



Aboriginal Community Career Employment Services Society

ANNUAL REPORT 2014-2015

Funding Partners

Canada

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



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



access

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Ministry of Social Development

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John Webster

I am honoured to present our Annual Report for the 2014 – 2015 fiscal year. For the past 16 years the Aboriginal Community Career Employment Services Society (ACCESS) has been a leader in developing employment and training opportunities for Aboriginal people in Metro Vancouver. The more we carry out this work, the more our Leadership, Management and Staff learn about overcoming the challenges that our clients experience in their quest to secure meaningful employment. Our success is mainly due to continued efforts to create a relationship of trust and professionalism with our Clients, Employer Partners, Training Institutions and our Funders. We pride ourselves on being current on labour market trends and develop quality programming that is aimed at matching committed Aboriginal men and women with real career opportunities.

The following are some highlights of the success that the ACCESS staff have achieved as a result of identified demand driven shortages:

02

- Essential Skills for Aboriginal Futures (ESAF) continues to evolve with their essential skills training program that builds on the strengths of each individual. Our Trades department works closely with ESAF by sending their cohorts to ESAF for 8 weeks of essential skills training prior to entering apprenticeship training at BCIT. <http://esaf.accessfutures.com>
- BladeRunners program for at-risk-youth continues to thrive throughout the Province with 22 agency partners delivering the program. <http://www.accessfutures.com/bladerunners/>
- ACCESS Trades continues to work with industry partners, trade unions and training institutions to increase the numbers of apprentices (473) and red seals (52) and (2) certificate of qualifications. All of the pre-apprenticeship graduates enter employment to begin their journey to Red Seal status. We look forward to working with all our partners this fiscal year. <http://accesstrades.accessfutures.com>
- ACCESS Employment Assistance Service offices in the Metro Vancouver area continue to provide essential services to clients, refer clients to programs as required, and develop partnerships with employers, government and Aboriginal organizations. <http://eas.accessfutures.com>
- Urban Spirit Foundation (USF) is a registered charitable organization that provides three core purposes as follows: 1) education and employment 2) scholarship/ bursary awards for secondary and 3) post-secondary students and grants to urban Aboriginal organizations for community based projects. <http://www.urbanspiritfoundation.com>

ACCESS is very proud to work in partnership with other ASET agreement holders in the region such as: Coast Salish Employment Training Society (CSETS), Sto:lo Aboriginal Skills and Employment Training (SASET), Cariboo-Chilcotin Aboriginal Training Employment Centre (CCATEC), Central Interior Shuswap Nation Tribal

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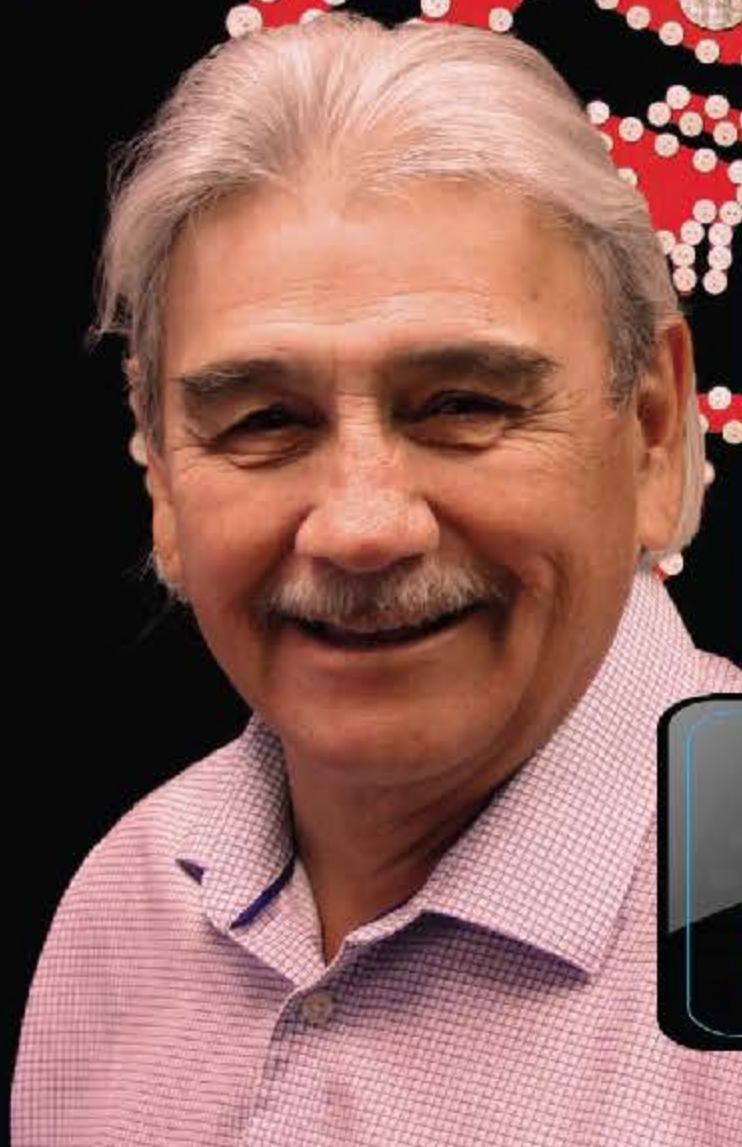
Susan Tatoosh

Congratulations to ACCESS on another successful year 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 that we have gathered throughout our history 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 & CEO

continued from p. 2

Council (SNTC), North East Native Advancing Society (NENAS), Okanagan Training and Development Council (OTDC, North Vancouver Island Aboriginal Training Society (NMATS), Tribal Resource Investment Corporation (TRICORP), and Metis Nation British Columbia (MNBC).

The employer partners who have signed an MOU with ACCESS include Seaspan in the marine industry, Aggressive Tube Bending in forming, fabrication and manufacturing and Meridian Marine who provide product for the marine industry. ACCESS has over 400 other employer partners that we have worked with over the last 16 years.

The foundation of our success is the caring, dedicated and professional ACCESS Staff. We also have a strong volunteer Board of Directors that provides leadership, good governance and guidance throughout our journey.

We must thank our funding partners such as Service Canada, for our Aboriginal Skills and

message FROM THE CHAIRPERSON

Employment Training Strategy Agreement (ASETS), and the Skills Partnership Fund for funding to ESAF and Trades, the Province of British Columbia for our BladeRunner program, the Industry Training Authority for support with apprenticeship training programs, Aboriginal Affairs and Northern Development Canada for funding our Shipshape conference and our Employer partners who all work together toward a common purpose.

As President and CEO I am very proud to present our annual report for 2014/15.

04 background

ACCESS

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. In April of 2015, ACCESS received a contract extension for two additional years of funding under the ASETS agreement until March 2017.

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 Core Values



ACCESS Mandate

Governance

BOARD OF DIRECTORS

governance



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



Dena Klashinsky
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

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.

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.

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 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 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.



Organizational

PRESIDENT'S OFFICE

John Webster
President & CEO

BOARD OF DIRECTORS

EXECUTIVE BOARD

Susan Tatooch (VAFOS)
Chairperson
Tabitha Geraghty (HSL)
Vice Chairperson
Jerry Adams (COELS)
Secretary/Treasurer

BOARD MEMBERS

Ken Clement (CAAN)
Lou Demerais (VNHS)
Dan Guinan (NEC)
Christine Martin (VATJSS)
Merv Thomas (CAAN)
Dena Klashinsky (UNYA)

FINANCE & HUMAN RESOURCES

Lynn White
Director
Vacant
Executive Assistant

Janet Chakasim
Finance Assistant
Sherri Sinclair
Finance Assistant

TRADES

Helen Boyce
Director
Pauline Hanuse
Coordinator Contracts & Records

Larry Webster
Training & Apprenticeship Counsellor
Rob Egan
Training & Apprenticeship Counsellor

ACE

Melenne Point
Acting Director
Patricia Innes
Administrative Support

Pamela Rysin
Employment Counsellor
Jennifer McKenna
Employment Counsellor
Andrea Doolan
EPBC Case Manager

EAS

Blair Bellerose
Director
Vera Hunt
Administrative Support

Lisa Bruce
Client Services Worker
Linda Federation
Program Officer
Rebecca Hackett
Employment Counsellor
Shannon McMillan
Employment Counsellor
Anita Wilson
EPBC Case Manager

BLADERUNNERS

Tom Galway
Director
Paulette Seymour
Provincial Administrator

Chasity Simeon
Administrative Support
Garry Jobin
Senior BladeRunners Coordinator
Eddie Taylor
BladeRunners Coordinator
Peter Nolan
BladeRunners Coordinator
Brenda Crump
Building Service Worker Coordinator
Sabrina Cicansky
Building Service Worker Coordinator

ESAF

Cori Thunderchild
Director
Anna Lumberjack
Administrative Support
Patricia Babuklika
Program Facilitator
Heather Crosby
Employment Relations Facilitator
Ivan Kiss
Numeracy Instructor

PROGRAMS

Lucie Lacaille
Director
Elsaine Clare
Program Officer

ATEC

Shannon McConaghy
Office Manager /Employment Counsellor
Iona Narcisse
Administrative Support
Vacant
Employment Counsellor
Cathy Roy
EPBC Case Manager

