



2016-17
ACCESS
annual report



SUCCESS
story
edition



TABLE OF



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



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

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message

from the
CHAIR
Nii K'an Kwsdins (Jerry Adams)

The Board of Directors of ACCESS again is very proud of the work that is accomplished by the staff and our President and CEO, John Webster. The Board is also grateful for all the training we get throughout the year. Be it for governance, or changes in the Societies Act, John brings in quality experts to work with us, which is a benefit to ACCESS and is also knowledge we can share with our own individual agencies.

The staff has given us the opportunity to expand into different work environments with great success. Because of their work, ACCESS is recognized not only by the different government levels but also by the private sector. This is shown by the partnerships that staff and students develop when they work in the different work environments in the Lower Mainland, and throughout the province.

We are an urban-based society but we work with all the First Nations, Métis and Inuit people and status and non-status peoples (not a term we refer to ourselves as). Although we have to work in the mainstream society, we include traditional teachings in our programs. Our students gain their strength from them when it gets difficult for them in a new environment, and one that is complicated with work language, routines and even a different way of living. We hope to continue to serve our community and keep their trust in us, as we work to develop a better community for all our peoples.

T'ooyaksi'y nisi'm
Nii K'an Kwsdins (Jerry Adams)



message

from the
PRESIDENT & CEO
John Webster

I am honoured and pleased to present our Annual Report of our labour market activities for the 2016-17 fiscal year. We are now in our 18th year of operation, and we have much to celebrate as an Aboriginal Skills and Employment Training Strategy agency (ASETS). The content of this report illustrate the commitment, dedication and continuous learning that we build upon in order to serve our clientele in a respectful and supportive manner.

Our entire professional and caring staff are the foundation of our success and I must thank all departments for their dedication. We have an equally strong and supportive volunteer Board of Directors who work tirelessly to provide leadership and guidance throughout our journey. We must also thank our funding partners, such as the Government of Canada for our Aboriginal Skills and Employment Training agreement, the Province of BC for our Bladerunners Program, the Industry Training Authority (ITA) for support of our Apprenticeship Training programs, British Columbia Institute of Technology (BCIT) and our Employer partners who all work together for a common purpose. ACCESS is proud to work in partnership with other ASETS holders across the province in particular the Coast Salish Training Society (CSETS) on Vancouver Island, the Stō:lō Aboriginal Skills Employment and Training (SASET) in the Fraser Valley, and Métis Nation of BC (MNBC).

By co-ordinating our efforts, a stronger and collaborative approach results in increased benefit to all Aboriginal clients. We also continue to work with Urban Spirit Foundation (USF), which is a charitable organization that exists to further the success and self-reliance of urban Aboriginal people in the Metro Vancouver Region. This organization enables us to support scholarships and bursaries and community based programs that inspire people to move away from poverty towards self-sufficiency. As President and CEO of ACCESS, I cannot be prouder to present this Annual Report.

ACCESS background

To **increase** Aboriginal **PARTICIPATION** in the Labour Market.

[ourMISSION]

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.

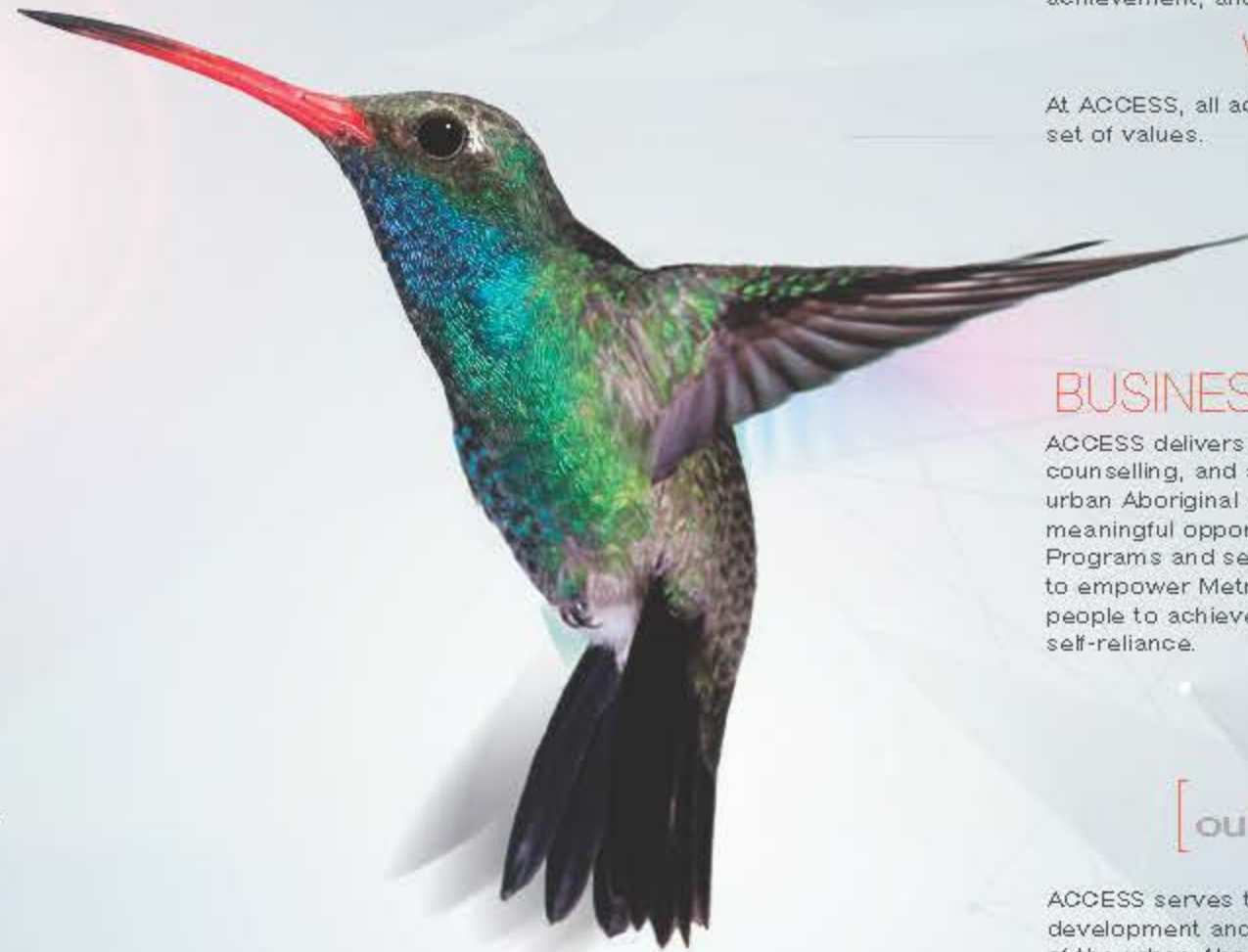
ACCESS is one of the most comprehensive Aboriginal training providers in Canada, providing a variety of employment and training

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.



[ACCESS mandate]



VISION

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

VALUES

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

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.

[ourMANDATE]

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.



[ACCESS core values]

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governance

BOARD OF DIRECTORS



Jerry Adams
ACCESS Chair
(Circle of Eagles Lodge Society)



Dan Guinan
Secretary Treasurer
(Native Education College)



Dena Klashinsky
ACCESS Director
(Urban Native Youth Association)



Lou Demerais
ACCESS Vice-Chair
(Vancouver Native Health Society)



Merv Thomas
ACCESS Director
(Community Member)



Christine Martin
ACCESS Director
(Vancouver Aboriginal Transformative Justice Services Society)



Susan Tatoosh
ACCESS Director
(Vancouver Aboriginal Friendship Centre Society)



Ken Clement
ACCESS Director
(Canadian Aboriginal AIDS Network)



Governance

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

Leadership

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.

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.

organizational

CHART

08

John Webster
President & CEO



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ACCESS CONTACT locations



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

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

**Essential Skills for
Aboriginal Futures**
201 - 681 Columbia Street
New 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 Management**
109 - 100 Park Royal
West Vancouver, BC
V7T 1A2
TEL: 604 913-7933
FAX: 604 913-7938

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

Employment Assistance Services Offices

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

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

**ACCESS Aboriginal
Training & Employment
Cooperative**
10757 138 Street
Surrey, BC
V3T 4K8
TEL: 778 395-0385
FAX: 604 581-0944

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

13 EMPLOYMENT ASSISTANCE services



morgan FAREL

THE ABORIGINAL CADET PROGRAM

Morgan was one of our cadets from the summer of 2015. She was hired by the VPD to work in their equipment department. Morgan later accepted a job offer from the Royal Canadian Mounted Police in October 2016 and is now training in Regina Saskatchewan.

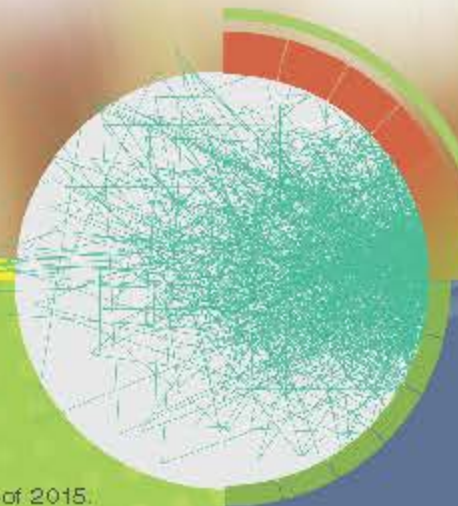
She says that "one of my favourite moments this summer was the canoe trip. This journey is such a beautiful experience and really helped me meet and connect with people. I was very fortunate that after my program, I was hired on by the VPD fleet services as a casual employee, and hope to continue working within the VPD until I start working with the RCMP. A huge thank you to everyone who was involved in creating, funding and facilitating the Aboriginal Cadet Program. It is such an amazing program and I wouldn't be where I am today without it. Thank you."



keenan LAMBRIGHT

THE ABORIGINAL CADET PROGRAM

Keenan Lambright was one of our cadets from 2016. He was recently hired by the Vancouver Police Department as a Troop #2. He started work on April 17th, 2017. Keenan is from Kamloops BC and graduated from the Douglas College Child and Youth Care Counseling in 2015. Keenan says that "my sudden aspiration to pursue law enforcement was only made stronger after participating in the Aboriginal Cadet Program with the Vancouver Police Department. I am truly, and will be forever thankful to those who made my experience unforgettable, and to the program itself. Thank you"

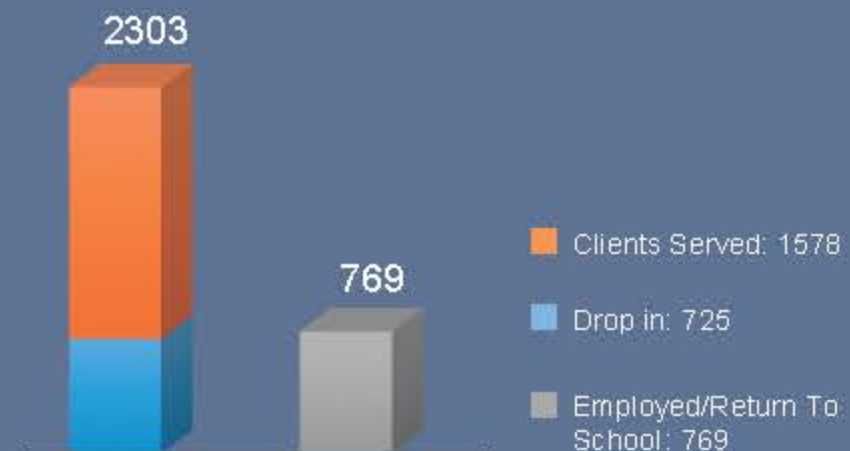


The ACCESS Employment Assistance Services (EAS) department is the first point of contact between ACCESS and the community that we serve. ACCESS manages three EAS offices located within Metro Vancouver, each strategically located to ensure accessibility for our urban Aboriginal clients. These offices include:

- ACCESS Employment Services Centre – East Vancouver
- Aboriginal Connections to Employment – Downtown East Side
- Aboriginal Training and Employment Cooperative - Surrey

Each office is equipped with a multi-faceted Employment Resource Lab. However, clients also have the option of booking one-on-one time with Employment Advisors, who provide support in the form of employment, training, and funding advice. EAS also collaborates on cohort programs delivered by three ACCESS departments - Essential Skills for Aboriginal Futures (ESAF), ACCESS Trades, and ACCESS Programs. And externally, we sub-contract with two agencies that deliver employment services in Vancouver - Urban Native Youth Association (UNYA) and Native Youth Learning Centre (NYLC).

