER SCHOOL BOARD



GHUSIA GRAHAM WAS AWARDED \$1,000 SCHOLARSHIP

NATIVE EDUCATION COLLEGE



USF DIRECTOR LUCIE LAÇAILLE WITH JULIE STEVENS AND CATHERINE ADAMS, BOTH AWARDED SCHOLARSHIPS

SURREY SCHOOL DISTRICT



LAKISHA ENCARNACION WAS AWARDED \$1,000



RYAN HANSEN WAS ALSO AWARDED A \$1,000 SCHOLARSHIP



LYLE MACSWEEN AND DANA TOUGH WERE SCHOLARSHIP AWARD RECIPIENTS



COURTNAY BROWN WAS ALSO AWARDED \$1,000 SCHOLARSHIP. SHE IS PICTURED HERE WITH USF DIRECTOR STEWART ANDERSON

BRITISH COLUMBIA INSTITUTE OF TECHNOLOGY



RANDALL HINK WON TOP STUDENT AWARD FOR THE PIPING PROGRAM AT BCIT

Short Term Assistance

BACK TO SCHOOL BACKPACK PROGRAM

Urban Spirit Foundation supports the Children's Back-to-School Backpack Program at the Vancouver Aboriginal Friendship Centre. This initiative is geared toward providing school supplies for Aboriginal children in need in East Vancouver. USF's ultimate goal is to extend this program to the Burnaby, New Westminster and Surrey areas.

CHILDREN'S CHRISTMAS PROGRAM

USF contributes towards the Children's Christmas Program at the Vancouver Aboriginal Friendship Centre and provides Christmas food hampers and children's gifts to Aboriginal families in Vancouver. We would like to extend this program to include Aboriginal organizations in New Westminster and Surrey.

EMPLOYMENT & TRAINING

USF supports ACCESS employment and training programs through funding obtained from sources such as foundations and corporations.

USF FUNDRAISING

USF organized several fundraisers during the year and sought funding from numerous foundations and corporations. The fundraisers included an Aboriginal Day event, the first urban Aboriginal charity golf tournament, the two ACCESS community forums, four wellness events and Giving Tuesday in December 2013.

USF appreciates donations from all donors. Thank you for your thoughtful contributions to the work of USF during the 2012-13 year. Contributing foundations and corporations are recognized on the Urban Spirit Foundation website.

CONTACT

For further information on the Urban Spirit Foundation, to purchase Essential Skills DVDs and USF greeting cards or for online donations, please view our website at:

www.urbanspiritfoundation.com

or email us at:
info@urbanspiritfoundation.com

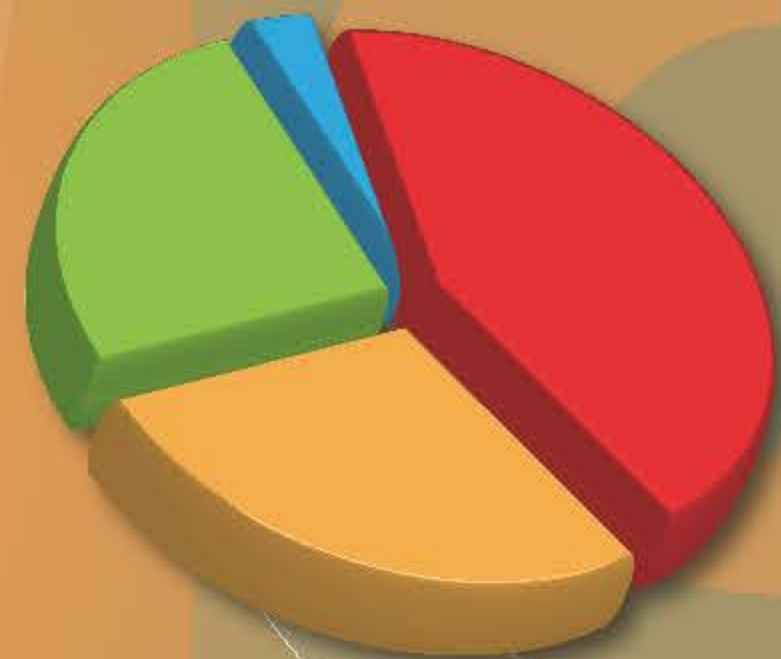
Charitable Number:
82789 5368 RR0001

Beading workshop



This section contains:

- Independent Auditor's Report
- Statement of Financial Position
- Statement of Operations
- Statement of Changes in Net Assets
- Statement of Cash Flows
- Notes to Financial Statements



FINANCIAL

statements

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[Introduction]



The Finance Department is located at Head Office in West Vancouver. Our team is committed to providing transparency and accountability through timely, accurate, clear and complete information and services to our funders, partners, clients, staff and community.

