



annual report  
2017-18





our funding partners

Canada 



BRITISH  
COLUMBIA



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# from the CHAIR



**JERRY**  
adams

Thank you again to the Board of Directors, CEO and Staff for all the work they have done throughout the year. The continuum qualities of services are always reflected in the students and graduates from ACCESS programs. The true indicators of success are the confidence instilled in the students, and their discovery that not only can they do the work, but they have found who they as Indigenous people and are not afraid to show their new sense of pride. It is also shows in their connections to family and their Indigenous roots. It is such a huge rediscovery for these young folks to be able to give identity back to themselves. It enables them to grow from the teachings in the trades, but also in the Traditional teachings that are an integral part of the program. We are nothing without our Traditional teachings and family. Although it is not possible to show this in the statistics of governmental recordings, the key to the way we make a differences lies in acquainting our youth with who they are before they can give back in their work through the trades, education or hospitality industry.

ACCESS is a unique program because it is an Indigenous program and it is successful because of our uniqueness, and we cannot forget those success stories that do not make headlines. The staff seem to find Traditional teachers who discover the gifts of these young folks and build on that to create a new life and path for them to follow. What has this all got to do with education and training? It is everything that our grandfathers, grandmothers and parents wanted to give to us, but could not, because of Residential schools and the long term trauma for many of our community.

ACCESS has given us back a future. We can thank John and his staff for

recreating families first, followed by the ability to be in the work force again by putting the heart and soul back in our youth.

Ross Ramsey over the years has given the Board of Directors a lot of guidance and support throughout ACCESS's growing pains, and it shows that we can work with outside supports in a good way. Ross was sensitive to what we wanted and made our governance a combination of mainstream and Indigenous Traditions, and it is reflected in our core values on our website.

We envision an urban Aboriginal Community empowered through culture, wellness, achievement, and self-sufficiency. ACCESS offers customized employment and training services designed specifically to provide urban Aboriginal people with the education and skills they require to compete equally and effectively in today's job market."

I am fortunate to have been part of the Board of Directors since the inception of ACCESS. Life keeps moving on, and changes do occur, and it should always be that way. ACCESS is a strong Indigenous organization because of all the healthy programs and healthy leadership and Board of Directors. We can only be as good as the end product, and that is increasing the numbers of our people in the workforce. We have done that over the life span of ACCESS.

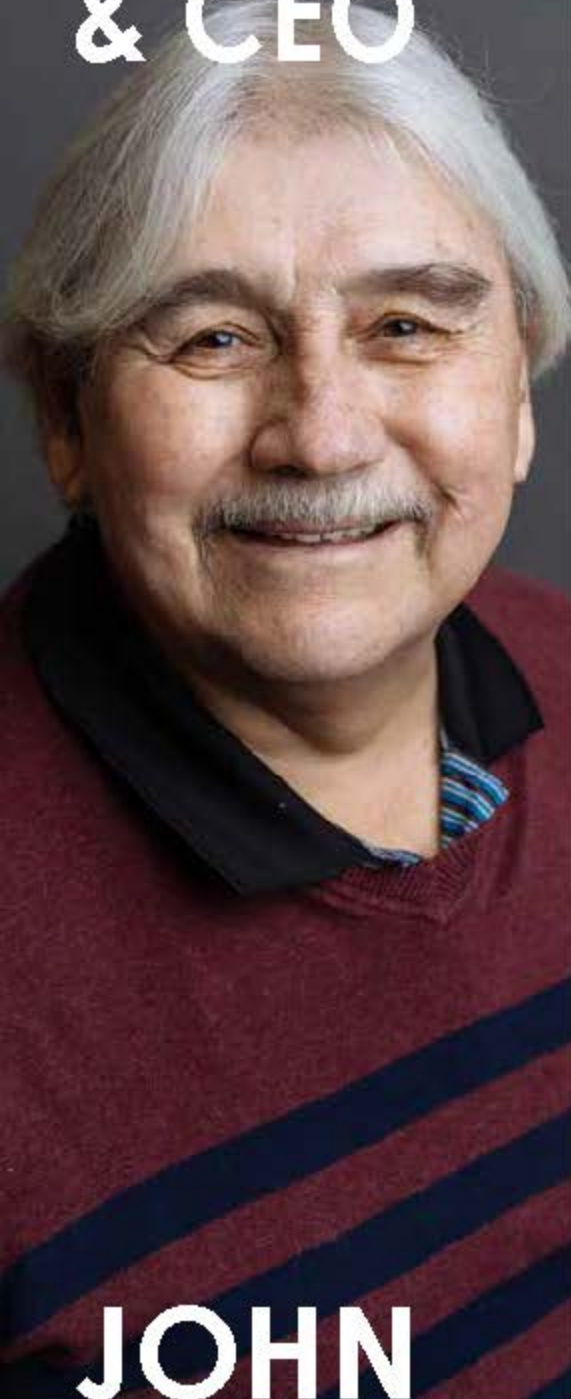
Thank you for the wonderful journey you have given me as a Board member of our great organization over the years.