ACCESS CONTACT & Locations

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ACCESS Head Office

108 - 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 Westminster, BC
V3M 1A8
TEL: 604 521-5929
FAX: 604 521-5931

ACCESS Funded Programs

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

BladeRunners Provincial

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

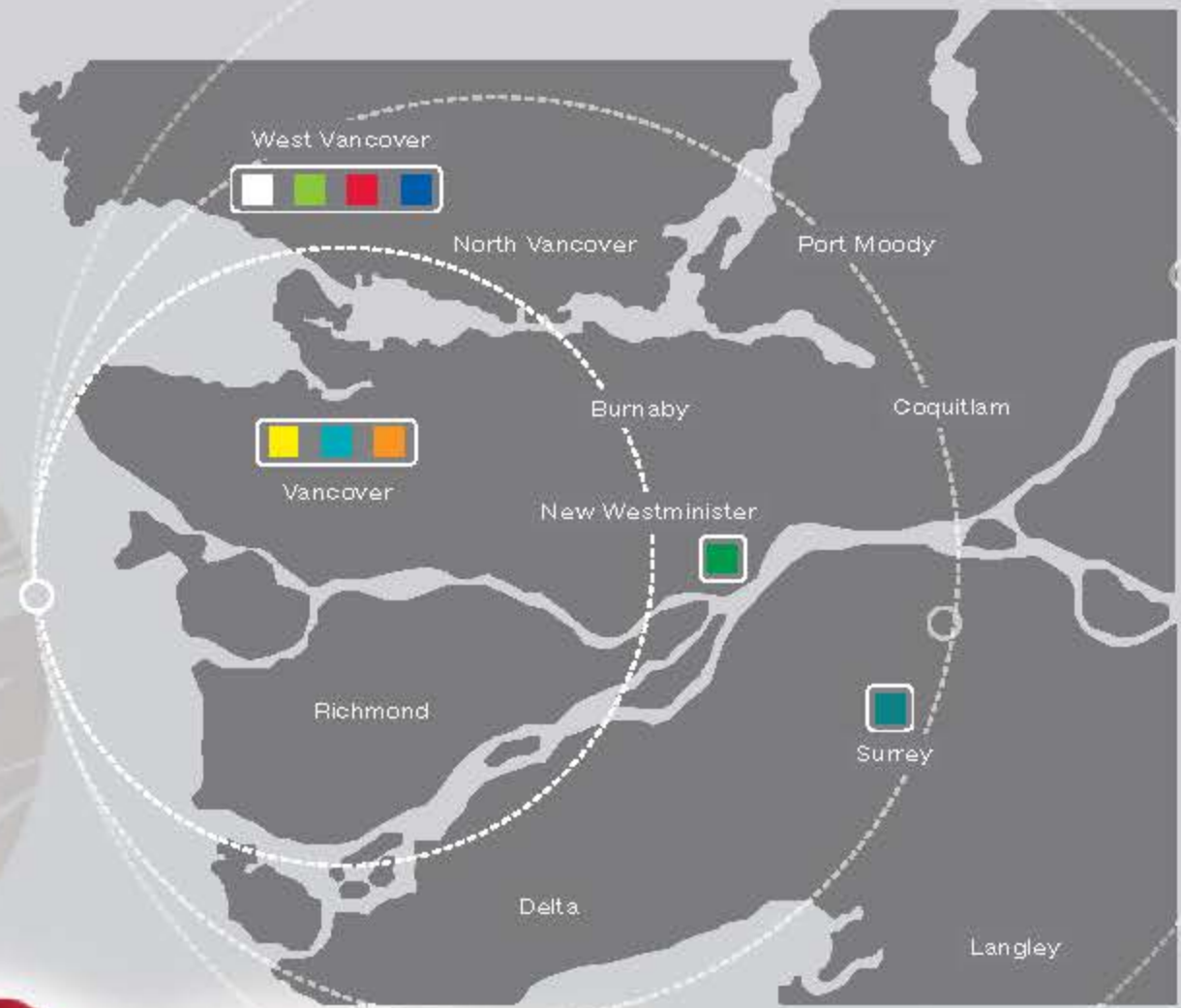
110 - 1607 E. Hastings
Vancouver, BC
V5L 1S7
TEL: 604 251-7955
FAX: 604 251-7954

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



12 YEAR IN review



ACCESS

04.2014

ACCESS staff rehearsed and performed a flash mob as part of a team building exercise in April 2014. This was a fun and exciting way to start our new fiscal year off on a positive note. Video footage can be seen at the [accessfutures](#) YouTube channel.

Essential Skills for Aboriginal Futures (ESAF)

New Location

04.2014

ACCESS ESAF has moved to a new location at 201 - 681 Columbia Street, New Westminster where they are now delivering programming. The new office is bright and open with a welcoming atmosphere; there are two classrooms and a computer lab all with the finest up to date classroom technology; a fully equipped SOL Brain Gym, a student lounge and lockers for everyone.

ACCESS

04.2014

April 24, 2014 - ACCESS hosted its spring Community Forum with the theme of "Partnerships for Success". Partners from the Coastal Aboriginal Shipbuilding Alliance, including ACCESS, signed Memorandums of Understanding with Seaspan Ltd., Aggressive Tube and Bending, and Meridian Marine.



BladeRunners

11.2014

Over 200 people from across the province gathered on November 28, 2014 at Rogers Arena to celebrate the 20th anniversary of

BladeRunners, Canada's most successful youth employment program.



Employment Assistance Services partnered with the Vancouver Police Department to sponsor three participants of the Aboriginal Cadet Program, which coaches and mentors cadets as they experience what it is like to be a police officer through hands-on training in various areas of the Vancouver Police. Program began June 2nd, 2014.

06.02.2014

ACCESS Programs

08.2014

Up and coming Aboriginal artist, Cody Lecoy, exhibited his Lions Gate Bridge at UBC Museum of Anthropology Native Youth Programme's "Claiming Space: Voices of Urban Aboriginal Youth" exhibit. The UBC Museum of Anthropology Native Youth Programme is a summer student project of ACCESS.



ACCESS Building Service Worker Program

03.12.2014



Over 50 participants and supporters of the ACCESS Building Service Worker program gathered on March 12, 2014 at the Firehall Arts Centre to celebrate another successful year. Sixty-four people participated in the training this year and over 68% have been placed into employment



ACCESS Trades
Marine Fitter Program

ACCESS Trades was pleased to be invited by BCIT and the Industry Training Authority to partner in the first delivery of the Marine Fitters Program in the Province of BC. Fourteen students from the Metal Fabrication Program entered the program and were successful in completing.

03.2015

Employment Assistance Services (EAS)

Employment Assistance Services re-launched the new and improved ACCESS Job Gateway in December 2014. This is an online job board where employment opportunities can be posted to the Aboriginal community, and it is free to both job seekers and employers. The ACCESS Job Gateway is located at www.accessfutures.com/jobs/.

12.2014



ACCESS Trades

ShipShape Conference & Workshop

On March 2 and 3 2015, in partnership with Aboriginal Affairs & Northern Development Canada, ACCESS Trades hosted the 'ShipShape' Conference and Workshop for Front-line Workers. This conference and workshop gave front line workers, who provide services to the Aboriginal community, the knowledge to assist their clients in gaining long-term employment in the marine industry.

03.2015

The event was supported by 21 Industry Partners including Seaspan ULC, British Columbia Institute of Technology, and the Industry Training Authority. Presentations by the Marine Unions, Training Institutes, the Industry Training Authority and Marine Employers provided much insight into the skills and attitude our Aboriginal job seekers need to attain high paying and rewarding careers in this industry.

ACCESS BladeRunners

During this past year ACCESS BladeRunners representatives were invited to attend and share best practices at two different conferences - May 1, 2014 in Gold Coast, Australia and November 18, 2014 in Washington DC, USA.

05-12.2014



ACCESS

ACCESS 2nd Annual Charity Golf Tournament was held again at Country Meadows in Richmond on June 27, 2014. Over 84 golfers took part in the event as well as volunteers and ACCESS staff. The New Relationship Trust team won the 1st place team trophy.

06.27.2014



Essential Skills for Aboriginal Futures (ESAF)

SPF Contract Complete

ACCESS ESAF completed all the deliverables of the three year Skills and Partnership Fund contract with Service Canada. The expected target of 475 clients was exceeded by 86 resulting in a total of 561 Aboriginal clients receiving literacy and essential skills programming with increases in both employment and training outcomes.

12.2014

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 East Side, East Vancouver, and Surrey – all regions that have large Aboriginal populations. ACCESS Employment Assistance Services 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

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Success Story

Hello, my name is Michelle Parent. I was born and raised in East Vancouver, BC. I am Métis of French and Cree descent. My family is James Bay Cree from Quebec.

Becoming a nurse was a dream of mine for a long time. Reaching this goal has opened up windows of opportunity and has made a brighter future for my daughter and me.

I always wanted to be a nurse and being a single mother, it was a difficult road with many struggles. This was an opportunity to be a good role model for my daughter. I wanted her to know that she can do anything she puts her mind to. With hard work and perseverance, I received the Aboriginal Achievement Award, then graduated from the Practical Nursing Diploma Program at Vancouver Community College. I went on to write my license and am now working in both acute care (hospital) as well as a community nurse in the Downtown Eastside.