One of the partnerships managed by our EAS department that ACCESS is most proud of is with the Vancouver Police Department (VPD). Our Aboriginal Cadet Program has been running for 5 years and is available to Aboriginal youth between the ages of 19 to 30. It provides participants with an opportunity to explore various careers in law enforcement. Last year, four Cadets referred by EAS successfully completed the program and gained valuable employment experience with the VPD. The cadets took part in a number of activities including riding along with officers, working with the Canine and Marine units and taking part in the Pulling Together Canoe Journey. Three of last years' cadets have been hired by the VPD and the RCMP.



stephanieMUMM

THE ABORIGINAL CADET PROGRAM

Stephanie Mumm attended the Aboriginal Cadet Program in 2016. She was immediately hired by Vancouver Police Department after she finished the program. Representatives from ACCESS attended Stephanie's 'swearing in' ceremony where she pointed out what made this experience so wonderful for her, "I really enjoyed the variety of our ridealongs and especially enjoyed my Dog Squad shift. By being exposed to all the opportunities that VPD provides it really changed my perspective about what career path I want to take and who I want to take it with. This program does an excellent job of meeting its goal which is to get Indigenous people interested in a career with the VPD."



royFLETCHER

ABORIGINAL CONNECTIONS TO EMPLOYMENT

Roy Fletcher has had a long and successful career in the construction industry working as a labourer, concrete former and carpenter. With a work history spanning almost 40 years, he started to feel the toll that a life of labour has on a body. After he began to show symptoms of tendonitis and arthritis, he decided that a change was needed.

He decided that he needed a job that would allow him to still work in the industry where he has the most experience but one that did not take a toll on his body. In January, 2017 Roy approached ACCESS to see if he would be eligible for funding assistance towards a Section 19 Personnel Hoist & Construction Elevator Operator ticket. He was approved and by March 21, 2017 he was certified. Thanks to ACCESS, Roy continues to work in the construction industry but now as a certified Hoist Operator.



gerryHILL

ABORIGINAL CONNECTIONS TO EMPLOYMENT

Gerry Hill is from the Klahoose First Nations Band. He has lived in the Vancouver area for over 10 years. Not long after moving to Vancouver, Gerry realized he would need a job in order to support himself. That is when he heard about ACCESS. He began seeing an Employment Advisor and using the computer resource centre at ACE for his job search. ACCESS first funded Gerry for a Level 1 painting program followed by a Material Handler certification. Gerry used this training to find work and he has not looked back. Gerry continues to use the support and services of the ACE office and is thankful that they are there when he needs them.



sandroTOBY

ABORIGINAL CONNECTIONS TO EMPLOYMENT

Sandro Toby is a member of the Tsilhqot'in Nation. He moved to Vancouver from Alexis Creek to make a fresh start in life. However, he quickly discovered that life can be tough in a big city. He was new to town, didn't have a phone and was homeless. He was referred to ACCESS. When he initially visited, he just used the phone and the computers in the resource room. However, he soon made an appointment with an Employment Advisor. He was immediately provided with a Community Voice Mail phone number which he still uses today and referred to local housing resources. Once he found housing, it was time to take the next step. Sandro proved his willingness to do what it took to move forward worked through the temp agencies to make ends meet. His Employment Advisor saw how motivated he was to move ahead and referred him to the Squamish Nation Trades Centre's "Intro to Construction" program. He began in November, 2016 and successfully completed it on March 31, 2017 with a special interest in carpentry. He has since enrolled in the Carpentry Level 1 through SNTC and looks forward to graduating. After graduation he hopes to find full-time work and eventually become an apprentice. His ultimate goal is to become a journeyman carpenter.



17 ACCESS trades



kurtis FERGUSON

**Second year Metal Fabricator/
Marine Fitter Apprentice and 'B'
Level Welder**

Kurtis is Métis, originally from Vancouver and currently living in Halifax. After completing ACCESS Essential Skills and the BCIT Metal Fabrication/Marine Fitter programs, he applied to Irving Shipbuilding Industries in Halifax. Kurtis completed an intense security check and skills assessment before being hired by Irving as a first year apprentice.

Kurtis completed trades training "for a better life. It gave me skills that society needs. It made me feel worth something. I wake up each morning to a good job. (ACCESS) They have helped many people become independent and put food on the table. They have integrated people into a working environment so they can be proud people with a purpose. I cannot thank Helen, Buddy, Rob and Larry and the rest of ACCESS for the support over the years. I have come a long way."

jazmine MORRISON

Third year CNC Machinist Apprentice

Jazmine lives in Burnaby but is originally from Hazelton BC and a member of the Kispiox Band. Jazmine is employed by Pacific Bolt Manufacturing a custom machine shop and the largest manufacturer of bolts in Western Canada. She decided to become a machinist because she enjoys math, and the technical precision of the work. Through training Jazmine found financial security and gained full-time employment with great benefits and room for advancement within the company.

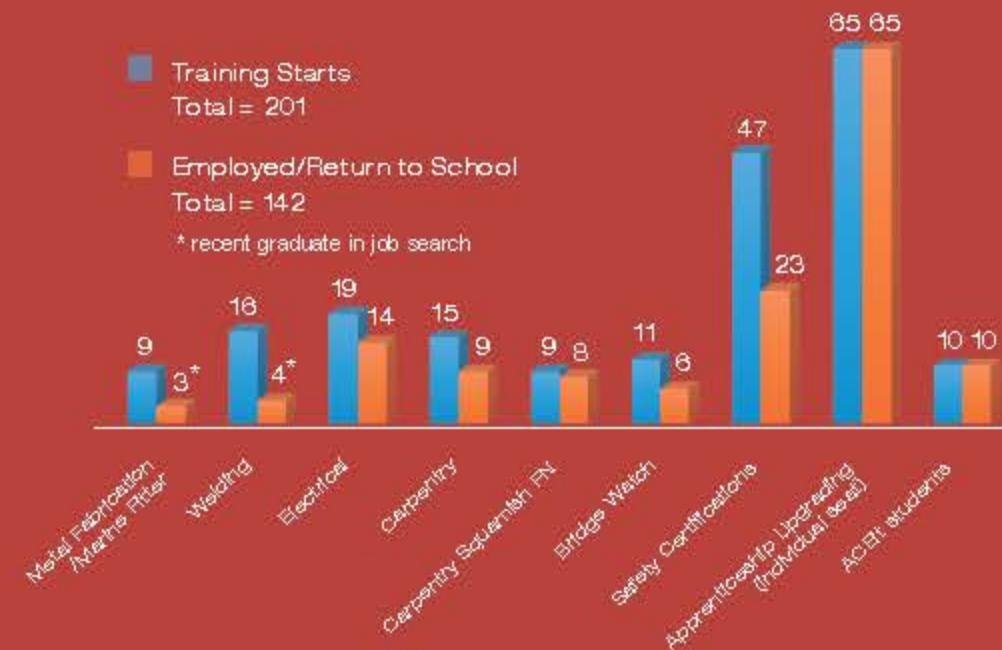
"Great opportunity providers (ACCESS) helping and encouraging people to gain skills needed to excel in life and become more financially independent. Thank you ACCESS for providing us with this opportunity and continuing to help with the process of my gaining Red Seal certification."



ACCESS Trades is pleased to report another successful year of trades training. This past year our trainees gained valuable technical skills and entered into apprenticeships with employer partners. In 2016-2017, ACCESS Trades offered the urban Aboriginal community opportunities to enter trades training and apprenticeship programs through training partners such as British Columbia Institute of Technology (BCIT), the Electrical Joint Training Committee (EJTC), and Skill Plan BC. These highly respected trainers work with our clients to teach them the skills they need to enter into the workforce and gain respect on the job. This year we sponsored carpentry, metal fabrication/marine fitter, welding foundations, and bridge watch (deckhand) programming. Another 65 people attended 2nd, 3rd, or 4th year training and moved to the next level of their apprenticeship.

Job Coaches mentor trainees while they attend training to ensure they receive the academic or personal support they need for success. Our Apprenticeship Counsellors monitor 500 apprentices in 41 different trade designations. ACCESS Trades is designated by ITABC as a third party sponsor and although we sponsor many of our own trainees, employers or unions sponsor others. Since 2005, 80 participants have achieved Red Seal or Certificate of Qualification in their trade or occupation. Almost 50 trainees are in fourth year and will complete their apprenticeship in the next 12 to 18 months.

The Director of Trades would like to acknowledge the support of our various stakeholders and the dedication of the staff in the Trades department. The work we do together is life changing.



ronDIXON

Third year Carpenter Apprentice

Ron is a member of the Heilstuk Nation in Bella Bella and living in Vancouver BC. Mas Construction hired Ron in January of 2016 and he enjoys working in the carpentry trade. Like others working in trades, he became a carpenter to ensure a good future and financial security.

Because of training "I'm more knowledgeable and confident in the work I do making me more useful on the job site. (ACCESS) is a great place to further your career, great staff. I don't know where I'd be without ACCESS Trades." Ron takes great pride in the work he does.

"Exciting! I love what I do."



ryleySPENCER

Fourth year Steamfitter Apprentice

Ryley lives in Surrey BC and is a member of Peter Ballantyne Cree Nation. He is scheduled to complete the technical training for year four at BCIT in May 2017. His older brother Ryan completed his Red Seal Steamfitter through ACCESS Trades and BCIT in 2011. Shortly after becoming certified, Ryan established Skookum Energy where Ryley works as a supervisor. For the Spencer brothers this is a family affair and Ryan is quick to point out Skookum Energy is an Aboriginal owned company. ACCESS Trades is proud to have sponsored both Ryan and Ryley and been witness to their success.



brentCAMPBELL

Second year Machinist Apprentice

Brent lives in New Westminster but originally hails from Terrace BC. Brent is a member of the Gitwangak Band. He completed the Machinist program with classmate Jazmine (see previous success story) and now works with her at Pacific Bolt Manufacturing. Brent prefers to work with his hands and he knew that through the machine trade he could attain technical skills that would help him advance on the job. Brent knows that as a result of the skills he learned, he has stable employment for years to come.

"(ACCESS) gives opportunity to advance life skills while advancing employment opportunities. Thankful for the skills that ACCESS taught me"



davidFIELD

Electrical Trainee

David is of Aboriginal heritage and lives in Langley BC. He is attending the Electrical Foundation program at the Electrical Joint Training Committee School in Port Coquitlam. After he completes his training at the end of June 2017, he will go directly to work with one of the IBEW 213 employers.