T'ooyak̓siy̓ hisims

*Nii K'an Kwsdins*  
(Jerry Adams)



# from the PRESIDENT & CEO



**JOHN**  
webster

I am honoured and pleased to present our Annual Report of our labour market activities for the 2017-18 fiscal year. We are now in our 19th year of operation, and we have much to celebrate as an Aboriginal Skills and Employment Training Strategy agency (ASETS). The content of this report illustrates the commitment, dedication and continuous learning that we build upon 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 Stó:lō Aboriginal Skills Employment and Training (SASET) in the Fraser Valley, and Métis Nation of BC (MNBC).

By coordinating 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.

*Our core values are Respect,  
Honour, Kindness and Sharing  
and we treat our clients  
according to those values.*



# ACCESS background

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

The Agreement launched a new era, placing urban Aboriginal people in control of the design and management of their own education and employment requirements and objectives. Out of this Agreement, ACCESS evolved into a duly incorporated BC non-profit society in January 2002. The Agreement was extended to March 31, 2010, based on the success of ACCESS in delivering AHRDA programming. In July 2010, ACCESS then entered into the new Aboriginal Skills and Employment Training Strategy (ASETS) with Human Resources and Skills Development Canada (now known as Employment and Social Development Canada), as the Metro Vancouver urban Aboriginal Agreement Holder until March 2015. 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.



## Our Mission

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

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 Core Values

HONOUR  
KINDNESS  
RESPECT  
SHARING

## 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.

## Vision

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

## Our Mandate

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

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

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



# GOVERNANCE

## board of directors



**JERRY ADAMS**

ACCESS Chair  
*Circle of Eagles  
Lodge Society*



**LOU DEMERAIS**

ACCESS Vice-Chair  
*Vancouver Native  
Health Society*



**DAN GUINAN**

ACCESS Secretary-Treasurer  
*Native Education College*



**KEN CLEMENT**

ACCESS Director  
*Canadian Aboriginal  
AIDS Network*



**JENNA FORBES**

ACCESS Director  
*Vancouver Aboriginal  
Transformative Justice  
Services Society*



**DENA KLASHINSKY**

ACCESS Director  
*Urban Native Youth  
Association*



**SUSAN TATOOSH**

ACCESS Director  
*Vancouver Aboriginal  
Friendship Centre Society*



**MERV THOMAS**

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



**JOHN WEBSTER**  
PRESIDENT & CEO

DIRECTOR OF FINANCE & HR  
**LYNN WHITE**

**FINANCE**

Janet Chakasim, Finance Assistant  
Sherri Sinclair, Finance Assistant  
Maria Ntarda, Finance Assistant  
Yumi Tanaka, Administrative Assistant

DIRECTOR OF TRADES  
**HELEN BOYCE**

**ACCESS TRADES**

Pauline Hanuse, Contracts & Records Coordinator  
Larry Webster, Training & Apprenticeship Advisor  
Rob Egan, Training & Apprenticeship Advisor  
Buddy Cardinal, Training & Employment Coach

DIRECTOR OF BLADERUNNER  
**TOM GALWAY**

**BLADERUNNERS**

Chasity Simeon, Provincial Administrator  
Gary Jobin, Senior BladeRunners Coordinator  
Eddie Taylor, BladeRunners Coordinator  
Brenda Crump, BladeRunners Coordinator  
Jason Taylor, BladeRunners Coordinator  
Conroy Jones, B&W Coordinator  
Armand Tencha, Tenant Support Worker  
Position unfilled at printing, Administrative Assistant

DIRECTOR OF EAS  
**TAMI OMEASOO**

**EMPLOYMENT ASSISTANCE SERVICE (EAS)**

Linda Federation, Program Officer  
Shannon McMillan, Employment Counsellor  
Rebecca Hackett, Employment Counsellor  
Kristen Cook, Trades Lead Employment Counsellor  
Lucie Lacaille, Employment Counsellor

**ABORIGINAL TRAINING EMPLOYMENT COOPERATIVE (ATEC)**

Kendra Newman, Program Manager  
Diane Wright, Employment Counsellor  
Shannon McConaghy, Employment Counsellor  
Cathy Roy, Employment Counsellor  
Anna Lumberjack, Administrative Support

DIRECTOR OF ACE  
**SABRINA Cicansky**

**ABORIGINAL CONNECTION TO EMPLOYMENT (ACE)**

Andrea Doolan, EPBC Case Manager  
Amanda Kai, Employment Counsellor  
Kathleen Dennis, Administrative Support

DIRECTOR OF ESAF  
**CORI THUNDERCHILD**

**ESSENTIAL SKILLS FOR ABORIGINAL FUTURES (ESAF)**

Ivan Kiss, Math Instructor  
Patricia Babukilka, Instructor  
Heather Crosby, Client Liaison  
Mario Rabbit Carrier, Administrative Support

DIRECTOR OF PROGRAMS  
**GARY MCDERMOTT**

**ACCESS PROGRAMS**

Elaine Clare, Program Officer  
Chantal Wiberger, Student Support Coach



# ACCESS contact LOCATIONS

## ● ACCESS Head Office

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

## Essential Skills for Aboriginal Futures

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

## ● BladeRunners Provincial Management

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

## ● ACCESS Trades

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

## ● ACCESS Funded Programs

108 - 100 Park Royal South  
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





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









# employment assistance **SERVICES**

The ACCESS Employment Assistance Services (EAS) department plays an important role in assisting ACCESS with meeting its' mandate of increasing urban Aboriginal participation in the labour market. EAS contributes to the overall service delivery operations of this agency and is normally the first point of contact between ACCESS and the community that we serve.