Our department covers a wide range of activities from tracking all financial transactions to measuring and reporting, strategic decision making, and budgeting and forecasting to facilitate the success of the organization.

The Finance Department conforms to the highest level of ethical standards to ensure that the decisions we offer are honest, fair, and impartial.

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Aboriginal Career Employment Society as of March 31, 2014, and its financial performance and its cash flows for the year ended in accordance with Canadian accounting standards for not-for-profit organizations.



Willcott & Co., Auditor

Financial Statements of

Aboriginal Community Career Employment Services Society

Year ended March 31, 2014

Wilcott and Company
CERTIFIED GENERAL ACCOUNTANT

Wilcott and Company
Certified General Accountant

INDEPENDENT AUDITOR'S REPORT

To the members of the Aboriginal Community Career Employment Society:

Report on the financial statements

I have audited the accompanying financial statements of the Aboriginal Community Career Employment Society, which comprise the statement of financial position as at March 31, 2014, and the statement of operations, statement of changes in net assets and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statement

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

Auditor's responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of the Aboriginal Community Career Employment Society as at March 31, 2014, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Report on other legal and regulatory requirements

As required by the British Columbia Society Act, I report that, in my opinion, these principles have been applied on a basis consistent with that of the preceding year.

Wilcott & Co
Wilcott & Company,
Certified General Accountant

June 11, 2014
West Vancouver, BC

Aboriginal Community Career Employment Services
Statement of Financial Position

As at March 31, 2014

	2014	2013
Assets		
Cash	\$ 206,231	\$ 773,846
Accounts receivable	2,783,631	1,115,534
Prepaid expenses	75,563	64,419
Tangible capital assets (Notes 2, 4)	743,667	45,409
	\$ 3,809,092	\$ 1,999,208
Liabilities		
Accounts payable and accrued liabilities	\$ 1,848,351	\$ 482,416
Salaries payable	94,612	42,587
Deferred revenue (Note 5)	98,138	89,467
	\$ 2,041,101	\$ 614,470
Net Assets		
Invested in capital assets	\$ 743,667	\$ 45,409
Internally restricted	-	1,200,000
Unrestricted	1,024,324	139,329
	\$ 1,767,991	\$ 1,384,738
	\$ 3,809,092	\$ 1,999,208

The accompanying notes are an integral part of these financial statements.

Approved by the Board:


Chair


Treasurer

Aboriginal Community Career Employment Services
Statement of Operations

Year ended March 31, 2014

Page 1 of 2

	2014	2013
Revenue		
Provincial contributions - Bladerunner Program (Note 1)	\$ 4,995,215	\$ 3,756,667
Federal HRSDC Contributions - ASETS program (Note 1)	3,317,921	3,353,619
	8,313,136	7,110,286
Other contributions		
FNES Coastal Aboriginal Shipbuilding	866,667	-
SPF Essential Skills for Aboriginal Futures	733,792	734,792
BC Contract Cleaners Association	376,818	112,410
Industry Training Authority (ITA)	297,953	733,321
MVUAS Essential Skills for Aboriginal Futures	166,750	143,750
MVUAS BladeRunners	130,008	-
Province of BC - ATEP	150,000	74,973
Employment Program of BC	94,730	108,211
Urban Spirit Foundation	57,100	3,243
Miscellaneous	109,621	8,672
MVUAS Trades	-	75,000
	2,983,439	1,994,572
Other revenue		
Rental revenue - 138 Street, Surrey (Note 6)	245,745	208,265
Rental revenue - 390 Main Street (Note 6)	84,674	132,534
Rental revenue - 681 Columbia Street (Note 6)	32,533	-
Property Management Fees (Note 6)	43,041	44,051
Interest	23,534	22,052
	429,527	406,902
Total Revenue	\$ 11,726,102	\$ 9,511,760

The accompanying notes are an integral part of these financial statements.