To enter the Electrical Foundation program David, along with his classmates, was required to complete an essential skills upgrading program with Skill Plan BC and successfully complete the EJTC entrance exam.

"I am receiving amazing assistance and help to become an electrician because of ACCESS, Skill Plan, and the great teachers at IBEW 213. It gives me a sense of warmth knowing I am no longer going to be jumping from job to job, but instead have a solid future in the electrical trade. They have helped me, along with my classmates, to begin a future. Thank you for giving me the opportunity to know what success looks and feels like. I am excited for five years from now when I will be receiving my Red Seal as an electrician."

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ESSENTIAL SKILLS FOR aboriginal futures



marcusREID

"The Poster Child" Straight out of high school and eager, this young man is naturally gifted in making people feel special and welcome. His tenacity for a student his age was fascinating to watch and his determination to prove to the COV interview panel that his age was not a deterrent landed him the job.

"It's no wonder why ACCESS is such a successful organization. They have helped so many of our people and it has made my life as well. ACCESS gave me the proper learning environment and support to succeed in the workplace. I found a sense of belonging in every interaction I had with students and staff. This has made me confident in myself and my ability to work."

tuesdayMUSTERER

"Class Valedictorian and Songbird" To make ends meet she worked as many jobs as she could handle until she heard of the ACCESS COV 311-Internship. She gave her all to complete the program and then aced her interview. She is employed as an Intern providing exceptional service to the citizens of Vancouver.

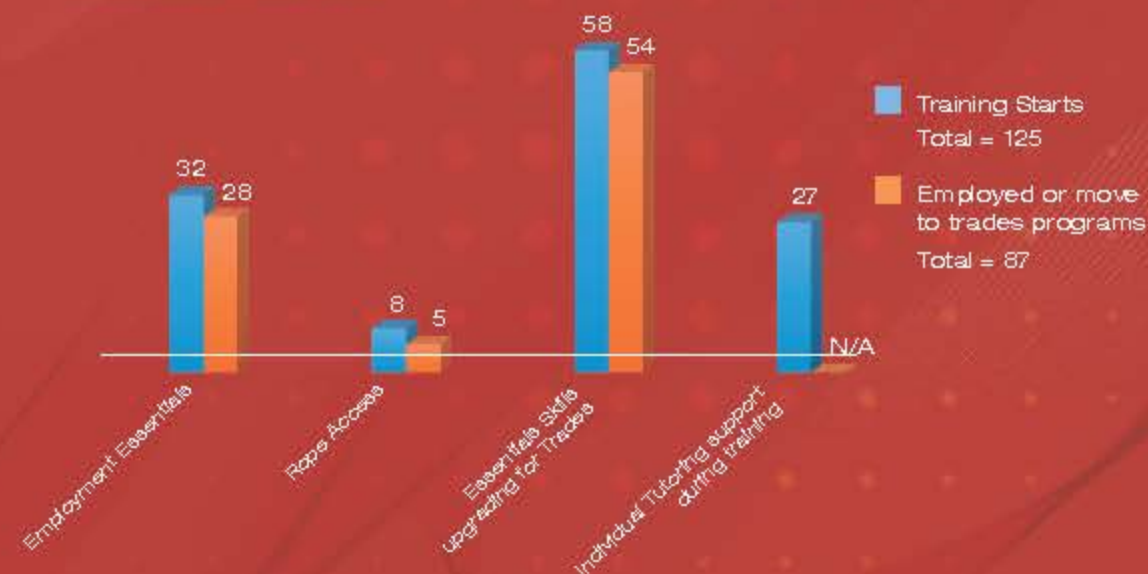
"I find that this program has forever influenced my life. The teachers have been very helpful in guiding us towards our goal; I think it is amazing what they do for our people. I found that coming to this program improved so many of my skills even those that I did not know needed to be improved. I am forever thankful for what they have done for each one of us."



Essential Skills are the core learning skills required to advance in employment and training goals. These skills are used in every job to varying degrees and at different levels of complexity. They provide the foundation for learning all other skills and enable people to evolve with their jobs and adapt to workplace change. ESAF uses an innovative approach that focuses on specific skill development related to the job or training goal. Learning is in a classroom environment and consists of experiential group learning and one to one teaching.

ESAF, in partnership with the City of Vancouver, began its delivery of a year-long Digital Services Program for the 3-1-1 Contact Centre. The purpose of creating this distinct Internship program was to allow people from the Indigenous community to develop the necessary knowledge, skills and experience over 12 months to help them compete for a full time CSR 1 position with the City of Vancouver. Six of the ESAF graduates received letters of offer for employment into the COV 12-month internship. In May, we delivered our first Rope Access Program. Rope Access is one of the safest ways to complete work at height in spaces typically considered inaccessible. Graduates gained the Society of Professional Rope Access Technicians (SPRAT) certification. Six students earned their SPRAT certification and five went on to employment.

We continue to partner with our ACCESS Trades department in delivering our Pre Trades Training Programs. We delivered Essential Skills enhancement training to four groups of trades students prior to their technical training. Carpenters, Welding, Metal Fabrication and Bridge Watchman. Forty-two students went on to technical training at BCIT. Finally, we delivered a six-week Employment & Training Competency Program targeting youth who are 30 and under. The focus of this program was to help students identify career goals and gain certificates for entry-level employment in the customer service sector. Eleven students completed, two gained employment and nine returned to EAS with a training plan.



amberCAVE

"The Come Back Kid" Amber came into ESAF after years of putting off her career to raise her children. When she was accepted into the program, she was elated to see her dream job unfold before her. Shockingly she failed her typing speed test and was devastated that her dream abruptly ended. However, because of the diligence she demonstrated during training, she was granted a second chance to test. With only a few days to increase her speed, she poured herself into keyboard practice. On test day, she was all nerves and determination, she passed the speed test and is now employed as an Intern with the COV.

"I feel this program is delivered at a great pace, I enjoyed the comfortable teaching environment and the daily layout with completing the course. I was hired as a 311 intern with the City of Vancouver. Thank you all for the amazing support and encouragement."



brendaBOLTON

"The Class Hero" It was a challenge to sit in class with younger students and to have to learn so much in a short while. But with lots of effort and a great attitude, before she knew it, it was graduation day. She had made it and received a letter of offer for a position with COV! Her cool and calm nature made her the rock for the class. Brenda was unwavering and rolled with the challenges and still kept her calm. Because of her benevolent spirit, she was voted class hero.

"Being an adult student has its challenges but this was a fun class. I especially like the resume writing and the interview skills; this helped me so much in my approach to the actual 3-1-1 interview. All the staff here are excellent; all were helpful, informative, friendly and most excellent at their job. This place is great!"



kathleenNARCISSE

"Cheshire Kat" Her smile speaks louder than her voice. A combination of focus, humor and openness made her an all round student who worked hard to make it successfully through the interview. Serving people comes to her naturally and thinks this job had her name written on it.

"I am grateful for all the knowledge the staff has given me. The essential skills I developed made me more confident in my interview skills. The staff are encouraging and uplifting and made me feel welcomed and that in-itself made me successful. I learned all about my learning skills and my values and that will also allow me to continue to be successful. All the lessons learned have affected me in many ways. In work I will always strive to do my best and be professional and in life can contribute and acknowledge that I have the power over my success. The most memorable, always follow through!"



davisJOHN KEAY

"Mr. Instrumental" Davis' story is one that could make it to the big screen - from rags to riches! With just a couple of dollars in his pocket, his ukulele and his dog, he moved here from Alberta. He slept under bridges and made the rounds through a few transition houses. He is now an Ambassador for the city whose streets were once his shelter. He now looks to making Vancouver his home and living in a highrise.

"ESAF changed my life I would still be staying in homeless shelters without a path to affordable wage. It has helped me not only professionally but also personally in that I gained confidence and insight on who I am what my strengths and areas of improvement are and introduced me to many people whose friendships I will cherish. Because of ACCESS, I will be working in the best job of my whole life! Thank you very much!"



caraLEWIS

Cara is a 23 year old member of the Gitxaala Nation. She was born and raised in Prince Rupert. She moved to Vancouver and was working in a dead end retail job when she first heard about BladeRunners through some friends who had gone through the program. She was particularly interested in getting an opportunity to find a job that could lead to a real career that earned good money. Even though she is petite in stature, she let her Job Coaches know that she had a keen interest in ironworking, one of the most physically demanding trades in the construction industry. She completed her training and obtained multiple industry recognized certificates including First Aid and Fall Protection. She was immediately placed with Lower Mainland Steel, one of Vancouver's premier steelworks companies. This turned out to be Cara's dream job! She has excelled with LMS and they consider her one of their best ironworkers. She is currently working on the Vancouver House site, another prestigious Westbank Project development in the heart of Vancouver. She recently purchased a Jeep Cherokee and a "really expensive mountain bike". These are purchases that she wouldn't have dreamed of making a year ago. She has also been a guest speaker for BladeRunners on several occasions. The new student BladeRunners are always amazed to find out what Cara does for a living and she is always eager to encourage them to not be afraid of one of the "toughest trades" in the construction industry.

"I'm so excited and I'm so glad I got this awesome opportunity."



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PROVINCIAL MANAGEMENT AND DIRECT SERVICE DELIVERY IN VANCOUVER

BladeRunners

bladerunners

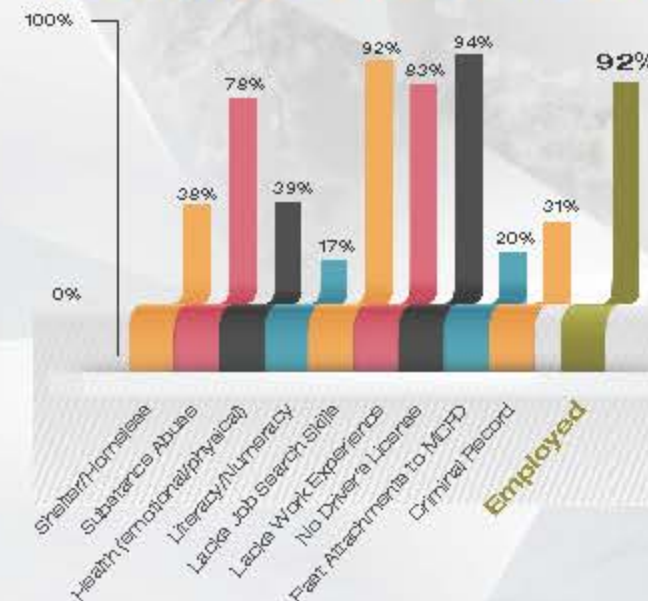
BladeRunners is an internationally recognized employment placement program for at-risk youth. It is funded by Service Canada's Canada Job Fund through the Province of British Columbia. BladeRunners began in 1994 with the training and placement of 25 at-risk youth on GM Place (now Rogers Arena). With ACCESS leadership and management, BladeRunners has grown into one of Canada's most successful youth employment programs. Currently, ACCESS manages 21 Aboriginal and non-Aboriginal agencies located throughout the province. Collectively, those agencies trained over 1000 BladeRunners in 2016-2017 in communities from as far north as Prince Rupert and as far south as Nakusp. On average, over 78% of participants are Aboriginal and over 82% were placed into full-time employment once they completed their training.

ACCESS also provides direct service delivery of the 'original' BladeRunners program on Vancouver's Downtown Eastside. During 2016-2017, ACCESS BladeRunners trained 145 youth and placed over 92% of them into employment within the construction industry.