Clients accessing our EAS offices have the option of booking one-on-one time with Employment Advisors to obtain support in the form of employment, training, and funding advice or utilizing the many resources available to them such as our multi-faceted Employment Resource labs.

EAS also collaborates with other departments within ACCESS and assists with screening, recruiting and providing employment advice to participants of programs delivered by Essential Skills for Aboriginal Futures (ESAF), ACCESS Trades, and ACCESS Programs.

Additionally, EAS has a service delivery agreement with the Urban Native Youth Association (UNYA) who are sub-contracted to deliver Native Youth Learning Centre (NYLC) related services. We also provide employment, training and funding advice to the clients of our First Nations partners including Musqueam, Shishalh (Sechelt) Nation, Squamish Nation, Tsawwassen First Nation, and Tsleil-Waututh Nation.

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 (EAS) – East Vancouver

EAS is uniquely situated within the Vancouver Aboriginal Friendship Centre and provides a one-stop services to Indigenous peoples coming to Vancouver. EAS supports this one stop model by providing the employment and training expertise. EAS collaborates with Urban Native Youth Association and local First Nations to provide services to a wider audience.

**LOCATION:** 110 -1807 East Hastings Street, Vancouver, BC.

## Aboriginal Connections to Employment (ACE) – Downtown East Side

ACE is also uniquely situated in the DTES (Main and Hastings) and provides special services to the Indigenous clientele of this distinctive community. ACE collaborates with the many organizations in the DTES to best serve the Indigenous peoples in this area. Whether a client is ready for employment or needs assistance for other services to support them on their pathway to gaining employability skills.

**LOCATION:** 390 Main Street, Vancouver, BC.

## Aboriginal Training and Employment Cooperative (ATEC) – Surrey

ATEC is a collaborative and mutually supportive venture of three organizations (ACCESS, MNBC and SASET) that conduct operations and provide employment and training services to Indigenous clients from a shared site.

**LOCATION:** 10757-138 Street, Surrey, BC.



# S U C C E S S achievement future

## Leighton Joseph

**CNC Machinist Apprentice**  
KWADACHA BAND

Leighton is a fourth-year apprentice CNC Machinist with United Gear & Machine Works. Leighton began his training in 2013 and from the beginning was a dedicated student. He completed Level III in 2017 and is on track for completing his Red Seal Certification in May 2018. His supervisor Mike Barnes said, "ACCESS Trades brings industry more skilled people. Leighton Joseph is a good example. He has received some good training and is capable of doing a lot with out supervision."



## Robert John

**Red Seal Chef**  
SQUAMISH NATION

If you have enjoyed lunch or dinner at the Tap House in the Park Royal Village, Robert just might have cooked your meal. Robert has been cooking for over 20 years, and ACCESS was pleased to support him to achieve his Professional Cook 3 and Red Seal Certification. Robert said, "ACCESS was there when I needed it most. They were also a big help with the funding for PC3 and my Red Seal." Robert wants to 'pass on his skills to the next inspired cooks'.



# advancement career independence



## Thomas Nichol

**Red Seal Plumber**

OLD MASSETT BAND

Thomas has been with ACCESS Trades since 2012 and is now a Red Seal Journeyman. "I work with Warrior Plumbing with an all Native Crew and proud of where I am. We are working on a large housing project on Tsleil-waututh land and in the future, I will see that project and know I was part of building it. ACCESS was super helpful. My Uncle came and sang at our graduation event. It was great to have had the opportunity to learn new skills in an environment that included my culture."

## Trevor Wycotte

**4th year Apprentice Carpenter**

WILLIAMS LAKE INDIAN BAND

Trevor began his trades training through the Vancouver Olympic Committee (VANOC) and ACCESS partnership program. This partnership was formed to provide skilled workers for the 2010 Olympics, Trevor continued his apprenticeship journey and has been working with our partner Beedie Construction since 2016. Trevor completed his technical training for Level 4 in 2017. His next step is to write his Red Seal Certification to become a journeyed carpenter. "Thank you ACCESS for your guidance and support. I recommend the trades to everyone!"





38

trades



522

apprentices



# access TRADES

The ACCESS Trades department was established in 2005 to ensure the Indigenous Community in Metro Vancouver had the right skills and certifications to maintain long-term careers in construction, manufacturing, and shipbuilding. The first program, pipefitting, was a success with 11 graduates and 9 people confirmed to have completed their apprenticeship and achieved Red Seal Certification. Since 2005 we have sponsored 60 programs with the British Columbia Institute of Technology, the Electrical Joint Training Committee, Vancouver Community College, and UAPIC 170.