I am very grateful for the support ACCESS has given me. By assisting me with funding for my diploma and the licensing fee with the College of Licensed Practical Nurses of BC, they have helped me attain the career I've always dreamed of. I now have an exciting and rewarding career helping those in need.

*Michelle Parent,
Licensed Practical Nurse*



michelle

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

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.

who are not accepted into other departments' 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, Traffic Control and Serving it Right workshops, and delivering a homework club for youth.



Anita Wilson, ACCESS Employment Centre Employment Counsellor (left) and Patricia Innes, ACE Administrative Support Worker (right) at ShipShape Conference for frontline workers.



Exterior of ACE office at the intersections of Main and Hastings Streets. This location includes a partnership with Open Door Group for the Employment Program of BC.



Vera Hunt, ACCESS Employment Centre Administrative Support Worker (left) and Jennifer McKenna, ACE Employment Counsellor (right)

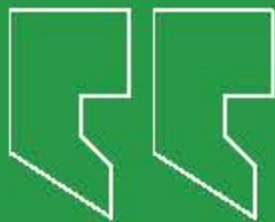
Accountability and Results

In order to ensure accountability and the accuracy of results reported to Service Canada, the Employment Assistance Services department utilizes a client case management database called Accountability Resource Management System (ARMS). ARMS has become the industry standard in British Columbia for uploading results of the Aboriginal Skills and Employment Training Strategy (ASETS) to the Data Gateway, and last year replaced the previous database Contact IV, which was prone to reporting errors and was no longer being supported by Service Canada.

ARMS is used by all EAS sites for reporting results on the ASETS agreement. Each office inputs its own data into ARMS, which is then uploaded to the Data Gateway directly by ARMS support. The Director of Employment Services is responsible for quality control and functions as a database administrator for each office, using the ARMS reporting functions to generate a results report. See graph below for detailed ARMS analysis.

ACCESS Fiscal Year 2014/2015 Cumulative Year End Results

	ACCESS	ACE	UNYA	ATEC	Totals
Total Active Clients Served	1029	502	514	392	2437
Total Intervention Completions	864	326	179	396	1755
Total Clients Employed	274	99	48	146	567
Total Clients Return to School	86	4	18	37	145
EI Unpaid Benefits					\$282,957 as reported by the ASETS web site for period 12
Non-EI SAR Savings					\$469,245 as reported by the ASETS web site for period 12
Persons with Disabilities - Total Active Clients Served	78	86	12	43	219
Persons With Disabilities - Employed	12	10	5	9	36
Persons With Disabilities - Interventions Completed	62	55	9	39	165
Youth - Total Active Clients Served	515	197	507	207	1426
Youth - Employed	121	45	47	66	279
Youth - Interventions Completed	400	129	174	214	917
Youth - Return to School	50	2	18	25	95



" The Aboriginal Cadet Program was the best work experience I have ever had. I've grown a lot this summer because of the Cadet Program, and have learned a lot about what policing is about. I've also been blessed to learn life lessons that I'll carry with me for the rest of my life."

*Rose-Maria Wasnick
Aboriginal Cadet Program Participant*

" This was truly an invaluable opportunity that I appreciated from start to finish."

*Michael Robert Thomsen
Aboriginal Cadet Program Participant*



Participants of the Vancouver Police Department Aboriginal Cadet Program from left to right, Michael Thomsen, Rose-Maria Wasnick, and Jesse Crookes.

employment

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:

Aboriginal Training and Employment Cooperative (ATEC) – ATEC is a collaborative and mutually supportive venture of four organizations that conduct operations and provide employment and training services to Aboriginal clients from a shared location in Surrey. ATEC partners include ACCESS, SASET, MNBC and the Surrey BladeRunners program.

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.

Employment Program of B.C (EPBC) – The Employment Program of BC is a provincial initiative supported by the Ministry of Social Development & Social Innovation. It includes self-serve job search services, as well as client needs assessment, case management and other employment service options for those needing more individualized services to prepare for, find and maintain sustainable employment. ACCESS has partnered with fifteen independent Work BC Employment Service Centres covering catchment areas in the Lower Mainland to provide specialized services to Aboriginal clients who have been identified for referral based on eligibility criteria. The Director of Aboriginal Connections to Employment (ACE) manages the EPBC contracts and staff.

City of Vancouver (COV) – Situated in the heart of the Downtown Eastside, the ACE location on the northeast corner of Main and Hastings Street is the result of a partnership between ACCESS and the City of Vancouver. The former Bank of Montreal building and later Four Corners Community Savings location is strategically located within a community where 10% of Vancouver's Aboriginal population call home. The agreement between the city and ACCESS bestows managerial responsibilities of the building to ACCESS and allows ACE to provide employment services that are complimentary to existing initiatives and programs in the community.



Staff of ACCESS Employment Centre and Vancouver Aboriginal Friendship Centre Society wear pink shirts in support of Anti-Bullying Day.



Aboriginal Training & Employment Cooperative Office



22

ACCESS

trades

daniel

SUCCESS STORY

Daniel Carpenter First Year Welding Apprentice with Seaspan ULC

For 21-year-old Daniel Carpenter, trades training is opening up a new world of opportunity. Daniel, who is a member of the Heiltsuk First Nation, is just starting a new job as an apprentice welder at the Seaspan shipyards in North Vancouver.

Daniel applied for and was successful in being accepted into the ACCESS-BCIT Welding program. Daniel was a terrific student and graduated top of his class.

From the beginning his goal was to be employed by Seaspan.

As he works towards his Red Seal certification and becoming a fully qualified, journeyman welder, Daniel says working at a skilled trade has been life-changing. "I was lost in where I was going," says Daniel of his life before taking trades training. "Now I have a well-paying job and I'm looking forward to a rewarding, long-term career close to home."



G. Herman, J. Whitworth, Daniel, K. Kinloch, J. Webster - ShipShape Conference & Workshop



North Vancouver BC MLA Naomi Yamamoto with Kendal Trout, Metal Fabrication Apprentice; Daniel Carpenter, Welding Apprentice; Brian Proctor, Metal Fabrication Apprentice. These three apprentices along with two others, Steve Senyk and Jordan Harper, were hired by Seaspan ULC as first year apprentices. Their training was funded through the Federal SPF and the Province of BC.

Introduction

ACCESS Trades offers the urban Aboriginal community an 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 471 apprentices and journey people in 32 different trades. Fifty-four people have already achieved Red Seal or 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. In the last year we have focused on the projected shortage of skilled trades' people in the marine industry.

Through the National Shipbuilding Procurement Strategy, Seaspan ULC was awarded 11.5 billion dollars in contracts to build non-combat ships. This award will create 5,000 direct and indirect jobs on the south coast of BC. ACCESS has been hands-on in training Aboriginal men and women for employment with Seaspan and other shipyards. The marine industry is projected to provide thirty years of employment with current contracts alone and this does not take into consideration other new construction and ship repair.

ACCESS Trades is also experiencing a big demand locally for workers in commercial and residential construction. Many of our graduates work for local contractors in carpentry, metal fabrication, welding, electrical, and plumbing.

Pipefitting graduates capitalized on the opportunities in the Alberta Oil fields during 2014 gaining experience and hours toward their Red Seal certification in steam fitting.

The International Boilermakers also estimate a shortage of workers in the boilermaker trade.



Boilermakers 2014

Over the last two years we sponsored two Boilermaker foundation programs. The most recent group graduated in December and trainees are already apprenticed by 359 and dispatched to job sites throughout BC.



John Webster piloting simulator at BCIT marine campus

Partnerships

ACCESS Trades has strong partnerships and ties to industry. These partnerships have provided our clients with quality skills training and employment with our employer partners. Our partnerships are key to the ongoing success of our trainees.

ACCESS Trades partners with the Industry Training Authority of BC 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 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.

During 2014-15 Seaspan has been a major partner with ACCESS. Seaspan has two Shipyards; one located in North Vancouver and the other in Victoria BC. In addition to the work generated by the NSPS there will be ship repair and other new construction in both yards. Seaspan is also strongly committed to diversity and support hiring skilled Aboriginal workers. At this time Seaspan has hired one ACCESS Aboriginal trainee as a welding apprentice Level I and six others are being interviewed for positions as metal fabricators. We look forward to continuing our work with Seaspan.

Meridian Marine hired four Aboriginal metal fabricator apprentices from the ACCESS program. Meridian is also committed to hiring more Aboriginal apprentices.

Other employers who have hired ACCESS apprentices include; Beedie Group, Industrial Steel Manufacturing, Raute Industries, Techon Construction, Marcon Metal Fab, Whitemud Ironworks, Sicom Industries Ltd, CMJ Sheet Metal, William Kelly & Son's, Alstar Oilfields, Nelcan Electric, Phoenix Industrial, Canron, All West Electric, Armaur Electric, and Sterling Crane, to name a few.

Union partners who made strong commitments to ACCESS trades are Boilermakers Lodge 359 and 191; Marine & Shipbuilders Local 506, Marine Workers and Industrial Boilermakers Local 1, UA PIC 170, Machinists Lodge 692, IBEW 213, and CMAW.