The BladeRunners Department also delivers the Building Service Worker program on behalf of the Province of BC. Sixty participants were trained to work in the building service industry this year and 50 (82%) were placed into full-time positions upon completion of their training.

The BladeRunners Department, in partnership with The Bloom Group and BC Housing, also manages the housing component of the BladeRunners program called BladeRunners Place. Located at 250 Powell Avenue in what was once a jail, this innovative housing project provides stable and supportive accommodation for 38 current or past BladeRunners participants as well as their partners and children.

Barriers to Employment (Vancouver)



Aboriginal Community Career Employment Services Society	145
Cariboo Chilcotin Aboriginal Employment Centre	16
Coast Salish Employment Training Society	91
Central Vancouver Island Job Opportunities Building Society	21
Intersections Media Opportunities for Youth Society	72
John Howard Society Central and South Okanagan	8
John Howard Society Lower Mainland	13
John Howard Society of Victoria	114
John Howard Society Thompson Region	37
Laichwiltach Family Life Society	29
Lil'wat First Nation	5
Nanaimo Youth Services Association	163
Nisga'a Employment & Skills Training	8
North East Native Advancing Society	39
North Vancouver Island Aboriginal Training Society	31
Nuu-chah-nulth Tribal Council	29
Okanagan Training & Development Council	16
Pacific Community Resources Society	55
Powell River Employment Training Society (Career Link)	19
Selkirk College	8
Sto:lo Aboriginal Employment and Training	98
TRICORP	35
TOTAL	1042
EMPLOYED	82%

BladeRunners (Provincial Statistics)
1042 Participants Trained Throughout the Province
78% Placed Into Employment

grantHILL

Grant is an 18 year old member of the Gitxaala First Nation and has lived most of his life with his grandmother in Kitkatla, BC. He and his younger brother recently moved to Vancouver with the intention of moving in with their father. Unfortunately those plans fell through shortly after they arrived. For many kids alone in a strange city, that would have been tough to overcome. However, Grant persevered and after obtaining some initial support from ACCESS, he was referred to the BladeRunners program. Immediately after completing his training, he went to work with Camino Flooring. Shortly after that, he and his brother moved into BladeRunners Place.

Grant has demonstrated to everyone that he is a mature and able young man. He has proven to be a valued member of the Camino Flooring team. His boss states that "he's a keeper" and he sees Grant growing into a team leader and eventually being responsible for mentoring and supervising new hires. He is a proud and responsible tenant of BladeRunners Place and always makes sure to pay his rent on time and be respectful of his fellow tenants. And most importantly of all, Grant is a positive role model for his younger brother whom he now supports while he finishes his schooling.

"I feel great. I have a roof over my head and money in my pocket thanks to BladeRunners. For that, I am forever grateful!"



dustin JOSEPH

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Before entering the BladeRunners program in 2016, Dustin depended mainly upon short-term labouring jobs in the construction industry in order to provide for his family. Try as he would, he was unable to find dependable long-term work and wondered what the future might hold. After he entered the BladeRunners Program, that all began to change.

Dustin excelled in his training and obtained numerous industry recognized certificates including First Aid, WHMIS and Fall Protection. After completing the program, he was placed with Concord Pacific's Bel Pacific Excavating and began working on The Arc Project condominium development. It wasn't long after starting work that his supervisors recognized Dustin's strong work ethic and dependability. He was rewarded with a substantial pay increase by the end of his first week on the job. Soon after, he also joined the union and immediately got another raise with the promise of further increases. He is becoming such a valuable crew member that his supervisor recently approached him to see if he would be interested in operating heavy machinery. Life is definitely looking good.

With the help of his Job Coaches at Bladerunners he has gone from being an underutilized labourer to having a career with a bright future – all in the span of a few short months. With his commitment and work ethic if Dustin continues to work for Bel Pacific Excavating he will have not only have steady employment for the foreseeable future, more importantly, he will have a career in excavation. He has moved into stable housing in North Vancouver and no longer worries about providing for his young family.

"I would like to thank both my coordinators at Bladerunners and everyone at Concord Pacific for their continued support in my career. My life has definitely improved since taking the program and I look forward to what the future holds."

kihisis LERAT

Kihisis is a member of Cowessess First Nation of Saskatchewan. He moved to Vancouver from Regina in 2016. Although he liked living in Regina, he was not successful in finding work there and became frustrated with the limited opportunities available to him. He was eager to move to a bigger city where he hoped to enjoy more experiences and find a good job.

When Kihisis first moved to Vancouver, he moved in with his mother who was already living here. She referred him to the Building Service Worker program delivered by ACCESS. He attended the program every day and excelled at the training. After he completed the program, he quickly found work as a Building Service Worker in the Student Housing and Hospitality Department at the University of British Columbia. The job pays extremely well for this industry which has allowed Kihisis to move out on his own. He now lives at BladeRunners Place. Kihisis is most proud of the fact that he makes enough money to also be able to help support his family. He is extremely happy to have a stable, well-paying job in one of Canada's best cities. He regularly goes on amazing nature walks all over the Vancouver area and says that he loves it.

"The BSW program has helped me create a life of my own with many opportunities ahead to explore."



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samantha DAWSON

Sam is a member of the Namgis First Nation of Alert Bay. She was referred to BladeRunners by her friends who had come through the program before her. She wasn't initially accepted into the program because she was much younger than the typical age of entry, however, she was very keen to be a BladeRunners participant and convinced the coordinators that she would succeed. They later discovered that she had graduated early from high school – a sign of a very determined young lady. She was quite mature for her age and as a result, they decided to give her a chance.

Sam grew up fast. From the time she was 12, she was drinking heavily and associating with the wrong crowd. When she signed up for BladeRunners, she was living in a youth shelter. Despite the challenge of not having

stable accommodations, she still made it to class every day and completed the program. Immediately after she completed the training she was offered a placement at Lower Mainland Steel. She has now become one of the hardest workers on the crew. She has received personal praise from her direct supervisor and from the Site Safety officer on numerous occasions. Sam also lives at BladeRunners Place and is doing well. Although she still struggles from time to time, she maintains regular contact with her Job Coach and is eager to share her successes in life.

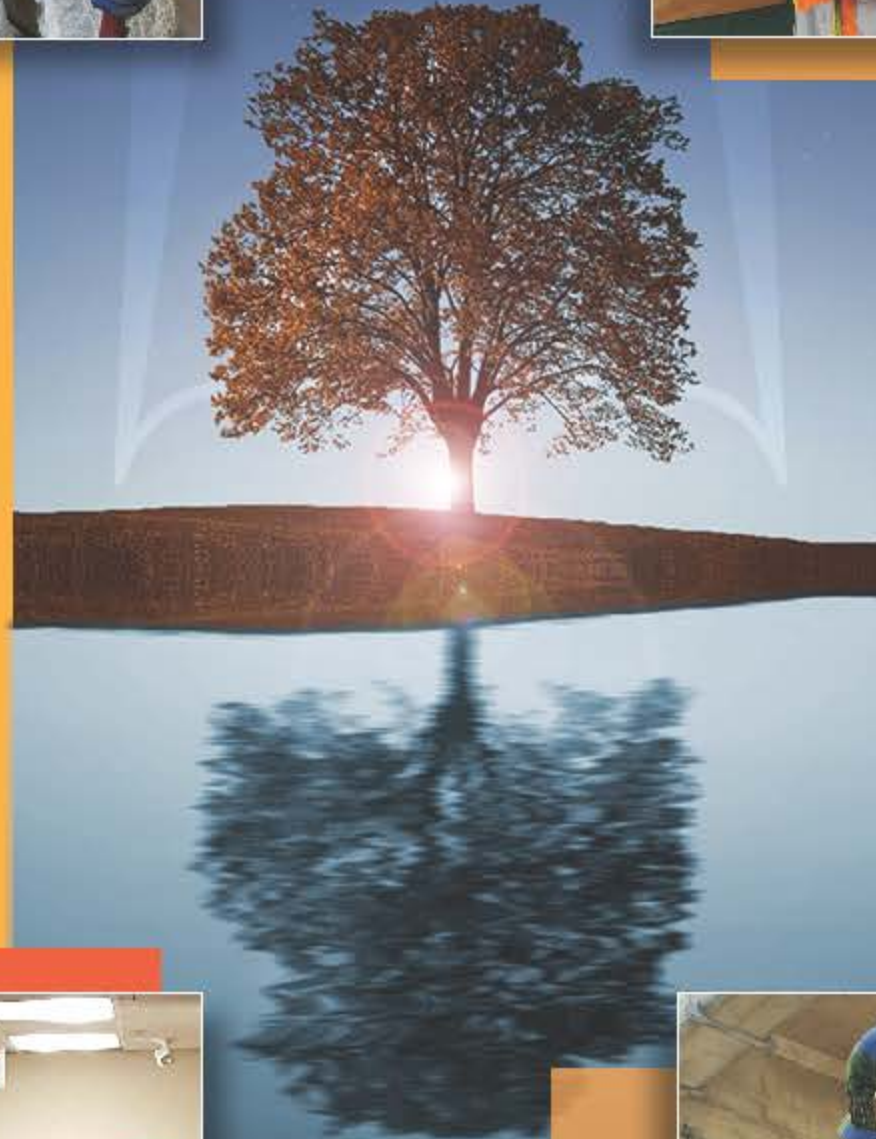
"BladeRunners helped me with securing the training and tickets I needed to secure a great job with LMS. I now have housing at the Bladerunners house, a good job and support from the Coordinators. Thanks BladeRunners!"

shane WATTS

Shane Watts first heard about Bladerunners when Job Coach Garry Jobin visited his home territory in Greenville where he was making a presentation about the program. After the presentation, Shane decided to take advantage of the opportunity and immediately signed up. After he completed his training, Shane got a job with Lower Mainland Steel. He worked for LMS for more than a year but they finally had to let him go because he had begun to drink heavily and was missing time at work. Shane gave up drinking in April of 2013 and since then, he has never looked back. He tried various construction jobs in an

attempt to get his life back on track. In April of 2017 he came back to BladeRunners to take part in the Senior Enhancement Program. After he completed that training, and with the help of his Job Coach, he went back to work with Lower Mainland Steel. He has now taken a leadership role with that company and is currently learning to read blueprints. He has also taken on the responsibility of helping other BladeRunners on his worksite at Vancouver House. As a way of giving back, Shane regularly addresses each cohort of new BladeRunners participants in Vancouver before they graduate. He tells them about the things that he has experienced with BladeRunners and what they might expect when they go out to their first job in construction.

"A big thank you to BladeRunners for always having my back for these past 8 years!"



29 ACCESS programs



reginald SMITH

Native Education College - Office Administration Program

Reginald is from the Haisla First Nation in Kitimat, BC and began the Native Education College Office Administration Certificate program in the fall of 2015. By March 2016, he started his practicum placement with the First Nations Technology Council, and after graduating from the program, he was hired full-time as a Project Assistant.

He liked NEC, for its traditional surroundings. "With the school being housed in a longhouse, as well as the traditional art hung around the school, it felt very empowering."

Reginald is a proud father of his nine-year-old son and enjoys spending time with his family. He is passionate about finding and learning new technology in support of helping people, particularly youth.