ACCESS Trades staff monitor and support our trainees at each level of their apprenticeship. Today, we are proud to say that at the end of 2017 we have 522 apprentices in 38 different trade designations. As of 2017-18, a total of 83 people completed Red Seal Certification and 14 achieved Certificate of Qualification. Another 23 were in training at the end of this fiscal year.

Trades has been fortunate to secure funding through the Federal Skills and Partnership Fund in the amount of 6.3 million for the Aboriginal Marine Training and Employment Partnership (AMTEP). This funding provides trades training until 2021. In addition, we benefited from funding through the Province of BC Canada Job Grants and ITABC to deliver programs through the Employment Services & Supports.

ACCESS trainees are also participating in the National Shipbuilding Strategy (NSS). Seaspan has 12 ACCESS sponsored trainees on site as welders, metal fabricators, and electricians. Another 19 are working in the Victoria Operations completing work practicums and in entry level jobs as a direct result of the SPF funding partnership with CSETS on Vancouver Island. We have a continued commitment from Seaspan to work with ACCESS and CSETS to hire our highly skilled trainees as the NSS moves forward.

Strong new partnerships have given us the opportunity to train electricians through the Alternate Pathway Program with our partners Skill Plan BC and the EJTC. This training led to 24 trainees placed as Electrical Apprentices through the IBEW 213 in 2017. A third class began in February 2017 – students are doing well.

The Director of ACCESS Trades participates on the ITA Indigenous Advisory Committee. We continue to maintain strong relations with ITA, industry stakeholders, and over 500 employers. We contribute to local school boards by attending career fairs and working with students who are referred to the ACCESS Trades program. The result of this type of collaboration has been highly effective with trainees referred by VSB having high success.



Ten trades programs were underway during the 2017/18 fiscal year. Students graduating at the end of the fiscal year have since started work or are in job search.

PROGRAMS ENDING IN 2017/18 FISCAL	NUMBER OF STARTS	NUMBER OF GRADUATES	NUMBER EMPLOYED	STILL IN SCHOOL
Welding	15	11	10	0
Metal Fabrication	9	8	8	0
Bridge Watchman	12	10	8	0
Electrical Foundation	16	12	12	0
Program start/end 2017/18 fiscal				
Carpenter IP Refresher	8	6	6	0
Metal Fab	16	12	5	0
Program starts in 2017/18 fiscal				
Pipefitting	12	n/a	n/a	6
Electrical Foundation (LMDA check)	12	12	12	0
Welding	12	n/a	n/a	9
Electrical Foundation	12	n/a	n/a	8
<b>Total .....</b>	<b>126</b>	<b>79</b>	<b>61</b>	<b>23</b>

ACCESS also funded ~~XXXXX~~ trainees in individual seat purchases. The majority of trainees were apprentices attending the next level of technical training.

## What our trainees say about ACCESS Trades

### Sean Baker

ACCESS definitely saved my life. So my gratitude for this program goes beyond anything I can even think of.

### Chris Lokhorst

ACCESS gave me the opportunity to provide for my family.

### Riley Lawson

Super beneficial, great way to start your career.

### Nathan Plessis

ACCESS can save a lot of lives and help a lot First Nation people.

### Trishtana Snow

ACCESS gave me a new start in life and provided me the tools to be successful.

### Coleson Hughes

ACCESS is very dedicated to their client success in and out of the program.



# S U C C E S S achievement future



## Kolton Carpenter

**Humchitt Metal Fabricator Graduate**  
HEILTSUK NATION

## Dakota Carpenter

**Humchitt Red Seal Welder**  
HEILTSUK NATION

Kolton attended the Metal Fabrication/Marine Fitter program in 2017 and successfully completed 8-weeks of skills upgrading at ESAF and the Metal Fabrication Foundation program at BCIT. ACCESS Trades staff were pleased to see his brother, and our former apprentice, Dakota at the graduation event. Dakota came into the ACCESS Trades Program in 2010 to begin his career in welding. He achieved Red Seal Certification in 2013, and has since gained several specialized pipe welding tickets. (L to R)

## Keifer Baker

**Deck Hand**  
MUSQUEAM INDIAN BAND

Keifer graduated from the ACCESS funded Bridge Watch Program at the BCIT Marine Campus in 2017. He immediately began an internship with our partner Saam Smit Towage. We caught up with Keifer on the job and we are told that "Keifer is an energetic addition to the SAAM SMIT Towage team. As he has progressed through an internship, training period and now as a Fulltime River Mate in New Westminster, he has always displayed a keen awareness for personal safety, care for the equipment and protection of the environment. These three values are critical for success in the Maritime industry. We are very happy to have Keifer on our team!" Captain Mark Bingham, VP, Operations – SST Canada.