Coast Salish Employment & Training Society on Vancouver Island has partnered with ACCESS on the marine industry initiative to provide our respective clients training for the shipbuilding and related industry. We are pleased to note this partnership will continue into the 2015-16 fiscal year.

ACCESS offers in house Essential Skills (ESAF) upgrading to all trainees attending group foundation programs, we also partner with Skill Plan BC to provide essential skills upgrading and tutoring to our trainees in individual seat purchases.



Marine Fitter Program



Announcement at Seaspan by Aboriginal Affairs and Northern Development Canada announcing funding for ShipShape Conference and four other projects.



Accountability and Results

The following is a summary of programs delivered in 2014-15.

During 2014-2015 ACCESS partnered with the British Columbia Institute of Technology and UA PID to deliver seven accredited trades programs; Boilermakers foundation, Welding foundation (2), Welding B, Carpentry foundation, Metal Fabrication Foundation, Metal Fabrication year 2, Marine Fitter Foundation, and sheet metal foundation.

The following is a summary of programs delivered in 2015-16 and results are reflected as of March 31 2015. Some programs ended close to year end and students were still in assisted job search.

Program	Recruited	Completed	Employed
Boilermakers	16	13	13
Welding (2)*	32	30	10
Carpentry	12	7	5
Metal Fabrication	16	13	12
Marine Fitter	14	14	12
Sheet Metal	13	9	9

Apprenticeships generally take four or more years to complete and we believe the success of trades training cannot be measured on short term results. Because apprenticeship is a long term commitment, ACCESS Trades mentor our trainees for the full term of their apprenticeship and until they achieve journey status in their trade. The table is a snapshot of the ongoing progress of our apprentices and journey people. ACCESS Trades apprentice continuation rates are an important measure of results.

Apprentices and Journey People as of March 31 2015

Trade	Level I	Level II	Level III	Level IV	Level C	Level B	Level A	CFQ	Red Seal	Total
Automotive Collision Repair	0	2	0	0	0	0	0	0	1	3
Automotive Glass Technician	0	0	0	0	0	0	0	1	0	1
Automotive Refinishing Technic	0	3	0	0	0	0	0	0	1	4
Automotive Service Technician	1	1	0	0	0	0	0	0	2	4
Boilermaker	14	8	0	0	0	0	0	0	0	22
Bricklayer (Mason)	5	1	0	0	0	0	0	0	0	6
Carpenter	39	23	19	10	0	0	0	0	13	104
Diesel Engine Mechanic	0	0	0	1	0	0	0	0	0	1
Electrician	10	8	1	2	0	0	0	0	3	24
Floor Covering Installer	0	0	1	0	0	0	0	0	0	1
Glazier	1	0	1	0	0	0	0	0	0	2
Heat & Frost Insulator	0	1	0	0	0	0	0	0	0	1
Heavy Duty Mechanic	0	0	0	0	0	0	0	1	0	1
Industrial Mechanic (Millwright)	1	0	1	1	0	0	0	0	0	3
Ironworker	2	1	0	0	0	0	0	0	0	3
Joiner	0	2	0	0	0	0	0	0	3	5
Locksmith	1	0	0	0	0	0	0	0	0	1
Machinist	9	3	1	0	0	0	0	0	1	14
Marine Fitter	14	0	0	0	0	0	0	0	0	14
Metal Fabricator (Fitter)	13	16	11	3	0	0	0	0	1	44
Mobile Crane Op -80T	6	1	0	0	0	0	0	0	0	7
Painter & Decorator	1	3	0	0	0	0	0	0	0	4
Plumber	21	9	5	8	0	0	0	0	18	61
Professional Cook	15	4	0	0	0	0	0	0	2	21
Refrigeration Mechanic	0	1	0	0	0	0	0	0	0	1
Reinforcing Steel Installer	0	1	0	0	0	0	0	0	0	1
Scaffolding	1	0	0	0	0	0	0	0	0	1
Sheet Metal Worker	11	6	1	0	0	0	0	0	1	19
Sprinkler System Installer	3	2	0	0	0	0	0	0	1	6
Steam fitter	17	0	1	4	0	0	0	0	3	25
Truck & Transport Mechanic	1	0	0	0	0	0	0	0	0	1
Welder	30	0	0	0	17	14	3	0	2	66
Total	216	96	42	29	17	14	3	2	52	471



Welding Graduation



Crane program at BCIT



BCIT Boilermaker Instructor
George Velonis



Success Story

Samantha Williams, a young First Nation's woman from Cheslatta Carrier Nation solidified her long time passion to become a welder during the career exploration phase of the ESAF Employment Training Competency (ETC) program. Even under adversity and hardships she maintained perfect attendance, an excellent attitude and demonstrated a deep commitment to attaining her goal. Long story short, several months after she completed the ESAF program ACCESS Trades was interviewing students for a Welding foundations course at BCIT. ESAF notified Sammy and she jumped at the opportunity. With her new group she was back at ESAF for the 8 week Trades preparation program; then off she went to BCIT.

Sammy's Story

"I have always been fascinated with all the different metals and becoming a welder was definitely something I desired. I didn't think I could make it though, it seemed to be nothing but a distant dream. Before ESAF, I was at a point of complete discouragement and felt like all I could do was live on the bare minimum of welfare or dead-end day to day jobs. Nothing was happening, everything was going down: my memory, confidence, health, attitude, motivation, and choices. I felt like a-nobody with nothing. When rock bottom hits it's hard and it's even harder to think positive and make positive choices at rock bottom.

One day I got a call from ESAF and was asked if I was still interested in welding that there was a welding program happening, I took that opportunity immediately! I had to go through more than one interview for the course, but it didn't stop me. This is one of the awesome things about the ACCESS staff, they don't forget anyone who's been through any of their courses. They keep tabs on everyone and what their desires and goals are, it's remarkable how much ACCESS can help. Honestly, I wouldn't be where I am today if it wasn't for Cori, Heather, Patricia, and definitely Ivan.

Sometimes there are some misses before the hit, just remember not to give up over something that can be fixed. Time and effort will get you what you're looking for. Thanks to everyone at ACCESS, my dream has become a reality, I am a very happy certified and ticketed Welder who's ready to weld!



ESSENTIAL SKILLS FOR

aboriginal futures

Introduction

Our award-winning approach 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 towards their dreams. It is with integrity, creativity, compassion and enthusiasms that 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 9 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.
- Structure of Intellect (SOI) - - This assessment measures the clients' developed and undeveloped cognitive abilities and allows staff to pinpoint how an individual learns.

samantha



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 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 focuses on targeted skill development required for employment in various occupations. The ESAF Essential Skills programming provides a meaningful foundation for all learners no matter which direction they go into the workforce.

By staying current with the labour market we are able to identify that within BC there is a growing demand in tourism, the service industry and the large industry projects: liquid natural gas, ship building, mining, roads and construction. All these opportunities combined with the rate of retiring baby-boomers makes for the perfect storm of employment openings for skilled workers. ACCESS ESAF responded directly to the market industries through partnering with employers, local training institutions and ACCESS Trades. ESAF developed curricula and delivered customized training using a combination Essential Skills and specific skill sets identified for each sector. ESAF customized the curriculum to fit the learning gaps of the students and prepared them for employment and training success. The labor market sectors targeted over the year included: hospitality and banquet serving, welding, boilermakers, sheet metal, carpentry and metal fabrication.



Lois Clemah, Latisha Leo and Selma Thevarge

Accountability and Results

Essential Skills Based Programs

Over the course of the year ESAF delivered a total of 16 Essential Skills programs; 7 Youth programs, 1 Employment and Training Competency program, 1 Job Club Career Exploration, 2 Employer Partner programs and 5 Math preparations for trades programs. Participant results: 196 started, 176 completed, 73 employed and 75 onto further training.

ACCESS ESAF successfully completed a three year agreement with Service Canada Skills and Partnership Fund (SPP). The contract included the development and delivery of essential skills programming:

Employer Partner Program –the goal of this program was to engage employers into partnership for the purpose of interviewing, training and hiring Aboriginal people into their workforce.

Employment Training Competency - The objective was to develop and deliver a literacy and essential skills enhancement and employability model designed to meet the learning needs of learners with skill levels below their employment and training goals.

Essential Skills Intro - The objective of this project was to create an essential skills awareness and assessment and numeracy skills for at-risk youth prior to their technical skills training.

Employment Essentials Job Club - The objective of this program was to develop an essential skills based job search program for unemployed Aboriginal clients. The success of this project lead ESAF to incorporate job search strategies into all the other intakes; therefore, all participants throughout this process benefited.



Welding Graduation

Employment Essentials Career Exploration - The objective of this project was to develop an essential skills based career decision-making program where learners were guided towards researching employment and training opportunities assessing individual skills and interests resulted in informed career decision making and goal setting.

Employer Contribution Survey – The goal was to develop and conduct an Employer survey to attain information about the partnerships and to ascertain the feasibility of charging a fee for services or the possibility of monetary contributions from each employers. Of those Employer Partners who responded to the survey 100% were satisfied with the services ACCESS ESAF provided. Many commented regarding the benefits to both their organization

and to the program participants as well as their appreciation of ESAF staff. With regard to a 'fee for service' 36% indicated they would; 54% indicated they would not; and 10% were uncertain.