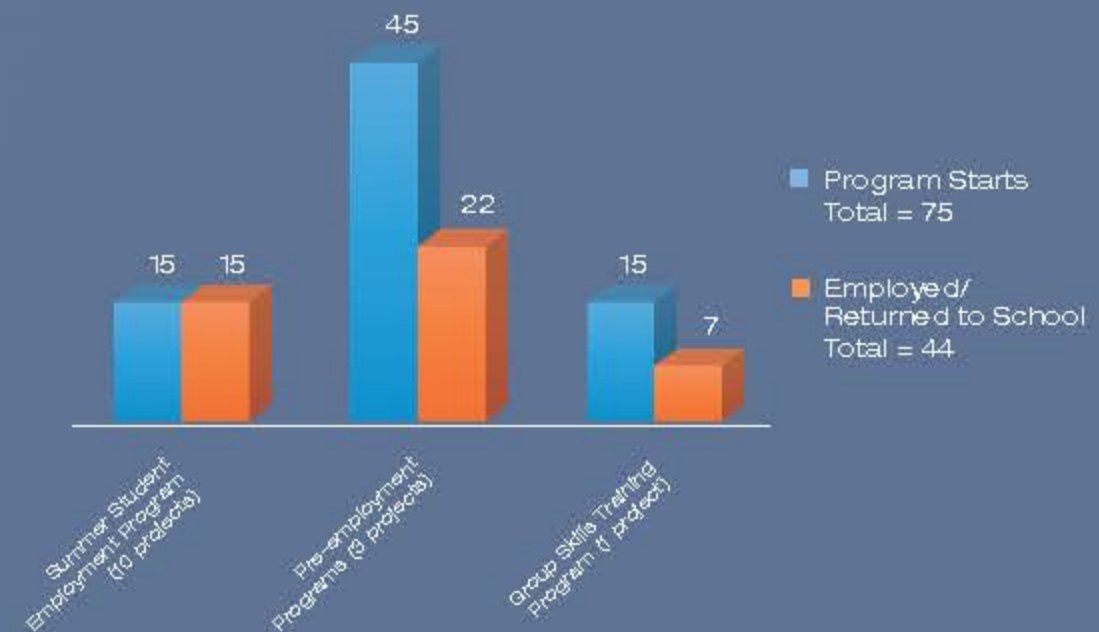
Reginald says the reason he chose to attend NEC is that it offers a welcoming environment and has supportive staff and students.

"I always felt well supported, and that help will always be given to those who ask for it."

The ACCESS Programs Department oversees ACCESS-funded group training projects sponsored through urban Aboriginal organizations and First Nations in Metro Vancouver and Sechelt. These initiatives covered training programs such as pre-employment/essential skills, summer student employment and group skills enhancement training.

ACCESS funded a number of Summer Student Employment Programs during 2016-2017. Secondary and post-secondary students worked in jobs with 10 urban employer partners as well as with Squamish and Sechelt First Nations. Tsawwassen First Nation (TFN) provided a Pre-employment/Youth to Employment Program with youth working at businesses around TFN. Most summer student jobs ranged from administrative and clerical positions to maintenance and tourism.

Helping Spirit Lodge Society, Circle of Eagles Lodge Society and Native Education College delivered a number of pre-employment/job readiness/work experience programs on behalf of ACCESS. Native Education College also delivered a six-month Office Administration Program with seven out of 12 participants graduating. Five of those who completed found employment. One went onto further education and one was looking for work at the end of the program.





melissaSIMEON

Native Education College -
Health Care Assistant

Melissa Simeon was a single mom who was working at a temp agency when she came to ACCESS looking for help to achieve her goal of "Health Care Attendant." She completed the NEC Health Care Assistant Program in August of 2016 and soon got a job as a temporary casual at a Youth Agency. This led to another casual posting with "Care at Home Service." Continuing with her job search while gaining experience, she landed her dream job.

"The job is going incredible! I work for Provida in a care centre. My hours are amazing though! The facility is called Kiwanis Care Centre and I absolutely love what I'm doing. I'm happy, self-sufficient and living on my own with my daughter and the next step on the list is to learn how to drive! Probably going back to school in a few years to do my RN. Thank you so much for everything you have done! Couldn't have gotten this far without your help! WE ARE MAKING IT!!!"

ryanROGERS

ACCESS Summer Student Program

Ryan is from the Musqueam Nation. He has completed his 3rd year at Langara College and is currently enrolled in the Business and Marketing Program. Aboriginal Tourism BC hired him as a Marketing Assistant. He still plans to attend UBC to obtain his Bachelor of Commerce program with a major in marketing and business management. He plans to enter into the sports marketing field. He would like to study abroad for a year. He recently took part in interviewing three BC artists for the ATBC blog, which aired on its website.



marshaADAMS

Circle of Eagles Lodge Society -
Pre-employment Program

"The Pre-employment Program (PEP) helped me create a positive outlook on life. It helped me to maintain productive structure. Within the program, there was a sense of belonging. I gained life skills that I needed to move forward. There was plenty of support which was much needed. The safe environment in group settings helped me gain the confidence needed to participate. Also the program made me want to strive to do better. It opened doors for me in order to create a new path. Not only did I achieve certificates needed for the workforce, but I also found friends as well as role models. I am very thankful that ACCESS could assist in many opportunities along the way. Due to ACCESS and PEP pushing me in the right direction I am now going to be a certified Building Service Worker."





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shísháhlh

SECHELT FIRST NATION

x^wməθk^wəyəm

MUSQUEAM FIRST NATION

tsleil-waututh

FIRST NATION

s'cəwəθn məsteyex^w

TSAWWASSEN FIRST NATION

skwxwú7mesh Úxwumixw

SQUAMISH FIRST NATION

FIRST NATIONS

ACCESS is in its second year of working with the five First Nations in Metro Vancouver and Sechelt. We are pleased to continue our relationship with Squamish, Tswawwassen, Tsleil-Waututh, Musqueam, and Sechelt Nations. The following is their report on the ASETS funded employment and training during the 2016-2017 fiscal year.

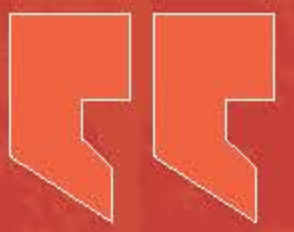
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Jacob NEWMAN

Piping Foundation Graduate

"The course was very successful and very helpful for me. I gained knowledge to acquire a job in the field I like. Squamish Nation Education, Employment & Training staff was amazing and very helpful to all of us. I feel the Squamish Nation Training & Trades Centre staff outdid themselves and that was much appreciated. My practicum was awesome! The employer Brymark Installation was good to me. I really enjoyed it. From this experience I can see myself staying with Brymark for awhile. My training helped me obtain a job in an area that I like to work in. It also helped me advance and move up with the experience I gained. I am going to finish all the way and obtain my Apprenticeship Level 3. I highly recommend this training to all people who have had struggles with employment. Look at me; I am succeeding in all I do now. Thanks for the help - I now have the confidence to keep on keeping on."



Dylan BAKER

BCIT Joinery Apprentice Level 3

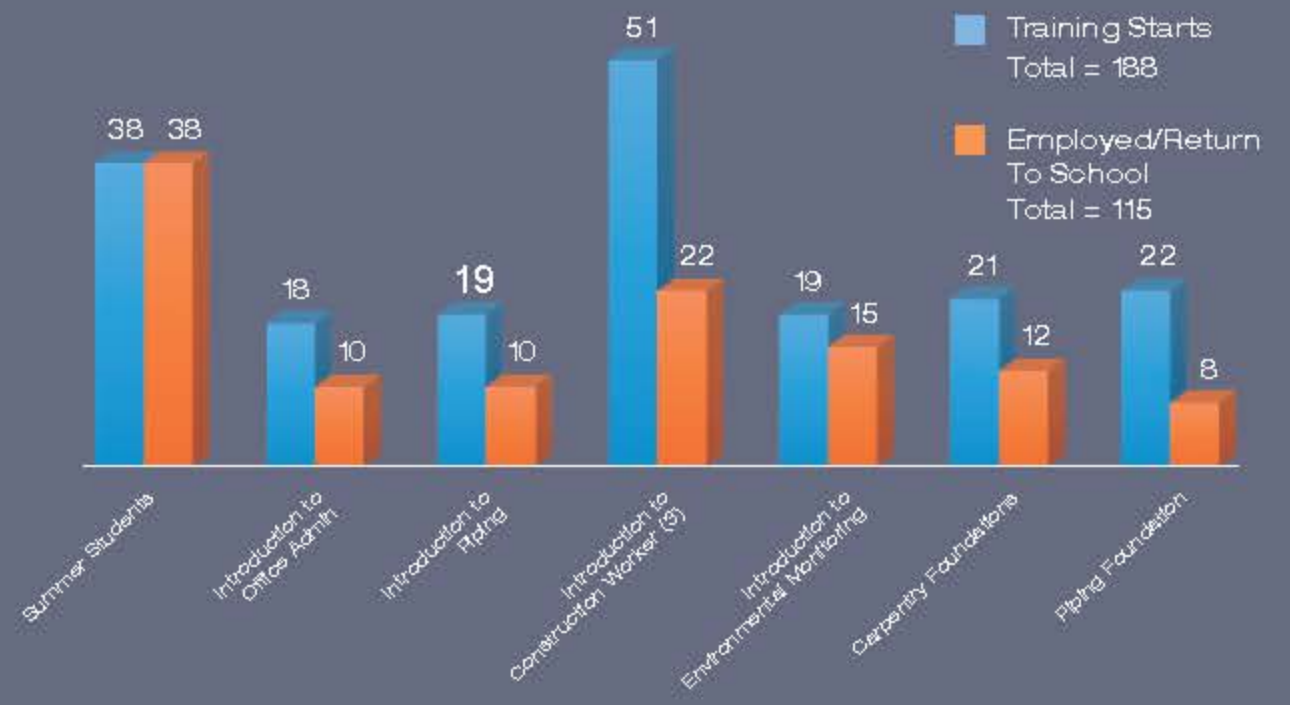
"The BCIT Joinery (Cabinetmaker) Apprentice Program Level 3 is really fun! At first it was tough to get started and get funding. Thank you to Lacey & Devan from Squamish Nation Education, Employment & Training for all your support. I love working with Rick Bowerman at Bowerman's Handcrafted Furniture and Cabinetry in Squamish. I hardly call it a job - travelling all over the Lower Mainland doing lots of cool stuff. I plan on working with this company long term. It is such a great job!"

skwxwú7mesh Úxwumixw

SQUAMISH FIRST NATION

Mission Statement: "To ensure that fair and equitable employment, education and training opportunities are available to all First Nations People residing in North Vancouver, West Vancouver, Squamish Valley, and Whistler."

Squamish Nation Education, Employment & Training Department (SNEET) has the Employment & Training Division which is comprised of four teams: EsIha7an Learning Centre, Stitsma Career Centre, Squamish Nation Training & Trades Centre (TTC) and the Wa'chawatm Income Assistance program. EsIha7an Learning Centre provides the delivery of upgrading education up to and including a Dogwood Diploma. Stitsma Career Centre provides career guidance, job search, funding for training, help with work gear or clothing for new jobs and programs. The TTC offers pre-employment programs, introductory programs and trades and first year certified apprenticeship training. The Wa'chawatm Income Assistance program is for on-reserve residents who are in financial need and/or have a disability. Each division complements each other in a progressive system to help clients overcome any obstacles to find sustainable long-term employment.



kennyBROWN

Carpentry Level 1 Program

The program was very helpful with both teaching and providing me an avenue and resources to secure a full time job. Squamish Nation Training & Trades Centre staff and supporters were helpful in every way possible. I learned a lot within the two week practicum. The training has resulted in a new career and full time job with Pitt Meadows Plumbing. I am looking forward to going back to school in the near future to get my Level 2 training and hopefully my Red Seal after another two years.



antoneSKY

Youth Mentored Work Placement Program

Sky achieved his Dogwood Diploma in 2014. After graduation he was working in construction. In February Stitsma Career Centre enrolled Sky in the Youth Mentored Work Placement Program, funded by FNESSC.