Aboriginal Community Career Employment Services

Page 2 of 2

Statement of Operations

Year ended March 31, 2014

	2014	2013
Revenue	\$ 11,726,102	\$ 9,511,760
Expenses		
Administration Expenses	774,864	873,991
BladeRunners Program Expenses	4,995,215	3,917,457
ASETS (EI and CRF) Program Expenses	3,323,803	3,359,130
	8,319,018	7,275,587
Other Program Expenses		
FNES Coastal Aboriginal Shipbuilding Alliance	866,667	-
SPF Essential Skills for Aboriginal Futures (ESAF)	733,792	735,061
Industry Training Authority	297,952	733,521
BC Contract Cleaners Association	376,818	112,410
MVUAS Essential Skills for Aboriginal Futures (ESAF)	166,750	143,442
MVUAS BladeRunners	130,008	-
Aboriginal Training for Employment Program (ATEP)	150,000	74,973
Employment Program of BC	94,730	108,211
Urban Spirit Foundation	57,938	3,243
Miscellaneous	108,784	8,674
MVUAS Trades	-	75,002
	2,983,439	1,994,537
Other Expenses		
Operating expenses - 138 Street, Surrey [Note 6]	245,745	208,265
Operating expenses - 390 Main Street [Note 6]	84,674	132,533
Operating expenses - 681 Columbia Street [Note 6]	2,806	-
	333,225	340,798
Total Expenses	12,410,546	10,485,913
Less administration recoveries	969,564	945,986
Net Expenses	11,440,962	9,539,927
Excess (Deficiency) of revenue over expenses	285,140	(28,167)
Net assets, beginning of year	1,384,738	1,443,383
Prior period adjustments [Note 7]	98,113	(30,478)
Net Assets, End of Year	\$ 1,767,991	\$ 1,384,738

The accompanying notes are an integral part of these financial statements.

Aboriginal Community Career Employment Services

Statement of Changes in Net Assets

As at March 31, 2014

	Unrestricted	Restricted	Invested in Capital Assets	2014	2013
Net assets, beginning of year	\$ 159,329	\$ 1,200,000	\$ 45,409	\$ 1,384,738	\$ 1,443,383
Prior period adjustment	98,113	-	-	98,113	(30,478)
Invested in capital assets	(688,258)	-	598,258	-	-
Restricted	1,200,000	(1,200,000)	-	-	-
Excess (Deficiency)	285,140	-	-	285,140	(28,167)
Net assets, end of year	\$ 1,024,324	\$ -	\$ 743,667	\$ 1,767,991	\$ 1,384,738

The accompanying notes are an integral part of these financial statements.

Aboriginal Community Career Employment Services

Statement of Cash Flows

Year ended March 31, 2014

	2014	2013
Cash Flows		
From (used by) operations:		
Excess (Deficiency) of revenue over expenses	\$ 285,140	\$ (28,167)
Add back non-cash items		
Prior period adjustment	98,113	(30,478)
Amortization expense	69,599	30,111
Changes in non-cash working capital		
(Increase) Decrease in accounts receivable	(1,668,097)	(169,725)
(Increase) Decrease in prepaid expenses	(11,144)	5,298
Increase (Decrease) in accounts payable and accrued liabilities	1,417,960	(594,459)
Increase (Decrease) in deferred revenue	8,671	21,151
	200,242	(766,269)
From (used by) financing and investing:		
Purchase of capital assets	(767,857)	(15,256)
	(567,615)	(781,525)
Net Incease (Decrease) in cash and cash equivalents	(567,615)	(781,525)
Cash and cash equivalents, beginning of year	773,846	1,555,371
Cash and cash equivalents, end of year	\$ 206,231	\$ 773,846
As represented by:		
Cash	\$ 205,931	\$ 773,546
Petty cash	300	300
	\$ 206,231	\$ 773,846

The accompanying notes are an integral part of these financial statements.

Aboriginal Community Career Employment Services

Notes to Financial Statements

Year ended March 31, 2014

1. Purpose of the Organization

The Aboriginal Community Career Employment Services Society (ACCESS) 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 Innovation through its BladeRunners program and Human Resources and Skills Development Canada (HRSDC) through its Aboriginal Skills and Employment Training Strategy (ASETS).

ACCESS incorporated under the laws of the Province of British Columbia as a not-for-profit organization on January 17, 2002 and is exempt from income tax under section 149(1)(i) of the Income Tax Act.