ESAF ETC Model - The goal of this project was to develop and distribute an ESAF ETC Program Manual and DVD. ESAF produced a high definition 17 minute video and a highly artistic and visually attractive 48 page magazine style manual, along with over 100 pages of detailed electronic and printable manual materials that an organization would need to start up an ETC program. The tool is called "FULL ACCESS" 500 copies were disseminated, through: National conferences, community forums and web sites and available on the ACCESS website accessfutures.com.



ESAF Staff

"The City of Surrey is one of the most diverse municipalities in Canada. The City continually aims to create a workplace that is both welcoming and inclusive for all people, through understanding, respecting and valuing individual differences. The ACCESS ESAF program provided an opportunity for the City of Surrey to broaden its knowledge and reach out to and connect to the aboriginal community to build a bridge to employment opportunities. The City of Surrey appreciates the opportunity to work with the ACCESS ESAF team over the past years. As a direct result of working together, we were able to identify and hire qualified applicants for several City of Surrey jobs. We look forward to enhancing our partnership going forward. Thank you ACCESS for the support you provided to the City."

Lana McKay,
Human Resources
City of Surrey



Overall ESAF SPF Agreement Numbers:

Number of Clients	# to Start	# to Complete	# to Employed	# to Training
Expected Results	475	402	131	244
Results Achieved	561	528	193	288
Targets Exceeded by	86	126	62	44
Percentage Achieved	118%	131%	147%	118%

Accountability and Results

April 2014 - March 2015	# Programs	# Start	# Complete	# Employed	# Training
Youth Assessment	7	78	72	52	5
Employment and Training Competency	1	7	6	7	1
Job Club Career Exploration	1	7	5	2	0
Employer Partner	2	31	24	12	0
Numeracy for Trades	5	73	69	0	69
ESAF Program Outcomes	16	196	176	73	75



Jolene Johnson

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.



Testimonial Shantelle Wood Boilermaker.



Samantha Williams Graduation





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SUCCESS STORY

Burton Morgan is a 29 year old member of the Gitksan Nation of Northern BC. He grew up on reserve and was 'bounced back and forth' between his separated mother and father. During his early childhood, he experienced physical and emotional trauma, much of it due to family alcohol addictions. He moved to Vancouver with his mother at 15 years old but unfortunately, the mistreatment continued as his mother was still struggling with alcoholism since she was a survivor of residential school.

Like many kids, with little or no family support, he quit school by grade 9. By the time he was 20 years old, he was a single father of a little girl. Despite obvious difficulties of being a single dad, there was never any doubt that he would raise his child. Many challenges confronted him as a single father and the primary one was how to earn a living while at the same time, caring full-time for his little girl. As a result, he drifted from one low skilled, low paying labouring job to another and worked only when he could find dependable care for his child.

Throughout all of this, Burton knew that he would need more training in order to obtain better jobs to provide a stable environment for his child. He eventually returned to school (Native Education College) and completed grades 10 and 11. In April 2014, he discovered BladeRunners. Upon completing BladeRunners training, he obtained a Perfect Attendance bonus for never missing a day and proudly states that he "was never late". BladeRunners provided him with industry recognized certificates including First Aid Level 1, WHMIS, Confined Space Entry, Fall Protection and many others.

During his BladeRunners training, he expressed an interest in learning a trade and was directed to ACCESS Trades by his BladeRunners Coordinator. He enrolled in Metal Fabrication Foundation training through BCIT, graduating in November 2014 following which he was offered a seat in ITA's pilot apprenticeship, Marine Pipe Fitters program. He completed that program in December, 2014 and secured a job as a saw operator with White Water West Industries in Richmond. He has worked there full-time ever since and is hoping that they will apprentice him in 2016. His ultimate goal is to provide a better, more stable life for his daughter - something that he never had.

bladerunners

PROVINCIAL AND ACCESS

Introduction

BladeRunners began in 1994. That year, General Motors paid \$18.5 million to name the arena GM Place. The new home of the Vancouver Canucks was also to be the first worksite of 25 at-risk youth from the streets of Vancouver's Downtown Eastside. They were hired to work on the site as entry level labourers and were the first participants 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 possessed, 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. The Aboriginal Community Career Employment Services Society (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 70 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:

- 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
- 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
- Pro-active relationship between those delivering BladeRunners locally and the business community thereby building understanding and securing job opportunities for the youth
- 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.



Tom Galway addresses attendees of BladeRunners 20th Anniversary celebration at Rogers Arena



BladeRunners participant, Johnson Wilson on the job site



Senior BladeRunners participant Peter Sinclair on the job



BladeRunners in training from right to left Bonnie Ahpay (First Aid Attendant), Scott Singh and Darcy Nahanee

Provincial BladeRunners 2014-2015

ACCESS is the primary manager of the BladeRunners Program for the Province of British Columbia. We manage 22 Aboriginal and non-Aboriginal agencies (sub-agreement holders) under three contracts in the Lower Mainland, Vancouver Island and Coastal and Interior Mainland. Please see the following table for the list of agencies operating under ACCESS contracts as well as the results that they achieved during this last fiscal year:



Lower Mainland

Delivery Agent	Delivery Region	Youth Trained
ACCESS BladeRunners	Metro Vancouver	155
Intersections Media Opportunities for Youth Society (IMOYS)	Vancouver	54
John Howard Society Lower Mainland (JHSLM)	Abbotsford	38
Pacific Community Resources Society (PCRS)	Surrey	72
Stó:Lō Aboriginal Skills Employment & Training (SASET)	Surrey, Chilliwack, Abbotsford and Mission	107

Vancouver Island

Delivery Agent	Delivery Region	Youth Trained
Central Vancouver Island Job Opportunities Building Society (CVJOBS)	Parksville	12
Coast Salish Training and Employment Society (CSETS)	Duncan - Mid and South Island	94
John Howard of Victoria, (JHS)	Victoria	118
Laichwiltach Family Life Society (LFLS)	Campbell River	33
Nanaimo Youth Services Association (NYSA)	Nanaimo, Ladysmith, Courtney and Comox	181
North Vancouver Island Aboriginal Training Society (NVIATS)	Campbell River - North Island	38
Nuu-ehah-nulth Tribal Council (NTC)	Port Alberni - West Central Island	36

Coastal and Interior BC

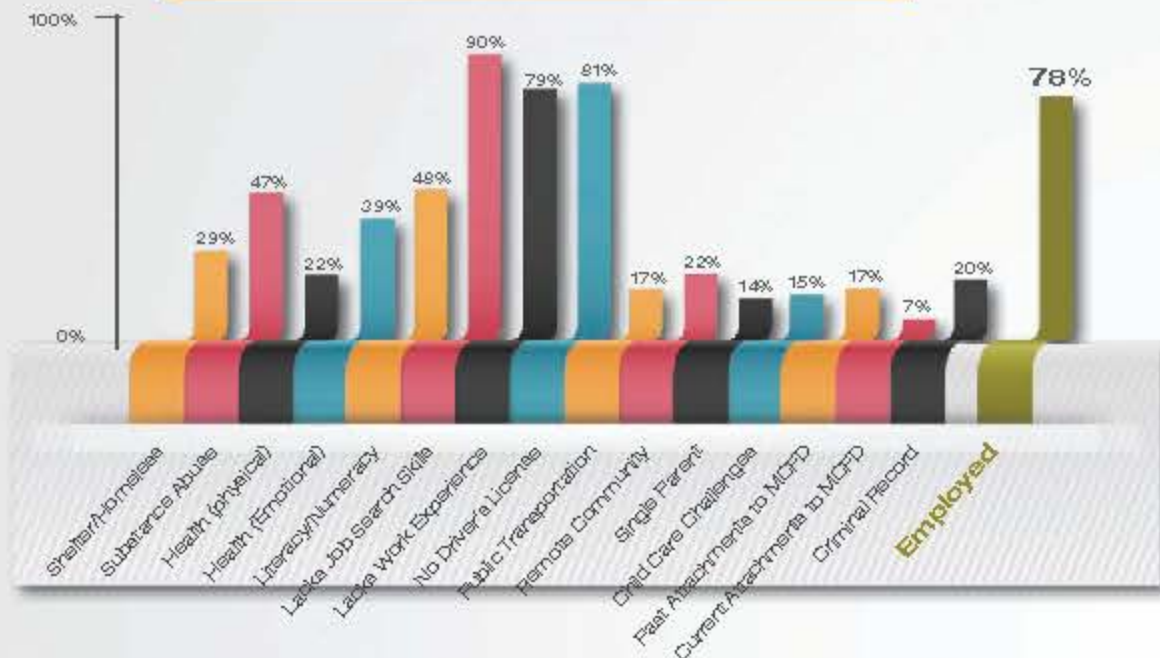
Delivery Agent	Delivery Region	Youth Trained
Cariboo Chilcotin Aboriginal Training Employment Centre Society (CCATEC)	Williams Lake and Quesnel	20
First Nations Employment Society (FNES)	Sechelt, Powell River and Squamish	20
John Howard Society - Central and South Okanagan (JHCSO)	Kelowna	20
John Howard Society - Thompson Region (JHSTR)	Kamloops	37
Lil'wat First Nation (LFN)	Whistler	33
North East Native Advancing Society (NENAS)	Fort St. John - North East	12
Okanagan Training and Development Council (OTDC)	Kelowna - South East	29
Powell River Employment Program Society (PREPS)	Powell River	6
Selkirk College (SC)	Castlegar, Nakusp and Trail	9
Shuswap Nation Tribal Council (SNTC)	Kamloops - Central	18
Tribal Resources Investment Corporation (TRIDORP)	Prince Rupert - North West	48

Total - All Regions

1190

During this year, ACCESS and its 22 sub-agreement holders delivered training and support to 1190 participants throughout British Columbia. Despite many of the participants experiencing multiple barriers to employment including substance misuse (47%), emotional health issues (39%) and low literacy and/or numeracy (48%), 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.