Sky was placed with Business Revenue & Services and worked at the gas bar and the smoke shop. Right from the start his supervisors were pleased with his job performance. Punctual, hardworking, great attitude, keen to learn were some of the feedback Stitsma received. After the work placement ended March 31, 2017, Sky was hired by Business Revenue & Services as a casual CSR. In February 2017, Sky was successful in getting hired as a permanent Squamish Nation employee. Congratulations Sky!



lynnMICHELS

Carpentry Foundations Program

I originally took part in an Intro to Carpentry program in 2014. I recently completed the Carpentry Foundations program in February 2017. Being in this foundations program gave me the fundamentals of carpentry and the knowledge I need to begin the BCIT Level 1 Carpentry program that starts in March. I also gained some on the job experience doing a 2 week work practicum with Ellis Don, one of the biggest commercial companies in Canada. I worked with a red seal journeyman who taught me safety and skills to work on a commercial worksite. I helped do a pinch deck, build doors and safety guardrails.

When you are serious about your career while attending SNTO they will do whatever it takes to help you achieve your goals. They will give you the steps you need to reach the career you've always wanted. After I finish my 7 week course at BCIT, I have job opportunities to work with a union job, or if I want, non union. The career coaches will help guide us in any direction we may want to go. Can't wait to build stuff so I can build a career!



wadeBAKER

Security Guard

Scarlett Security in partnership with Squamish Nation Employment & Training put on Security Guard Training in April 2016. Wade Baker took that training and received his Security license that summer. He then gained on call/part time work with Securiguard in November/16.

Scarlett Security hired him to work as Security worker at Seaspan January 1, 2017 and they immediately put him into OFA Level 2 Training course starting New Years Day!!!! Wade passed this course and on the last day of the course, he found out he had an overnight shift that very same night! He currently works full time as a security worker. Wade would like to thank Vanessa, Frances and all the other great staff at Employment & Training. "It's exciting to go into a new field of work in the workforce. My brain is working at higher levels that I never knew existed! I am excited in my abilities to be educated further."

Wade's future goals are to work at his current job for as long as he can. "It's a good job for senior workers ...keeps you fit with all that walking...I lost 10 lbs since I started there."



x^w məθk^w əyəm'

MUSQUEAM FIRST NATION



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respect.pride.inclusiveness.honour.share

Musqueam Nation successfully delivered multiple programs this year that were funded through the Aboriginal Skills and Employment Training Strategy as managed by ACCESS. The Introduction to Trades program was delivered in partnership with NVIT and ran for 12 weeks. This program supported clients in developing and increasing essential skills in various trades. The program consisted of a number of modules including strategies for success, bridging to trades electrical, millwright, piping trades and welding. Sixteen students enrolled in the program and all of them completed it. Ten of them obtained full-time employment.

Four students accessed a Targeted Wage Subsidy during this fiscal. All four were trained in landscape/horticulture pre-apprenticeship at the Musqueam Golf & Learning Academy. They learned multiple skills during their training including site operation, equipment usage and lawn maintenance. They also learned the proper methods for using fertilizer, spreading soil, laying sod, constructing and repairing landscape drainage. All four who began the program, completed the training and found employment.

The Health Care Aide program, delivered in partnership with Langara College, is eight months in length. Students are trained in the core competencies for care aides and health care assistants. This program will end in June and results are not yet available.

The Introduction to Baking & Pastry program runs for eight weeks and is designed to provide students with the skills that will allow them to compete for jobs in the hospitality industry – especially those within the Musqueam community. The course introduces students to the fundamentals of baking. Students learn to make pastries, breads, danishes, puff pastries, cakes, pies, muffins, scones, yeast and donuts. Eight students enrolled in this program. Six have obtained jobs and two have returned to school.



From left to right: Denise Brown, Dawn Keitiah, Julia Newton, Instructor, Julie Sparrow, Rand Commodore, and their second instructor.



From left to right: Evangeline Guerin, Paige Grant, Mary Charles (Well-known Musqueam Elder), Julie Sparrow, Tracy Sparrow, Laura Paul.



McGary Point, Erva-Jean Sparrow, Patrick August, Adrianna Scotchman.



From left to right: Laura Paul, Evangeline Guerin, Julie Sparrow, Paige Grant, Instructor, Tracy Sparrow.

Karen Hazelman, Leah Charlie





Loni WILLIAMS

Intro to Admin in Partnership with Squamish Nation

Loni registered for the Intro to Admin program and was shy and quiet when she first started the class. As the class went on she blossomed into a person that was standing up in front of people doing presentations, leading class projects and going to Toastmasters as a participant. When the time came for Loni's practicum she was placed with a high profile employer as their Front Receptionist/Admin person. This was a very high level position as she was dealing with North Vancouver Port safety, regulations and procedures. Loni did so well at her practicum in the 2nd week she was on her own operating it all! Loni is now working as an Administrative Assistant with a company on the North Shore - WTG Loni!

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tsileil-waututh

FIRST NATION

TWN Skills Centre

Tsilil-Waututh Nation values the important role training and employment play in supporting a healthy, dynamic, and independent First Nations, and that is why the TWN Skills Centre was created.

We are here to assist all Aboriginal People with all of their training and employment needs. Our services range from assisting clients with developing a career path; assisting them with overcoming their barriers to employment (ie: lack of driver's license); assisting them with resume development, job search, enrolling in training programs and ultimately securing employment. TWN Skills Centre delivers programs that enhance our students' lives while meeting labour market demands.

Squamish Nation and Tsilil Waututh Nation partnered for this first time on the Introduction to Administration Program and it was a success. The program is designed to give students the basic skills of an Administrative Assistant/Receptionist. The program ran for 9 weeks - 7 weeks in the classroom and 2 weeks in a work practicum.



Photo: With Chief Executive Officer – Dan Popowich,
Commissionaires of BC

jiovanniBENTRELL

Advanced Security Training

TWN Skills Centre was pleased to partner with the Commissionaires of BC on the Advanced Security Program. For more than 90 years, Commissionaires has protected people and property across Canada in the private and public sectors and is ranked 2nd in their industry.

Jiovanni had been looking for a job for a while before he registered for our Advanced Security Program. He was a very dedicated student and never missed one day of training. He was always early for class. While taking our program Jiovanni acquired his certificates in Basic Security, Advanced Security Tactical Training (AST), First-Aid, By-Law Enforcement, Conflict Resolution and Customer Service. These are all sought after skills and training for security guards. TWN Skills Centre is pleased to say that Jiovanni was directly hired by the Commissionaires when he finished the program. Good Stuff Jiovanni!!



dawnMCKAY

Call Centre with BC Hydro

The Call Centre training was TWN Skill Centre's first training program out of our new Skills Centre located in North Vancouver. We partnered up with BC Hydro and Accenture to offer a full scope of skills training for call centre agents. Training focused upon customer service, communications, meeting targets/KPIs, inbound and outbound calling and resume/interview skills.

Dawn was a remarkable student. She lived in White Rock and took transit every day to North Vancouver. She only missed one day. She was usually one of the first students to arrive in the morning. She embraced the program. Her upbeat attitude, motivation and drive was contagious to all her peers and staff. Dawn successfully finished the program and has been working for over a year with a travel insurance company. Congratulations Dawn!

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'sčewaðn mesteyex^w

TSAWWASSEN FIRST NATION

"Tsawwassen" means "land facing the sea". For thousands of years Tsawwassen people travelled the Lower Fraser River and Salish Sea (Georgia Strait).

Our people fished, traded and lived in various parts of south coastal B.C. and north coastal Washington. But our home was centred in the area most of our people now live.

ACCESS Funded Programs

Tsawwassen First Nation delivered a number of programs this year using the funds through the Aboriginal Skills and Employment Training Strategy as managed by ACCESS. One of those was the very successful Summer Student/Youth to Employment Program. Fifteen students took advantage of this 8 week program which included essential skills and work experience with three companies. All of them gained valuable experience first as construction labourers, followed by gas station attendant helpers and then as youth worker helpers. All fifteen students completed the training and then returned to school.

Tsawwassen First Nation also delivered the Driver Education training program. Ten students enrolled in that program which was comprised of 30 hours of extended driver training. Out of this valuable training program, eight students went on to further training and two obtained jobs.



angela WILLIAMS

Certified Bridge Watchman

Tsawwassen First Nations member, Angela Williams was working aboard a BC Ferries in the cafeteria but still looking to advance herself within the organization. When an opportunity came up to attend the ACCESS sponsored Bridge Watch program Angela received permission from BC Ferries to take the 12-week course. Angela successfully completed the training and can now apply to be a deckhand on a BC Ferries Vessel.



robert IRVING

Robert Irving is shíshálh Nation member, from Sechelt, BC. He has completed his Heavy Equipment Operator Certificate from Interior Heavy Equipment Operator School in February 2017. Robert was successful in obtaining employment right after he was certified and is now working in Vancouver putting his newly acquired skills to use. "Without the support from ACCESS, I would not be able to achieve my goals and I am extremely grateful for the opportunity provided to me to take the Heavy Equipment Operator Certificate Program."



dakota WATTERS

Dakota Watters is a shíshálh Nation member, from Sechelt, BC. He graduated from the UAPICBC Welding Foundation Program in October 2016. This introductory level program provided Dakota with the confidence to pursue employment opportunities in a trade. He was successful in gaining employment and is contemplating returning to school to further his education. "I am thankful for the chance to be a part of the Introduction to Trades Program. Completing this program made me believe in myself and now I know I can be successful when I apply myself."



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shíshálh

SECHELT FIRST NATION

The shíshálh people have a distinct language with a unique world view. Our people have always maintained a profoundly strong connection to each other as a people, within our extended families and collectively as a self-governing Nation; this connection is spiritual and the values we have as a people extend within our relationship to our land.

Group skills training included Receptionist, Land Sea Camp Services (cooking and accommodation), Forestry, Self-Employment, and short term certificate training programs to enable participants to obtain employability skills and entry level jobs. Twelve secondary and postsecondary students were involved in a summer student employment program within the Sechelt Nation departments.

ACCESS partners 50



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



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





URBAN SPIRIT
foundation

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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 Tatoosh
Vancouver Aboriginal
Friendship Centre Society



Vice-President
Jerry Adams
Circle of Eagles Lodge
Society



Secretary-Treasurer
Stewart Anderson
VanCity Savings Credit Union



Director
Lou Demerais
Vancouver Naive Health
Society



Director
George Chow
Community Member



Director
Ross Ramsey
Community Member



Director
Joe Mazza
Community Member



Director
Ken Clement
Canadian Aboriginal
Aids Network

Urban Spirit Foundation 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 2016-17. The year began with scholarship presentations at the three school districts of Vancouver, Surrey and Burnaby, followed by short term assistance activities, the fourth charity golf tournament, a mini-Aboriginal Wellness event for National Aboriginal Day and finally, at the end of the year, the "Giving Tuesday" fundraiser with lunch and bake sales, raffles, and 50/50's.