# S U C C E S S achievement future

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KWADACHA BAND

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76

completed





# essential skills for **ABORIGINAL FUTURES**

Essential Skills are the skills needed to function in work, learning and life. Specifically, 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's innovative approach to developing essential skills in its students begins with forming partnerships with companies seeking skilled employees and then customizing a training package based upon their specific needs. The resultant curriculum prepares participants to work and excel within those companies. This inventive approach focuses on specific skill development and utilizes authentic materials related to real jobs within that company. Learning is classroom-based and is comprised of experiential group learning and one-to-one teaching.

## ○ **Target Career Exploration –**

This 6-week program is designed to help participants establish a clearer vision of their career goals and improve their employment and career prospects. Our essential skills based step-by-step process leads participants through a journey of exploration to create a vision for further training and goal setting.

## ○ **Essential Skills for the Trades –**

This 8-week foundational program is designed to prepare participants for entry in college level trades technical training. It focuses primarily on the development of numeracy skills required within all trades. ESAF delivered training to three groups of trades students prior to their technical training in Metal Fabrication, Pipefitters and Welding; 36 students went onto technical training at BCIT.

## ○ **Essential Skills Technical Training Preparation –**

This program is designed to prepare participants for entry into technical occupation training. Participants are exposed to workplace foundational skills including vocabulary and industry specific terminology. Graduates have experienced a higher rate of success and learning satisfaction after taking this program. ESAF delivered two programs this year: Software Testers and Health Care Assistant, 23 students went onto technical training.

## ○ **Essential Skills Career Exploration and Technology Skills –**

This program is designed to help students determine a clearer career path. It helps participants develop an individualized step by step action plan to guide their employment and training. Participants are encouraged to consider the advantages of training for the jobs of the future. Participants improve their technology skills and increase their understanding of how technology is impacting future employment.



ESAF INTAKES 2017-18			START	COMPLETED	EMPLOYED	TRAINING
# 61	July 10 - 28, 2017	Target Program	11	10	1	9
# 62	Aug 21- Oct 13, 2017	Metal Fab	16	14		14
# 63	Sept 25 - Nov 17, 2017	Pipefitters	12	10		10
# 64	Nov 13 - Jan 12, 2018	Welders	12	12		12
# 65	Dec 4 - 22, 2017	Testers	12	11		11
# 66	Feb 12 - Mar 23, 2018	Technology	11	7	2	7
# 67	Feb 12 - Mar 23, 2018	Health Care Assistant	14	12		12
			<b>88</b>	<b>76</b>	<b>3</b>	<b>75</b>

## What our trainees say about ACCESS Trades

### Sean Baker

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### Nathan Plessis

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### Chris Lokhorst

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### Trishtana Snow

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### Riley Lawson

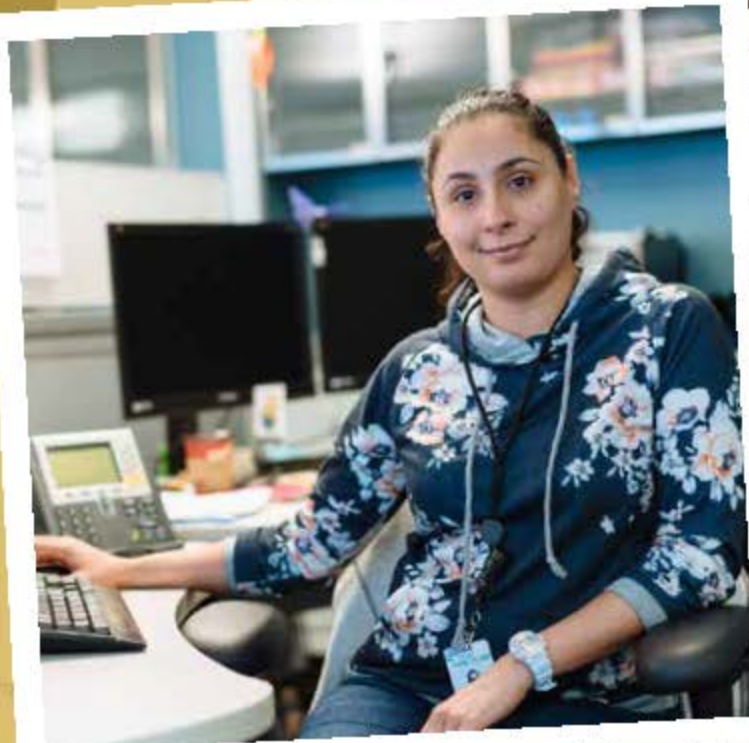
Super beneficial, great way to start your career.

### Coleson Hughes

ACCESS is very dedicated to their client success in and out of the program.



# S U C C E S S achievement future



## Jennifer George

**Customer Service Representative**  
FIRST NATION

Her dreams have come true! From former day-to-day financial struggles to her life today she is now able to fulfill her vision to travel around the world. In December 2013 Jennifer started out her journey in the first ESAF and the City of Vancouver 3-1-1 Customer Service Representative program. Her fortitude and determination to make a better life is what strengthened her to excel in the program. Jennifer went onto applying for full-time with the City of Vancouver 3-1-1; she was successful and has been working with this amazing team ever since. Jennifer has recently been granted a 1-year leave to travel around the world and when she returns her job will be there for her to jump right back into. Bon Voyage!