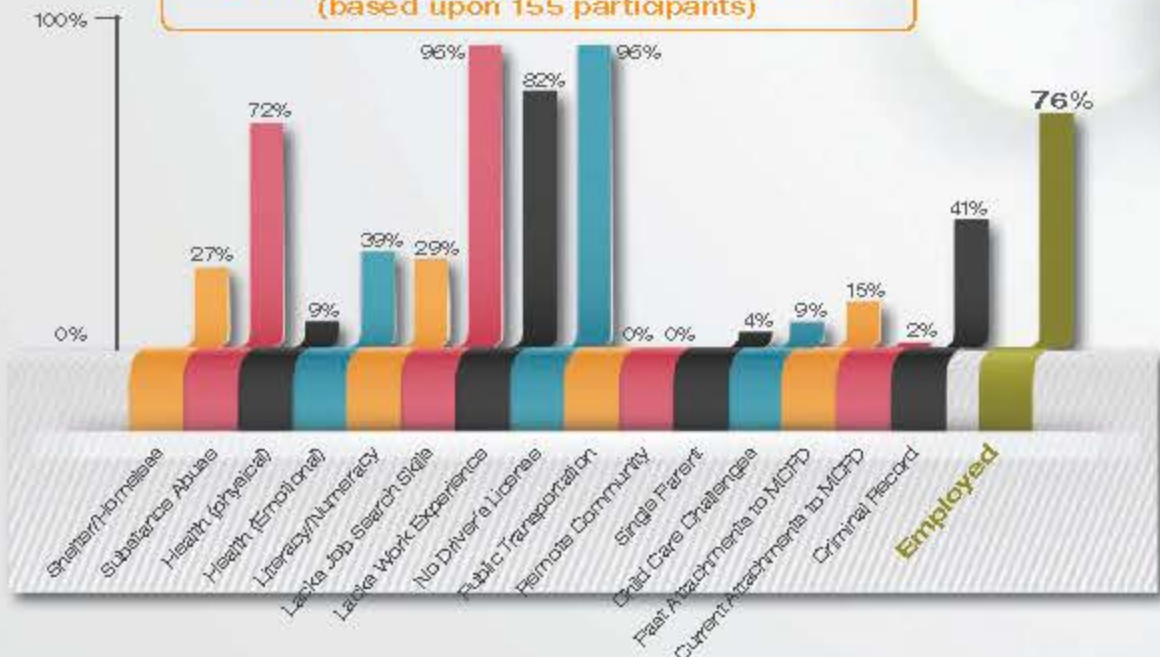
**Barriers to Employment 2014-2015
(based upon 1190 participants)**



ACCESS BladeRunners (Vancouver) 2014-2015

ACCESS BladeRunners delivered training and support to 155 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 72% had a history of substance misuse and 41% 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.

**Barriers to Employment 2014-2015
(based upon 155 participants)**



Building Service Worker Program (Vancouver)

For the last 3 years, the BladeRunners department has managed the delivery of the Building Service Worker Program. ACCESS first partnered with the British Columbia Building Contract Cleaners Association (BCCCA), a membership organization consisting of 86 Vancouver based janitorial companies, in 2012. At the completion of the program in March, 2015, two hundred and fifty nine (259) participants obtained training and were provided with work experience with employers within the building services sector. One hundred and five graduates (143) 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.



ACCESS BSW Program trainee Ariel Agular at his place of work



BladeRunners Staff from left to right- Paulette Seymour, Tom Galway, Peter Nolan, Eddie Taylor, Garry Jobin, Sabrina Cicansky, Chasity Simeon and Brenda Crump

Partnerships

The formation of partnerships with organizations and companies to help us in the delivery of programming and support for our participants has always been one of the core pillars of the BladeRunners program. The following agencies and companies, represented by their logos, comprise some of the partners that contributed to the success of the BladeRunners program during 2014-2015.



Funding provided by the Government of Canada through the Canada-British Columbia Job Fund

ACCESS

programs

Oversees ACCESS-funded training projects

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 2014-2015, 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 Native Youth Program
- Vancouver Aboriginal Friendship Centre Summer Day Camp Program
- Native Education College
- Ustlahn Social Society
- Canadian Aboriginal AIDS Network
- Circle of Eagles Lodge Society
- Aboriginal Tourism BC
- Nicola Valley Institute of Technology, Burnaby Campus
- Helping Spirit Lodge Society (HSLs)
- Aboriginal Mentorship and Training Association
- BC Metis Federation Society



UBC Museum of Anthropology Native Youth Program with student Tyson Hall giving a tour at exhibition *Claiming Space: Voices of Urban Aboriginal Youth*



Success Story

Carmen Lockhart

Summer Student Employment Program –
UBC Museum of Anthropology Native Youth
Programme

"Through NYP, I have been able to meet some amazing people, had some incredible and memorable experiences, and have learnt so much about not only my culture, but also about those around me, and myself. I am forever thankful to Pam Brown, who has kept this program up and nurtured it, and to ACCESS who help fund this program to keep it running. This is a special program, one of a kind, and it is one that I hope will keep running, so that future youths can experience something similar to what I have."

Carmen Lockhart is eighteen years old and is half Japanese and Métis. She attended UBC for her first year of post-secondary studies and studied music, Latin, and creative writing. She grew up in Vancouver, Musqueam Territory. Her goals for the future are to attend post-secondary, go on a study exchange overseas, travel, and to ascertain that she does want to pursue a career in education.

She heard about the Native Youth Program through the Aboriginal worker at her school. Carmen grew up knowing mostly her Japanese side, and as she grew older she became more interested in her Métis ancestry. She has been part of the Native Youth Program as an intern for 3 years, and since joining, she has utilized the Xwi7xwa Library at the First Nations House of Learning, where she borrowed language and poetry/story books, as well as the Urban Native Youth Association, where she made her first drum and drumstick and participated in some of their programming.

Carmen believes that one of the benefits of the NYP is that it boosts self-confidence and raises a youth's self-esteem as a whole through its warm and accepting community. Another positive impact for her is that youth are exposed to various opportunities that they otherwise wouldn't be and it introduced them to various careers and programs, which may help them in future endeavours.

40

carmen



Native Youth Program

Pre-Employment/Employment Bridging Programs

Helping Spirit Lodge Society: Empowerment to Employment Program

The Breaking Ground: Empowerment to Employment Program is a 12-week life skills and mentorship program designed to facilitate financial independence for Aboriginal women through moving away from income assistance by obtaining work or entering an education program. The program includes an intensive six-week practicum. The goal of the Program is to empower Aboriginal women who face multiple barriers to successfully find employment or suitable educational pursuits. Participants continue to receive ongoing support and mentorship after completing the program.

Circle of Eagles Lodge Society: Anderson Circle Pre-employment program for Men and Women

This job readiness/pre-employment program and weekly volunteer work program are for those men and women who may have had conflict with the law and for other community members who may have little or no educational background and work experience. The program includes certificates and training in Traffic Control (Flagging), WHMIS, Confined Space Awareness, Construction Safety Training, First Aid, Forklift and Bob Cat Operation, Serving It Right, Fall Protection, and Food Safe. Some of these certificates are solely for men while the women's program is directed more toward administrative and hospitality industry.



COELS class takes healthy cooking course

Skills Enhancement Program



NEC ATO students at Stanley Park (left) and Squamish-Lil'wat Centre tours (right)

Native Education College Tourism Operations Certificate Program:

This eight-month program offered students the skills and knowledge to seek employment in the tourism industry. Graduates are trained for positions in cultural tourism, ecotourism and many other entry level positions in the tourism and hospitality industry. Ten students completed this program.



Native Education College Home Care Assistant Program:

This program prepares participants as front-line health care providers in a variety of community and institutional care settings such as home support agencies, adult day care, assisted living, complex care, and residential care facilities. Students received two months of practicum at the end of their training. All six student graduates continued on to complete two post-HCA courses in the mental health areas.