Fundraising Events



National Aboriginal Day Mini-Aboriginal Wellness Event at Trout Lake

ACCESS/USF Fourth Annual Charity Golf Tournament

The fourth annual charity golf tournament that ACCESS and USF organized for the benefit of USF was the most successful thus far. The golfers, staff, volunteers and some of the USF and ACCESS board members enjoyed the event at Country Meadows Golf Course in Richmond, BC on July 8, 2016 with contests and fundraisers, such as, the popular silent auction and the tooney toss. The 4th Annual Charity Golf Tournament was won by the Musqueam team of Wayne Sparrow, Clarke Sparrow, Gordon Grant and Jay Mearns.



JR LaRose, guest speaker was a former CFL with BC Lions



David Rabinovich, tournament's popular violinist

All guests were treated to a delicious evening buffet with relaxing background classical music by violinist David Rabinovich. ACCESS Trades success story, Steve Senyk, a 2nd level apprentice in metal fabrication, spoke about his background and his experience working with Seaspan in North Vancouver. JR LaRose, a former defensive back for BC Lions and a 2011 Grey Cup winner also spoke. He is from One Arrow First Nation in Alberta. He recounted his difficult years growing up and now inspires Aboriginal people with his personal tale of triumph.

A fifth annual tournament is planned for Friday, July 14, 2017 at Country Meadows. We anticipate even greater success at that tournament which is one of USF's largest fundraisers of the year.

Giving Tuesday Fundraiser – A Canada Wide Charity Fundraising Event

The Giving Tuesday fundraiser was held at all ACCESS offices. The competition was on between all ACCESS sites to see who could raise the most funds for Urban Spirit Foundation. The ACCESS Head Office won 1st prize trophy for raising the most funds for the Giving Tuesday Initiative on November 29, 2016 and took back the coveted trophy from the EAS Department.



Rob, Larry and Buddy from ACCESS Trades Department volunteering at Head Office Giving Tuesday event.

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 2016 with urban Aboriginal scholarships awarded throughout Metro Vancouver at Vancouver School District, Surrey School Board, Burnaby School District, Native Education College, Nicola Valley Institute of Technology, and British Columbia Institute of Technology.

Vancouver School Board



Stewart Anderson, USF Board Member, poses with the two Vancouver School Board's USF scholarship winners, Amelia Johnson-Leo and Austin Charlie.

"I am writing to express my appreciation to you for making the Urban Spirit Foundation Scholarship possible. I am so honored to have been selected as one of the recipients for this scholarship. Your support will be beneficial for fulfilling my post-secondary dreams of becoming a Registered Nurse...Your generosity has inspired me to help others and give back to my community..."

- Destinee Harvey

Surrey School District

The two students awarded scholarships in 2016 were Destinee Harvey and James Sharma.



Burnaby School District

This was the first year that students from Burnaby School District were presented USF scholarships. The two recipients were Nick Dangel and Destinee Morris.



Nick Dangel and Destinee Morris were the first USF Burnaby School District Scholarship winners.

Native Education College

The three recipients of the USF Scholarship at Native Education College were Kevin Amestoy for male bursary, and the two single parent bursaries went to Jaryn Brazeau and Julia Stephens.

"Being a single parent of four wonderful children has its financial challenges but despite this bumpy road, the obstacles have given me the strength and motivation to continue to strive toward my goals."

- Jaryn Brazeau

Nicola Valley Institute of Technology

This is the first year that USF has provided a scholarship to Nicola Valley Institute of Technology at the Burnaby Campus. The first recipients were Sarah Leggeat from Tsartlip/Tsimshian Nation and Isabelle Williams.



Sarah Leggeat, a Bachelor of Social Work student, and on the right, Isabelle Williams, a General Arts Associate student are the first recipients of USF's NVIT Scholarships.

"...Your bursary will assist me with the financial struggles that so many students experience...I am so grateful to be chosen this year..."

- Sarah Leggeat

British Columbia Institute of Technology

Two scholarships for carpentry foundation program were awarded in 2016 to Dustin Murphy and to Gwungai Brown.



BGIT Graduates of the Carpentry Foundation Program, Dustin Murphy and Gwungai Brown were the 2016 recipients of USF scholarships presented with Scholarship by USF Director George Chow.

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.



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 fund-raising events and donations from foundations and corporations.

Contact

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

www.urbanspiritfoundation.com

or email us at:

info@urbanspiritfoundation.com

Charitable Number:
82789 5368 RR0001

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FINANCIAL statements

In our opinion, the financial statements present fairly, in all material respects, the financial position of Aboriginal Community Career Employment Services Society (ACCESS) as at March 31, 2017 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



To the Members of Aboriginal Community Career Employment Services Society (ACCESS)
We have audited the accompanying financial statements of Aboriginal Community Career Employment Services Society (ACCESS), which comprise the statement of financial position as at March 31, 2017 and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we 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 judgment, 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.

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Aboriginal Community Career Employment Services Society (ACCESS) as at March 31, 2017 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Other Matter

As required by the British Columbia Societies Act, we report that, in our opinion these financial statements have been prepared following Canadian accounting standards for not-for-profit organizations applied on a consistent basis.

Winstanley Business Advisors Ltd.
Chartered Professional Accountants

West Vancouver, British Columbia
July 17, 2017

Aboriginal Community Career Employment Services Society

Year ended March 31, 2017

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**WINSTANLEY**

BUSINESS ADVISORS LTD.

Chartered Professional Accountants

INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying financial statements of Aboriginal Community Career Employment Services Society (ACCESS), which comprise the statement of financial position as at March 31, 2017 and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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.

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

(continues)

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Aboriginal Community Career Employment Services Society (ACCESS) as at March 31, 2017 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Other Matter

As required by the British Columbia Societies Act, we report that, in our opinion these financial statements have been prepared following Canadian accounting standards for not-for-profit organizations applied on a consistent basis.

Winstanley Business Advisors Ltd.

West Vancouver, British Columbia
July 17, 2017

Winstanley Business Advisors Ltd.
Chartered Professional Accountants

Aboriginal Community Career Employment Services Society

Statement of Financial Position

As at March 31, 2017

	2017	2016
Assets		
Current		
Cash	\$ 1,221,376	\$ 300
Accounts receivable	2,018,806	3,575,826
GST receivable	105,188	44,170
Prepaid expenses	86,453	76,671
	<u>3,431,822</u>	<u>3,696,967</u>
Tangible capital assets (Notes 2 & 3)	722,160	731,690
	<u>\$ 4,153,982</u>	<u>\$ 4,428,657</u>
Liabilities		
Bank indebtedness	\$ -	\$ 244,273
Accounts payable and accrued liabilities	1,036,326	1,728,097
Government remittances payable	12,501	14,374
Salaries payable	74,806	61,864
Deferred revenue	689,082	254,398
	<u>1,812,715</u>	<u>2,303,006</u>
Net Assets		
Invested in capital assets	722,160	731,690
Unrestricted	1,619,107	1,393,961
	<u>\$ 2,341,267</u>	<u>\$ 2,125,651</u>
	<u>\$ 4,153,982</u>	<u>\$ 4,428,657</u>

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

Approved by the Board:

Chair

Treasurer

Aboriginal Community Career Employment Services Society

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Statement of Operations

Year ended March 31, 2017

	2017	2016
Revenue		
Federal Contributions - ASETS program [Note 1]	\$ 3,912,634	\$ 3,327,599
Federal Contributions - First Nations ASETS programs [Note 1]	3,105,175	2,783,341
Provincial contributions - Bladerunners program [Note 1]	3,987,683	4,296,600
	<u>11,005,492</u>	<u>10,407,540</u>
Other contributions		
SPF Aboriginal Maritime Training and Employment Program	1,010,975	941,744
Industry Training Authority	754,006	756,172
Indigenous and Northern Affairs Canada	261,315	269,747
Building Service Worker	165,709	121,756
Employment Program of BC	62,970	60,113
Bloom Group	34,084	54,840
ITA Trades Conference	-	78,152
Electrical Joint Training Committee	66,628	-
ACCESS Essential Skills for Aboriginal Futures	90,180	-
Lu'Ma Native Housing Essential Skills for Aboriginal Futures	98,848	-
	<u>2,544,715</u>	<u>2,282,524</u>
Other revenue		
Rental revenue - 681 Columbia Street [Note 5]	67,345	35,714
Property Management Fees [Note 5]	41,832	40,658
Interest	15,103	20,155
	<u>124,280</u>	<u>96,527</u>
Total Revenue	\$ 13,674,487	\$ 12,786,591

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

Aboriginal Community Career Employment Services Society

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Statement of Operations

Year ended March 31, 2017

	2017	2016
Revenue		
	\$ 13,674,487	\$ 12,786,591
Expenses		
Federal ASETS (EI and CRF) program expenses	3,912,634	3,327,599
Federal First Nations ASETS program expenses	3,105,175	2,783,341
Provincial Bladerunners program expenses	3,893,730	4,168,181
	<u>10,911,539</u>	<u>10,279,121</u>
Other Program Expenses		
SPF Aboriginal Maritime Employment and Training Program	1,010,975	941,744
Industry Training Authority	689,278	756,172
ACCESS Essential Skills for Aboriginal Futures	150,180	332,137
Indigenous and Northern Affairs Canada	261,315	269,747
Building Service Worker	165,709	121,756
Employment Program of BC	62,970	60,113
Bloom Group	34,084	54,840
ITA Trades Conference	-	78,153
Electrical Joint Training Committee	66,628	-
Lu'Ma Native Housing Essential Skills for Aboriginal Futures	98,848	-
	<u>2,539,987</u>	<u>2,614,662</u>
Other Expenses		
Operating expenses - 681 Columbia Street	67,345	35,714
	<u>67,345</u>	<u>35,714</u>
Total Expenses	13,518,871	12,929,497
Less expense recovery	60,000	332,137
Net Expenses	13,458,871	12,597,360
Excess of revenue over expenses	215,616	189,231
Net assets, beginning of year	2,125,651	1,936,420
Net Assets, End of Year	\$ 2,341,267	\$ 2,125,651

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

Aboriginal Community Career Employment Services Society

Statement of Changes in Net Assets

As at March 31, 2017

	Invested in		2017	2016
	Unrestricted	Capital Assets		
Net assets, beginning of year	\$ 1,393,961	\$ 731,690	\$ 2,125,651	\$ 1,936,420
Invested in capital assets	-	-	-	-
Amortization	9,530	(9,530)	-	-
Excess revenue over expenses	215,616	-	215,616	189,231
Net assets, end of year	\$ 1,619,107	\$ 722,160	\$ 2,341,267	\$ 2,125,651

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

Aboriginal Community Career Employment Services Society

Statement of Cash Flows

Year ended March 31, 2017

	2017	2016
Cash Flows		
<u>From (used by) operations:</u>		
Excess of revenue over expenses	\$ 215,616	\$ 189,231
<u>Add back non-cash items</u>		
Amortization expense	9,530	30,212
<u>Changes in non-cash working capital</u>		
(Increase) Decrease in accounts receivable	1,496,002	(1,195,634)
(Increase) Decrease in prepaid expenses	(9,782)	6,730
Increase (Decrease) in accounts payable and accrued liabilities	(680,702)	618,453
Increase (Decrease) in deferred revenue	434,685	127,364
	<u>1,465,349</u>	<u>(223,644)</u>
<u>From (used by) financing and investing:</u>		
Adjust/ purchase capital assets	-	(65,890)
Financing through bank indebtedness	-	244,273
	<u>-</u>	<u>178,383</u>
Net Increase (Decrease) in cash and cash equivalents	1,465,349	(45,261)
Cash and cash equivalents, beginning of year	300	45,561
Cash and cash equivalents, end of year	\$ 1,465,649	\$ 300
 <u>As represented by:</u>		
Cash	\$ 1,221,076	\$ -
Petty cash	300	300
	<u>\$ 1,221,376</u>	<u>\$ 300</u>

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

Aboriginal Community Career Employment Services Society

Notes to Financial Statements

Year ended March 31, 2017

5. Property Management

a) ACCESS is property manager of the building at 390 Main Street, Vancouver, owned by the City of Vancouver and leased by ACCESS free of charge. Tenants are two ACCESS programs, Aboriginal Connections to Employment (ACE) and BladeRunners (Lower Mainland) and 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. During the year the Society collected rent revenue of \$121,141 (2016 - \$113,617) and incurred expenses of \$105,340 (2016 - \$99,226). The Society earned a property management fee of \$15,801 (2016 - \$14,391) from managing this property.

b) ACCESS is also property manager and lessee 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. During the year the Society collected rent revenue of \$199,715 (2016 - \$201,824) and incurred expenses of \$173,684 (2016 - \$175,558). The Society earned a property management fee of \$26,031 (2016 - \$26,266) from managing this property.