## Marcus Reid

**Customer Service Agent**  
\_\_\_ BAND

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# S U C C E S S S achievement future

## Tuesday Musterer

**CSR1 Customer Service**

\_\_\_\_ BAND

A cheerful and optimistic young woman, bright eyes and full of hope and determination. These natural attributes are the underpinning of her unwavering desire to provide exceptional customer service. Tuesday completed her 1-year 311-Internship with the City of Vancouver which gave her the hours required to apply for internal job postings. She applied for a full time 3-1-1 CSR1 position and was successful in her interview and is now a full-time employee of the City of Vancouver. Tuesday is an example of gratitude, graciousness and hard work.



## Sherry Michell

**Addictions Counseling Trainee**

\_\_\_\_ NATION

Sherry is an energetic self-motivated overcomer. The hurdles in life are not detouring her in advancing her career journey. Through the combination of her passion, experience and careful research during ESAF Career Exploration program she has identified a clear training path and now plans to apply to the Addictions Counseling Training program at NVIT.



# advancement career independence



**Seth Tommy**

**Future Electrical Apprentice**

INDIAN BAND

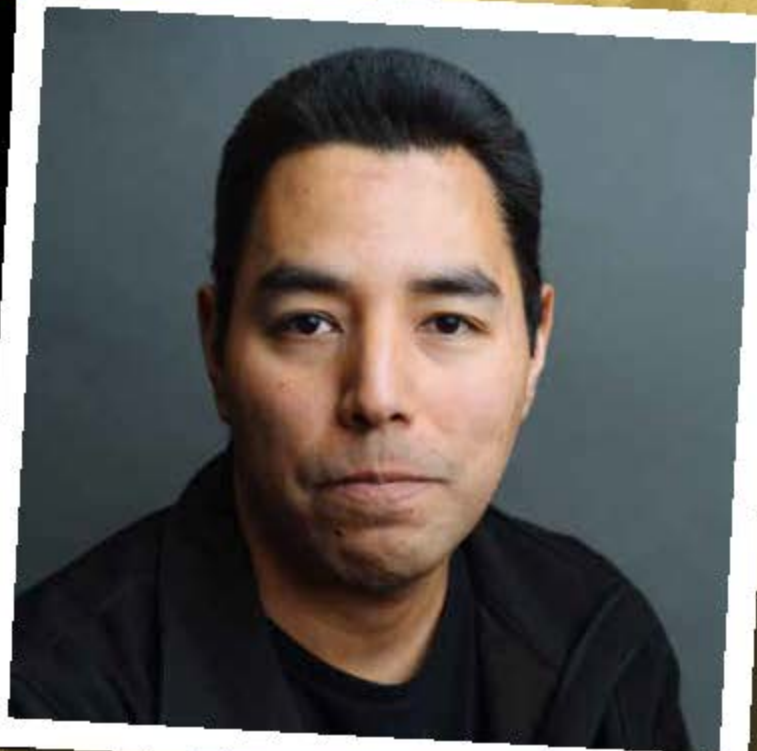
Seth is a courteous and friendly gentleman with a good sense of humor and strong work ethics. During the program he maintained a high level of energy and enthusiasm throughout and readily supported a teammate in need. Seth has very clear and articulate plans towards achieving his career goals as an Electrical Apprentice.

**Clayton McKay**

**Hospitality Management Student**

INDIAN BAND

Clayton has a high level of self confidence and a strong ability to connect with people. His work history in the service sector gives him background experience however he is lacking the certification required to propel his career forward. Clayton is focused on becoming a manager and eventually owning his own business. Through the program he identified his current skills, skills he needs, and mapped the steps to get them. He is now confidently initiating his plan towards entrance into the Hospitality Management program at Capilano University.







76

completed







provincial management and direct  
service delivery in vancouver

# BLADERUNNERS

Essential Skills are the skills needed to function in work, learning and life. Specifically, 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's innovative approach to developing essential skills in its students begins with forming partnerships with companies seeking skilled employees and then customizing a training package based upon their specific needs. The resultant curriculum prepares participants to work and excel within those companies. This inventive approach focuses on specific skill development and utilizes authentic materials related to real jobs within that company. Learning is classroom-based and is comprised of experiential group learning and one-to-one teaching.

- Target Career Exploration –

This 6-week program is designed to help participants establish a clearer vision of their career goals and improve their employment and career prospects. Our essential skills based step-by-step process leads participants through a journey of exploration to create a vision for further training and goal setting.

- Essential Skills for the Trades –

This 8-week foundational program is designed to prepare participants for entry in college level trades technical training. It focuses primarily on the development of numeracy skills required within all trades. ESAF delivered training to three groups of trades students prior to their technical training in Metal Fabrication, Pipefitters and Welding; 36 students went onto technical training at BCIT.