NEC Home Care Assistant students on practicum at St. Vincent's Langara Residential Care Facility



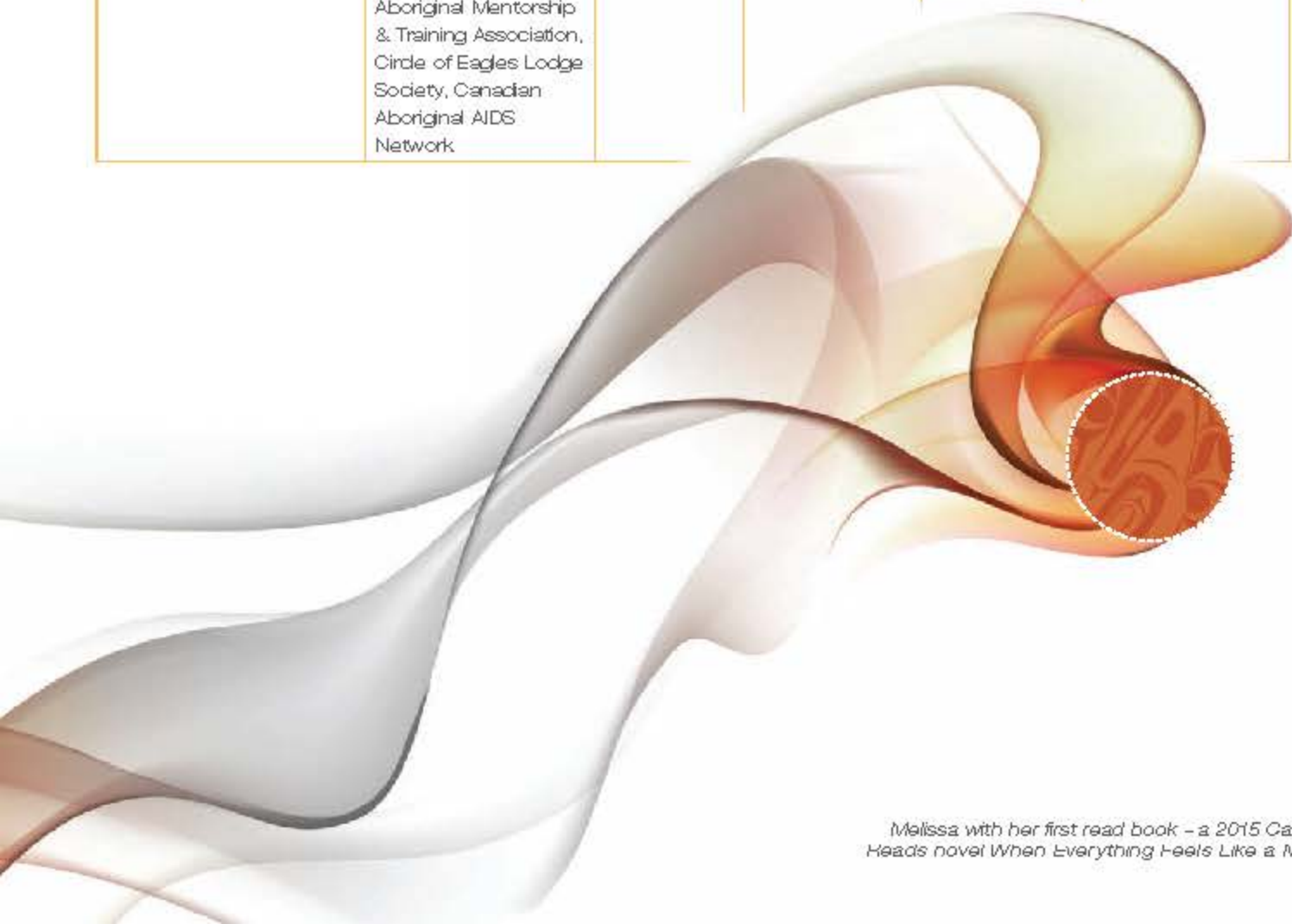
Partnerships

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 28 different partners.

Accountability and Results

Name of Project/ Program	Partner	Number Targeted	Number Completed	Results: Employed	Results: Onto Further Education
Aboriginal Tourism Operations Program	Native Education College	10	8	4	1
Home Care Assistant	Native Education College	11	6	2	6 onto post-HCA courses
Breaking Ground Women's Employment Bridging Program	Helping Spirit Lodge Society	34	22	9	11
Pre-employment Program	Circle of Eagles Lodge Society	38	26	14	7
11 Summer Student Employment Projects	UBC MOA, Vancouver Aboriginal Friendship Centre Society, Ustahn Social Society, Aboriginal Tourism BC, Metis Federation Society, Nicola Valley Institute of Technology, Helping Spirit Lodge Society, Aboriginal Mentorship & Training Association, Circle of Eagles Lodge Society, Canadian Aboriginal AIDS Network	19	19	0	19



Melissa with her first read book – a 2015 Canada Reads novel *When Everything Feels Like a Movie*





URBAN SPIRIT foundation 46

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 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 include 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 that 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:



USF President
Susan Tatooch

Vancouver Aboriginal Friendship
Centre Society



Vice-President
Jerry Adams

Circle of Eagles Lodge Society



Secretary-Treasurer
Stewart Anderson

Vancity Savings Credit Union



Director
George Chow
Community Member



Director
Ross Ramsey
Ross Ramsey Associates
Limited



Director
Merv Thomas
Canadian Aboriginal AIDS
Network



Director
Tabitha Geraghty
Helping Spirit 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

Urban Spirit Foundation had a very busy and exciting year in 2014-15. The year began with scholarship presentations, short term assistance activities, the second charity golf tournament, football and hockey raffles, "Giving Tuesday" lunch and bake sale, the first USF donor recognition event and ended with the two Aboriginal Wellness Events.

ACCESS/USF Second Annual Charity Golf Tournament

The second annual charity golf tournament that ACCESS and USF organized for the benefit of USF was very successful. The event was held at Country Meadows Golf Course in Richmond, BC on June 27, 2014. Eighty-four 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, fundraisers such as the popular silent auction, and all



Jason and Dave of NEC enjoying their golf day

were treated to a delicious evening buffet with relaxing background classical music by violinist David Rabinovich. A USF scholarship award recipient, Rae-Ann Lebrun, shared her personal and educational success story.

A third annual tournament is planned for Friday, June 26 at Country Meadows. We anticipate even greater success at that tournament which is one of USF's largest fundraisers of the year.



First place team trophy.



The 2nd Annual Charity Golf Tournament was won by New Relationship Trust team.



Golfer John Webster

Giving Tuesday Fundraiser – A Canada Wide Charity Fundraising Event

Larry Webster, ACCESS Trades Coordinator volunteered his services at the 2014 USF Giving Tuesday fundraiser at head office. The ACCESS head office won 1st prize trophy for raising the most funds for the Giving Tuesday Initiative on December 2, 2014.



Larry Webster at 2014 Giving Tuesday fundraiser

USF Recognition Event

Urban Spirit Foundation held a Donor Appreciation Event on February 26, 2015 at the Heritage Hall. The wine and appetizer event was an opportunity to thank donors for their ongoing support of USF. People were recognized by their levels of contribution and were presented with Aboriginal prints starting with the Frog level (\$1,000-\$4,999),

Wolf (\$5,000-\$9,999) and Killer Whale (\$10,000-\$49,999). Thirty-eight donors received recognition awards from 2007 to March 2015. Two students of past ACCESS programs related their student success stories, Jennifer Haggerty and Chase Panterbone.



Jerry Adams presents Killerwhale print to Calvin Fong of Vancouver Foundation



Jerry with Angie Poirier of Scotiabank and Wolf print



Chase Panterbone second student speaker



George Chow presents Frog print to Francesca de Bastiani



ACCESS student Jennifer Haggerty and Lynn White, MC



I like that wellness is being made accessible for the community.

I felt the event is a real gift to the public in many ways, especially in allowing participation of aboriginal and non-aboriginal people. The participants were so grateful for the event and all the practitioners were so happy to be there. This is a unique event and it would be great to see these more often.



Aboriginal Wellness Events

USF was involved with the Aboriginal Wellness Events that occurred in Metro Vancouver with funding from BC Aboriginal Association of Friendship Centres and ACCESS from January to March, 2015 at the Vancouver Aboriginal Friendship Centre. Nearly 500 Aboriginal and non-Aboriginal people attended the events. The event offered keynote speakers, free health

and wellness services and workshops such as nutrition, yoga, beading, medicinal salve making, massages, energetics, bodywork, reflexology, haircuts, makeovers, and readings to help people with stress, nutrition, lifestyle wellness, residential school/reconciliatory healing, and involvement in cultural activities.



Keynote speaker Dr. Maté



Participants take part in chair massages



Dreamcatcher workshop with Rita Lebrun on left



Haircutting and styling with Sameth and Annie

USF Core Programs

Scholarships Awards

Scholarships are provided to secondary and post-secondary Aboriginal students based on achievement. Urban Spirit Foundation disbursed scholarships to educational entities in 2014 with 6 urban Aboriginal scholarships awarded throughout Metro Vancouver as follows:

Surrey School District



Tyler Dean 2014 USF Scholarship recipient from Surrey School District



Rae-Ann Lebrun 2014 USF Scholarship recipient from Surrey School District

Vancouver School Board



USF Scholarship recipient Francis Lockhart with Lucie Lacailla of USF



Robbie Desjarlais, second Vancouver School Board USF scholarship recipient

Native Education College



Laura Bell 2014 USF Scholarship recipient from Native Education College



Sheldon Martin USF Scholarship Award recipient from Native Education College with Elaine Clare of USF

Short Term Assistance

Back-to-School Backpack Program

Urban Spirit Foundation supports the Vancouver Aboriginal Friendship Centre Children's Back-to-School Backpack Program. 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 Burnaby, New Westminster and Surrey areas.