6. Related Party

The Boards of ACCESS and Urban Spirit Foundation (USF) have four directors in common. ACCESS delivers Trades and Poverty Relief programs for USF. These programs are delivered at no charge to USF. During the year the Society made a payment of \$80,000 to USF to fund capacity and career programs. Vancouver Native Housing partnered equally with ACCESS in funding these program and contributed \$40,000 to ACCESS for disbursement to USF. These amounts are measured at the exchange amount.

7. Obligations under Operating Leases

The Society has long term leases for its office space including its head office in West Vancouver and its Surrey office. The leases for the West Vancouver office space end in fiscal years 2022 and 2023 and the Surrey office space lease ends in fiscal 2022. The Society also leases office equipment on a five year lease ending in fiscal 2019.

Future minimum lease payment for the next five years are:	2018	\$	334,565
	2019		322,757
	2020		266,818
	2021		273,379
	2022		185,098
	Thereafter		6,620
		\$	<u>1,389,238</u>

Aboriginal Community Career Employment Services Society

Notes to Financial Statements

Year ended March 31, 2017

8. Financial Instruments

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

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Society's main credit risks relate to accounts receivable. The Society provides credit to its contributors, whom are primarily made up of federal and provincial government departments and other not for profit organizations, in the normal course of its operations.

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Society is exposed to this risk mainly in respect of its accounts payable and accrued liabilities. During fiscal 2017 the Society obtained a \$500,000 line of credit facility to manage future liquidity issues caused by delays in receipt of funding. The interest rate is prime plus 1% and there is a general security agreement in place against the assets of the Society.

9. Economic Dependence

The Society receives 81% (2016 - 80%) of its funding from the Governments of Canada and British Columbia. Should this funding not be available the continued viability of the organization would be doubtful.

10. Wages and Benefits

The Society had four employees who earned greater than \$75,000 in the current fiscal year. The total remuneration paid to those four employees in fiscal 2017 was \$367,176.

11. Comparative Figures

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

Aboriginal Community Career Employment Services Society

Notes to Financial Statements

Year ended March 31, 2017

12. Administration expenses

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

	2017	2016
Advertising and promotion	\$ 7,002	\$ 9,897
Amortization	9,530	30,212
Bank charges and interest	5,459	4,164
Consulting fees	5,853	8,395
Equipment rental	17,221	17,221
Insurance	6,051	5,960
Meetings and travel	37,755	34,814
Office	100,571	37,640
Parking	2,199	2,255
Professional fees	138,721	132,266
Rent	98,587	96,656
Salaries and benefits	513,658	528,202
Telephone and information technology support	20,870	30,247
Training and development	122,387	106,859
	<u>\$ 1,085,865</u>	<u>\$ 1,044,788</u>

Administration expenses have been allocated to the various programs based on the funding agreements with the program funders.

Urban Spirit Foundation

Financial Statements

March 31, 2017

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INDEPENDENT AUDITOR'S REPORT

To the Members of Urban Spirit Foundation

We have audited the accompanying financial statements of Urban Spirit Foundation, which comprise the statement of financial position as at March 31, 2017 and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we 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 judgment, 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.

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

(continues)

Independent Auditor's Report to the Members of Urban Spirit Foundation *(continued)*

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Urban Spirit Foundation as at March 31, 2017 and the results of its operations and its cash flow for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Other Matter

As required by the British Columbia Societies Act, we report that, in our opinion, these financial statements have been prepared following Canadian accounting standards for not-for-profit organizations applied on a consistent basis.

Winstanley Business Advisors Ltd.

West Vancouver, British Columbia
June 28, 2017

Winstanley Business Advisors Ltd.
Chartered Professional Accountants

Urban Spirit Foundation
STATEMENT OF FINANCIAL POSITION
As at March 31, 2017

	General	Endowment	2017	2016
ASSETS				
Current assets				
Cash	\$ 198,576	-	\$ 198,576	\$ 316,353
Accounts receivable	40,000	-	40,000	\$ -
Goods and services tax recoverable	378	-	378	772
	<u>238,954</u>	<u>-</u>	<u>238,954</u>	<u>317,125</u>
Investment in Vancouver Foundation		101,531	101,531	
	<u>\$ 238,954</u>	<u>101,531</u>	<u>\$ 340,485</u>	<u>\$ 317,125</u>
LIABILITIES AND FUND BALANCES				
Current liabilities				
Accounts payable	\$ 50,748	-	\$ 50,748	\$ 5,932
Fund balances				
Unrestricted	188,206	-	188,206	236,092
Externally restricted [Note 3]	-	101,531	101,531	75,101
	<u>188,206</u>	<u>101,531</u>	<u>289,737</u>	<u>311,193</u>
	<u>\$ 238,954</u>	<u>101,531</u>	<u>\$ 340,485</u>	<u>\$ 317,125</u>

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

Approved by the Board:

Chair

Treasurer

Urban Spirit Foundation
STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES
For the year ended March 31, 2017

	General	Endowment	2017	2016
Revenues				
General donations	\$ 46,750	-	\$ 46,750	\$ 83,476
Designated donations	6,592	-	6,592	7,834
Interest	1,875	1,031	2,906	1,874
Membership fees	-	-	-	25
Golf tournament	46,993	-	46,993	31,677
Named endowments	-	500	500	-
	<u>102,210</u>	<u>1,531</u>	<u>103,741</u>	<u>124,886</u>
Expenses				
Advertising and communication	450	-	450	531
Fundraising	-	-	-	-
Meetings and travel	757	-	757	1,207
Office	890	-	890	1,516
Professional fees	5,750	-	5,750	5,791
Telephone and IT support	-	-	-	-
Golf tournament expenses	15,750	-	15,750	7,533
	<u>23,597</u>	<u>-</u>	<u>23,597</u>	<u>16,578</u>
Disbursements				
Capacity and Career	84,600	-	84,600	-
Poverty relief	8,000	-	8,000	9,000
Scholarships	9,000	-	9,000	7,000
	<u>101,600</u>	<u>-</u>	<u>101,600</u>	<u>16,000</u>
Excess (Deficiency) of revenues over expenses	(22,987)	1,531	(21,456)	92,308
Fund balances, beginning of year	236,092	75,101	311,193	218,885
Transfers between funds	(24,899)	24,899	-	-
Fund balances, end of year	<u>\$ 188,206</u>	<u>101,531</u>	<u>\$ 289,737</u>	<u>\$ 311,193</u>

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

Urban Spirit Foundation

STATEMENT OF CASHFLOW

For the year ended March 31, 2017

Cash flow from (used by):	2017	2016
From (used by) operations:		
Excess (deficiency) of revenue over expenses	\$ (21,457)	\$ 92,308
Prior period adjustment	-	-
Changes in non-cash working capital		
(Increase) Decrease in accounts receivable	(40,638)	18,376
Increase (Decrease) in accounts payable and accrued liabilities	44,818	(29,633)
	<u>(17,277)</u>	<u>81,051</u>
From (used by) financing and investment:		
Investment in Vancouver Foundation	<u>(100,500)</u>	<u>-</u>
Net increase (decrease) in cash and cash equivalents	(117,777)	81,051
Cash and cash equivalents, beginning of year	<u>316,353</u>	<u>235,302</u>
Cash and cash equivalents, end of year	\$ 198,576	\$ 316,353
As represented by:		
Cash	<u>\$ 198,576</u>	<u>\$ 316,353</u>

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

Urban Spirit Foundation

NOTES TO FINANCIAL STATEMENTS

For the year ended March 31, 2017

1. PURPOSE OF THE ORGANIZATION

The Urban Spirit Foundation awards post-secondary scholarships to students of Aboriginal descent, relieves poverty among urban Aboriginal people and enhances job training and career opportunities for all urban youth-at-risk. The Foundation is a not-for-profit organization incorporated under the Society Act of British Columbia on January 7, 2007. It is registered with the Canada Revenue Agency as a charitable organization exempted under Section 149(1)(f) 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 (ASNPO).

Fund accounting

The organization follows the restricted fund method of accounting for contributions. The General Fund reports program delivery and administration activities resulting from unrestricted resources and restricted operating contributions. The Endowment Funds report resources contributed for perpetual endowments. Investment income earned by Endowment Funds is reported in the General Fund unless otherwise restricted by the contributors.

Revenue recognition

Unrestricted contributions are recognized as revenue in the General Fund in the year received or receivable if the amount to be recorded can be reasonably estimated and collection is reasonably assured.

Restricted contributions (ie, designated donations) related to general operations are recognized as revenue in the General Fund in the year in which the related expenses are incurred.

Restricted contributions related to endowments are recognized as revenue in the Endowment Fund.

Investment income is recognized as revenue of the General Fund when earned. Unrestricted investment income earned on resources in the Endowment Fund is also recognized as revenue of the General Fund when earned.

Restricted investment income earned on resources in the Endowment Fund is recognized as revenue of the Endowment Fund when earned.

Membership fees are recognized as revenue of the General Fund when collected.

Contributed services

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

Financial instruments

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

Urban Spirit Foundation

NOTES TO FINANCIAL STATEMENTS

For the year ended March 31, 2017

2. Significant Accounting Policies (cont'd)

Measurement uncertainty

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

3. EXTERNALLY RESTRICTED FUNDS

	2017	2016	2015	2014	2013	2012
Endowments						
Capacity	\$ 25,500	\$ 18,191	12,092	3,564	3,564	3,064
Career	25,000	18,191	12,092	2,000	2,000	1,500
Poverty relief	25,000	19,190	12,092	8,678	1,600	1,550
Scholarships	25,000	19,529	12,431	9,541	2,950	250
Total cumulative endowments	\$ 100,500	75,101	48,707	23,783	10,114	\$ 6,364

4. RELATED PARTY

The Boards of USF and Aboriginal Community Career Employment Service Society (ACCESS) have four directors in common. ACCESS delivers trades and poverty relief programs for USF. During the year the Foundation received \$40,000 from ACCESS for career and capacity programs.

5. FINANCIAL INSTRUMENTS

Financial instruments are comprised of cash, accounts receivable, accounts payable and externally restricted funds, the fair value of which approximates their carrying amounts. Management's opinion is that the organization is not exposed to any significant credit risk, interest rate risk, currency exchange risk or liquidity risk arising from these financial instruments.

6. COMPARATIVE FIGURES

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