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# 63	Sept 25 - Nov 17, 2017	Pipefitters	12	10		10
# 64	Nov 13 - Jan 12, 2018	Welders	12	12		12
# 65	Dec 4 - 22, 2017	Testers	12	11		11
# 66	Feb 12 - Mar 23, 2018	Technology	11	7	2	7
# 67	Feb 12 - Mar 23, 2018	Health Care Assistant	14	12		12
			<b>88</b>	<b>76</b>	<b>3</b>	<b>75</b>

## What our trainees say about ACCESS Trades

### Sean Baker

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### Nathan Plessis

ACCESS can save a lot of lives and help a lot First Nation people.

### Chris Lokhorst

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### Trishtana Snow

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### Riley Lawson

Super beneficial, great way to start your career.

### Coleson Hughes

ACCESS is very dedicated to their client success in and out of the program.



# S U C C E S S achievement future



## Anahita Rasti

**Customer Service Representative**  
FIRST NATION

Her dreams have come true! From former day-to-day financial struggles to her life today she is now able to fulfill her vision to travel around the world. In December 2013 Jennifer started out her journey in the first ESAF and the City of Vancouver 3-1-1 Customer Service Representative program. Her fortitude and determination to make a better life is what strengthened her to excel in the program. Jennifer went onto applying for full-time with the City of Vancouver 3-1-1; she was successful and has been working with this amazing team ever since. Jennifer has recently been granted a 1-year leave to travel around the world and when she returns her job will be there for her to jump right back into. Bon Voyage!

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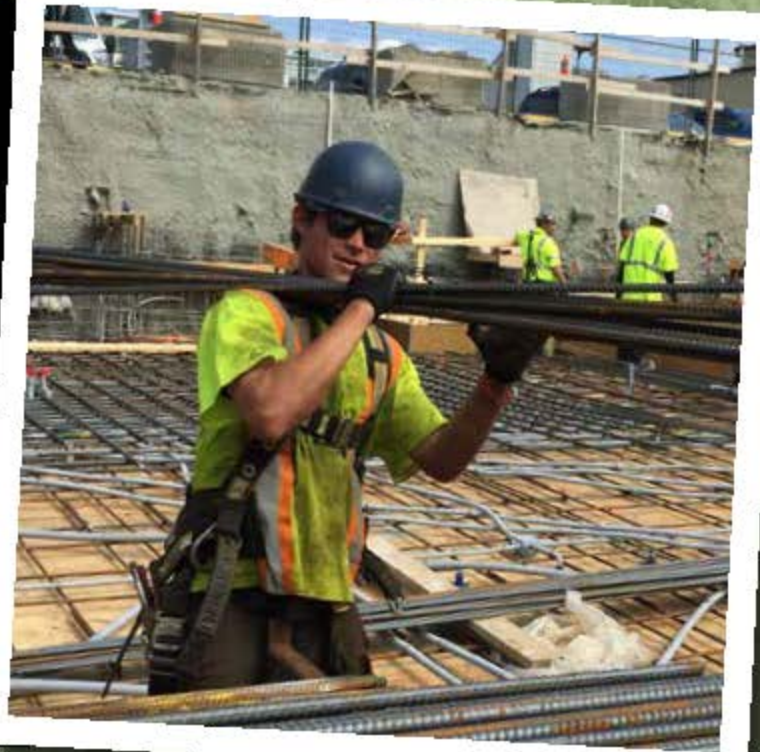
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## Michael Leo

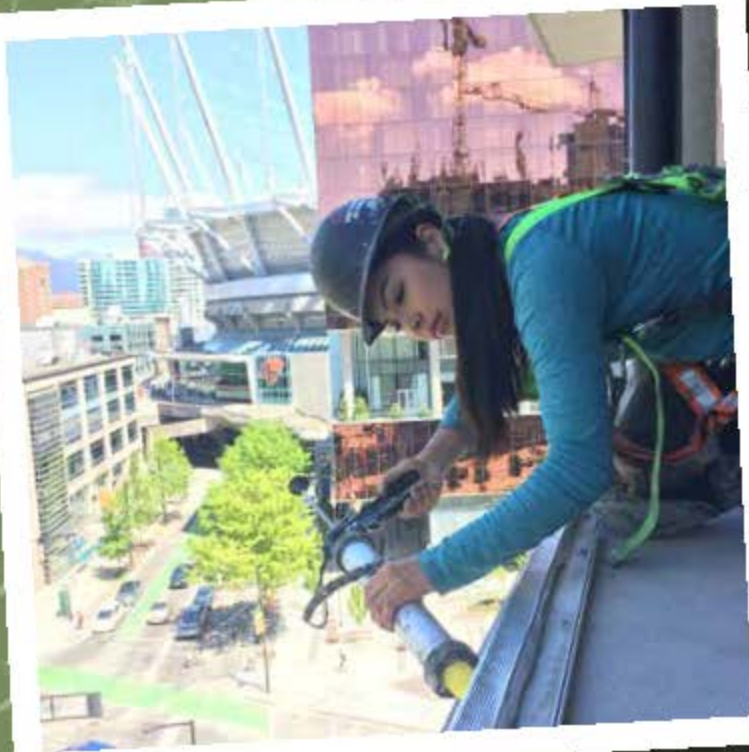
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# advancement career independence