Children's Christmas Program

USF contributes towards gifting to the Children's Christmas Program that is held 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 funding sources like foundations and corporations.

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 RR001



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

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



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.

Financial Statements of

Aboriginal Community Career Employment Services Society

Year ended March 31, 2015

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, 2015, 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, 2015, 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 16, 2015
West Vancouver, BC

Aboriginal Community Career Employment Services

Statement of Financial Position

As at March 31, 2015

	2015	2014
Assets		
Cash	\$ 45,561	\$ 206,231
Accounts receivable	2,424,362	2,783,631
Prepaid expenses	83,402	75,563
Tangible capital assets [Notes 2 & 3]	696,012	743,667
	\$ 3,249,337	\$ 3,809,092
Liabilities		
Accounts payable and accrued liabilities	\$ 1,127,004	\$ 1,848,351
Salaries payable	58,879	94,612
Deferred revenue [Note 4]	127,034	98,138
	\$ 1,312,917	\$ 2,041,101
Net Assets		
Invested in capital assets	\$ 696,012	\$ 743,667
Unrestricted	1,240,408	1,024,324
	\$ 1,936,420	\$ 1,767,991
	\$ 3,249,337	\$ 3,809,092

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

Approved by the Board:


Chair


Treasurer

Aboriginal Community Career Employment Services Page 1 of

2 Statement of Operations

Year ended March 31, 2015

	2015	2014
Revenue		
Provincial contributions - Bladerunners Program	\$	\$4,995,215
Federal HRSDC Contributions - ASETS program	3,337,277	3,317,921
	7,874,396	8,313,136
Other contributions		
SPF Essential Skills for Aboriginal Futures	577,467	733,792
FNES Coastal Aboriginal Shipbuilding Alliance	466,667	866,667
Industry Training Authority (ITA)	408,084	297,953
Building Service Worker	271,651	-
BC Contract Cleaners Association	-	376,818
Douglas College Essential Skills for Aboriginal	122,680	-
Employment Program of BC	107,836	94,730
BCAFC Urban Spirit Foundation	60,000	57,100
BCAFC Essential Skills for Aboriginal Futures	60,000	-
Miscellaneous	116,313	109,621
MVUAS Essential Skills for Aboriginal Futures	-	166,750
MVUAS BladeRunners	-	130,008
Province of BC - ATEP	-	150,000
	2,190,698	2,983,439
Other revenue		
Rental revenue - 138 Street, Surrey [Note 5]	196,152	245,745
Rental revenue - 390 Main Street [Note 5]	110,881	84,674
Rental revenue - 681 Columbia Street [Note 5]	15,383	32,533
Property Management Fees [Note 5]	40,918	43,041
Interest	14,920	23,534
	378,254	429,527
Total Revenue	\$ 10,443,348	\$

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, 2015

	2015	2014
Revenue	\$ 10,443,348	\$ 11,726,102
Expenses		
Administration Expenses	800,536	774,864
BladeRunners Program Expenses	4,537,119	4,995,215
ASETS (EI and CRF) Program Expenses	3,458,408	3,323,803
	7,995,527	8,319,018
Other Program Expenses		
SPF Essential Skills for Aboriginal Futures (ESAF)	577,467	733,792
FNES Coastal Aboriginal Shipbuilding Alliance	466,667	866,667
Industry Training Authority	408,084	297,952
Building Service Worker	271,651	-
Douglas College Essential Skills for Aboriginal Futures	122,680	-
Employment Program of BC	107,836	94,730
BCAAFC Essential Skills for Aboriginal Futures	60,000	-
Urban Spirit Foundation	60,000	57,938
Miscellaneous	116,313	108,784
BC Contract Cleaners Association	-	376,818
MVUAS Essential Skills for Aboriginal Futures (ESAF)	-	166,750
MVUAS BladeRunners	-	130,008
Aboriginal Training for Employment Program (ATEP)	-	150,000
	2,190,698	2,983,439
Other Expenses		
Operating expenses - 138 Street, Surrey [Note 5]	196,152	245,745
Operating expenses - 390 Main Street [Note 5]	110,881	84,674
Operating expenses - 681 Columbia Street [Note 5]	15,383	2,806
	322,416	333,225
Total Expenses	11,309,177	12,410,546
Less administration recoveries	991,265	969,584
Net Expenses	10,317,912	11,440,962
Excess (Deficiency) of revenue over expenses	125,436	285,140
Net assets, beginning of year	1,767,991	1,384,738
Prior period adjustments [Note 6]	42,993	98,113
Net Assets, End of Year	\$ 1,936,420	\$ 1,767,991

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, 2015

	Invested in		2015	2014
	Unrestricted	Capital Assets		
Net assets, beginning of year	\$ 1,024,324	\$ 743,667	\$ 1,767,991	\$ 1,384,738
Prior period adjustment	42,993	-	42,993	98,113
Invested in capital assets	(20,500)	20,500	-	-
Excess (Deficiency)	125,436	-	125,436	285,140
Net assets, end of	\$ 1,172,253	\$ 764,167	\$ 1,936,420	\$ 1,767,991

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

Aboriginal Community Career Employment Services

Statement of Cash Flows

Year ended March 31, 2015

	2015	2014
Cash Flows		
From (used by) operations:		
Excess (Deficiency) of revenue over expenses	\$ 125,436	\$ 285,140
Add back non-cash items:		
Prior period adjustment	42,993	98,113
Amortization expense	68,155	69,599
Changes in non-cash working capital:		
(Increase) Decrease in accounts receivable	359,269	(1,668,097)
(Increase) Decrease in prepaid expenses	(7,839)	(11,144)
Increase (Decrease) in accounts payable and accrued liabilities	(757,080)	1,417,960
Increase (Decrease) in deferred revenue	28,896	8,671
	(140,170)	200,242
From (used by) financing and investing:		
Purchase of capital assets	(20,500)	(767,857)
	(160,670)	(567,615)
Net Increase (Decrease) in cash and cash equivalents	(160,670)	(567,615)
Cash and cash equivalents, beginning of year	206,231	773,846
Cash and cash equivalents, end of year	\$ 45,561	\$ 206,231
As represented by:		
Cash	\$ 45,261	\$ 205,931
Petty cash	300	300
	\$ 45,561	\$ 206,231

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

Aboriginal Community Career Employment Services

Notes to Financial Statements

Year ended March 31, 2015

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)(l) 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 6% 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, 2015

3. Tangible Capital Assets

	Cost	Accumulated Amortization	Net Book Value	
			2015	2014
Computer equipment	\$ 79,775	\$ 71,390	\$ 8,385	\$ 21,519
Furniture & office equipment	1,006	603	403	603
Leasehold improvements (138 Street)	58,509	46,808	11,701	23,403
681 Columbia Street, New Westminster	763,204	87,681	675,523	698,142
	\$ 902,494	\$ 206,482	\$ 696,012	\$ 743,667

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. ACCESS's share of the building floor at 681 Columbia Street, New Westminster, 50% owned by the Vancouver Aboriginal Friendship Centre, is amortised at 6% on a declining balance basis.

4. Deferred Revenue

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

	2015	2014
Beginning balance	\$ 98,138	\$ 89,467
Less amount recognized as revenue in the year	(98,138)	(17,522)
Add amounts received related to next year	127,034	26,193
Ending balance	\$ 127,034	\$ 98,138

5. 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 over expenses is rebated to the tenants the next fiscal year on a pro-rata basis.

b) ACCESS is also property manager and leasee [See note 8(d)] 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 over expenses is rebated to the tenants the next fiscal year on a pro-rata basis.

6. Related Party

The Boards of ACCESS and Urban Spirit Foundation (USF) have four directors in common. ACCESS delivered Trades and Poverty Relief programs for USF and has an account receivable from USF of \$30,000.

Aboriginal Community Career Employment Services

Notes to Financial Statements

Year ended March 31, 2015

6. Prior Period Adjustments

Uncollectible accounts receivable	\$ 12,851
Prior fiscal year account receivable to Industrial Training Authority	(44,343)
Unpaid account payable - Service terminated	(11,501)
	\$ (42,993)

7. Obligations under Operating Leases

a) Premises: #108 - 100 Park Royal, West Vancouver [May 1/14 - Apr 30/16]

2015-16	\$ 74,489
2016-17	6,207
	\$ 80,696

b) Premises: #109 - 100 Park Royal, West Vancouver [Sub-lease Dec 1/13 - Jan 31/17]

2015-16	\$ 88,713
2016-17	73,927
	\$ 162,640

c) Premises: 10757 - 138 Street, Surrey [Jul 1/11 - Jun 30/16]. [See Note 6]

2015-16	\$ 88,066
2016-17	22,017
	\$ 110,083

d) Equipment: Eight Xerox printers located in five ACCESS locations [Dec 24/13 - Dec 23/18]

2015-16	\$ 77,935
2016-17	77,935
2017-18	77,935
2018-19	58,451
	\$ 292,256

8. Financial Instruments

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.

9. Comparative Figures

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



accessfutures.com

accessfutures.com