2. Significant Accounting Policies

Basis of accounting

The financial statements of the Society have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Revenue recognition

The Society 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.

Tangible capital assets

Tangible capital assets purchased or contributed are stated at cost or fair market value respectively, less accumulated amortization. Amortization is taken annually on a straight-line basis over the estimated useful lives of non-building assets. The building at 681 Columbia Street, New Westminster, is amortised at 5% on a declining balance basis.

Contributed services

Because of the difficulty in determining their fair value, contributed services are not recognized in the financial statements.

Leases

All leases of premises and equipment are classified as operating leases under which rental payments are expensed as incurred.

Aboriginal Community Career Employment Services

Notes to Financial Statements

Year ended March 31, 2014

3. Adoption of Canadian Accounting Standards for Not-For-Profit Organizations (ASNPO)

The organization adopted the new Canadian accounting standards for not-for-profit organizations (ASNPO) on April 1, 2010. Previously, the financial statements were presented in accordance with standards issued in the CICA Handbook - Accounting Part V Pre-changeover standards.

4. Tangible Capital Assets

	Cost	Accumulated Amortization	Net Book Value	
			2014	2013
Computer equipment	\$ 79,775	\$ 58,256	\$ 21,519	\$ 9,500
Furniture & office equipment	1,006	402	604	805
Leasehold improvements (138 Street)	58,508	35,106	23,402	35,104
681 Columbia Street, New Westminster	742,704	44,562	698,142	-
	\$ 881,993	\$ 138,326	\$ 743,667	\$ 45,409

Computer equipment is amortized over an estimated useful life of 3 years and leasehold improvements over the life of the lease, 5 years at 138 Street, Surrey. The building at 681 Columbia Street, New Westminster, is amortized at 6% on a declining balance basis.

5. Deferred Revenue

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

	2014	2013
Beginning balance	\$ 89,467	\$ 68,316
Less amount recognized as revenue in the year	(17,522)	(2,940)
Add amounts received related to next year	26,193	24,091
Ending balance	\$ 98,138	\$ 89,467

6. Property Management

a) ACCESS is property manager of the building at 390 Main Street, Vancouver, owned by the City of Vancouver. Tenants are two ACCESS programs, Aboriginal Connections to Employment (ACE) and BladeRunners (Lower Mainland) and Open Door Group, Salvation Army and Rental Tenancy Branch. Rents are month-to-month. ACCESS charges property management fees but any surplus revenue is rebated to the tenants the next fiscal year on a pro-rata basis.

b) ACCESS is also property manager and lessee (see note 8(c)) of the building at 138 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 is rebated to tenants the next fiscal year on a pro-rata basis.

Aboriginal Community Career Employment Services

Notes to Financial Statements

Year ended March 31, 2014

8. Obligations under Operating Leases (continued)

e) *Equipment* : Ricoh Aficio 3025 copier-printer - 681 Columbia Street, New Westminster
[Jan1/10 - Jun30/15]

	2014-15	\$	4,422
	2015-16		1,105
		\$	5,527

f) *Equipment*: Kyocera Mita Alpha 300 colour copier-printer - 390 Main Street, Vancouver
[May1/10 -Apr30/15]

	2014-15	\$	7,862
	2015-16		655
		\$	8,517

g) *Equipment*: Ricoh Aficio MP 4000 copier-printer - 390 Main Street, Vancouver

	2014-15	\$	6,032
	2015-16		6,032
	2016-17		2,513
		\$	14,577

9. Financial Instrument

The Society's financial instruments consist of cash, accounts receivable, prepaid expenses, accounts payable and accrued liabilities, salaries and benefits payable and deferred revenue, the fair value of which approximates their carrying values. Unless otherwise noted, management's opinion is that the Society is not exposed to significant credit risk, interest rate risk, currency exchange risk or liquidity risk arising from these financial instruments.

10. Comparative Figures

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

accessfutures.com

Funding Partners

 Canada

Employment and Social Development Canada
Aboriginal Skills and Employment Training Strategy
Skills and Partnership Fund
Aboriginal Affairs and Northern Development Canada
Metro Vancouver Urban Aboriginal Strategy



**BRITISH
COLUMBIA**

Ministry of Advanced Education
Ministry of Jobs, Tourism and Skills Training
Ministry of Social Development