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76

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Wendy  
Dunbar





# access PROGRAMS

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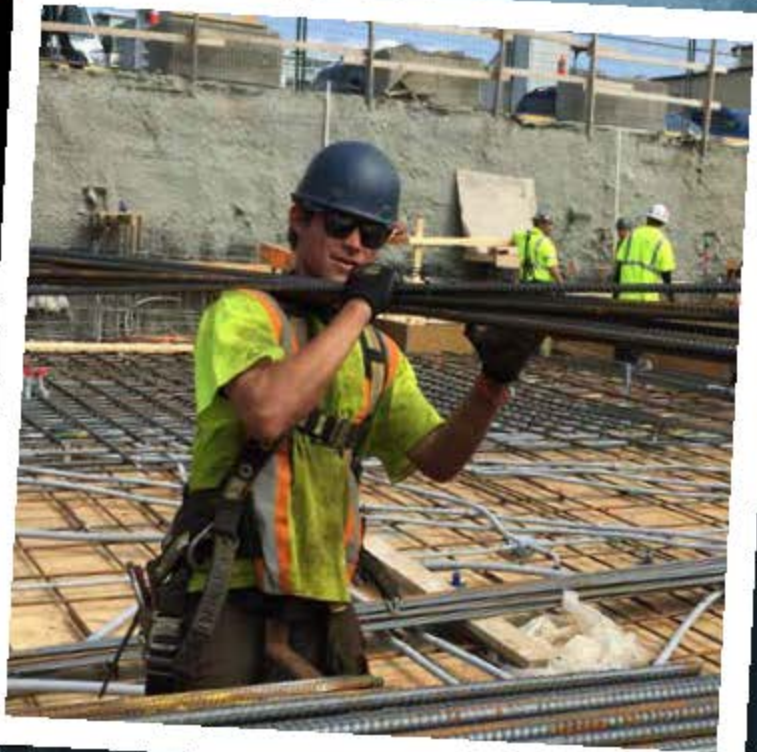
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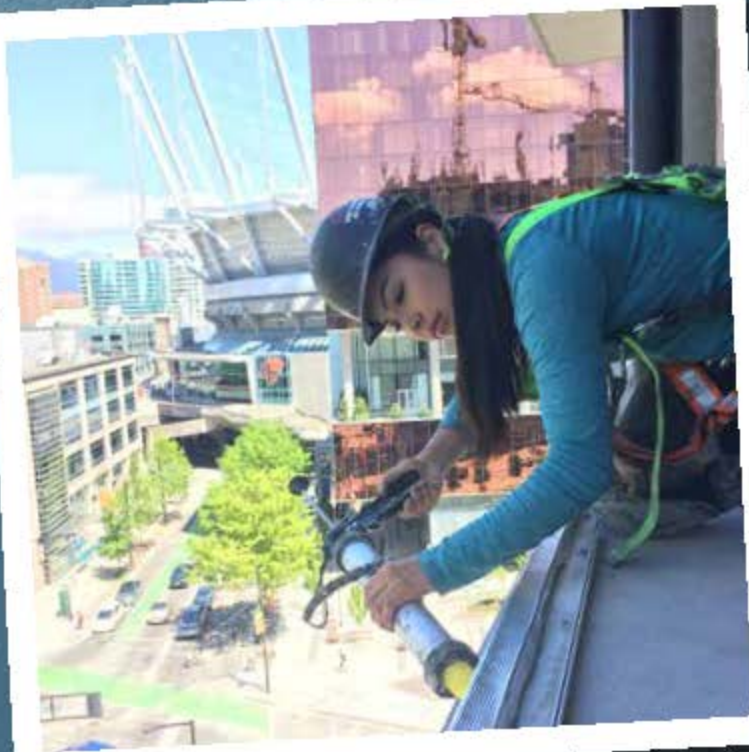
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first nation  
**PARTNERS**







































access  
**PARTNERS**

**BCIT**



Canada



**Beedie**  
Development Group

**ita**







# URBAN SPIRIT

foundation

## Governance / Board



**SUSAN TATOOSH**  
USF Chair  
*Vancouver Aboriginal  
Friendship Centre Society*



**JERRY ADAMS**  
USF Vice-Chair  
*Circle of Eagles  
Lodge Society*



**STEWART  
ANDERSON**  
USF Secretary-Treasurer  
*Vancouver City Savings  
Credit Union*



**GEORGE CHOW**  
USF Director



**KEN CLEMENT**  
USF Director  
*Canadian Aboriginal  
AIDS Network*



**LOU DEMERAIS**  
USF Director  
*Vancouver Native  
Health Society*



**JOE MAZZA**  
USF Director



**ROSS RAMSEY**  
USF Director

## 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 the 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.

### 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

Urban Spirit Foundation is administered and overseen by ACCESS Executive Director John Webster and the organization's staff.

**LOCATION:** 108 - 100 Park Royal South, West Vancouver, BC.





















