

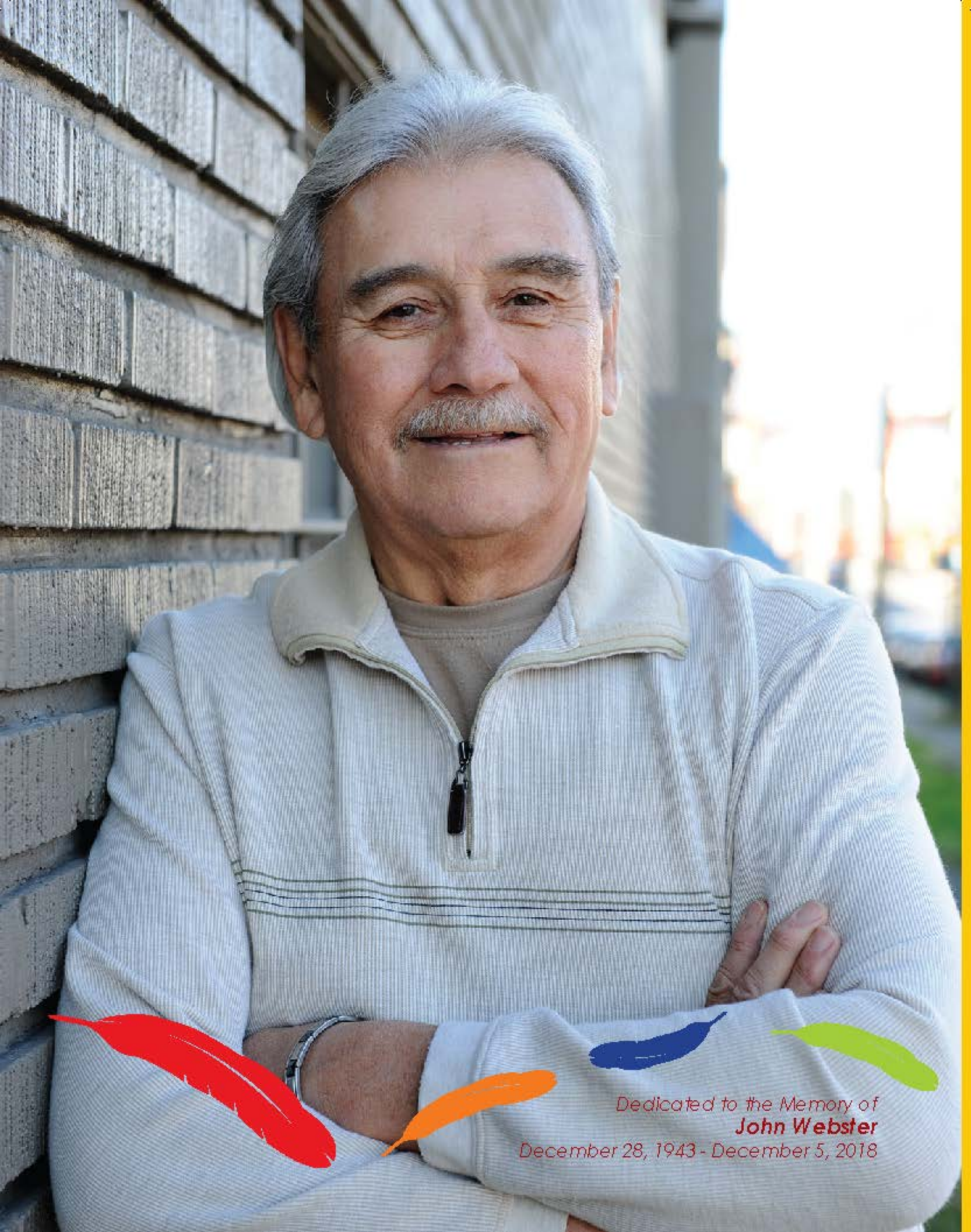


ACCESS



Annual Report
2018-19





Dedicated to the Memory of
John Webster
December 28, 1943 - December 5, 2018

Table of Contents

02

Chair Message
President &
CEO Message

04

Background
Mandate
Principles

06

Board of
Directors
Governance
& Leadership
Management Team

08

Organizational
Chart

10

Contacts
& Locations

12

Employment
Services (ES)

18

ACCESS
Trades

24

Essential Skills for
Aboriginal Futures
(ESAF)

30

ACCESS
Programs

34

BladeRunners

42

Lil'wat
First Nation
li'wat

44

Musqueam
First Nation
x'məbk'əiyəm

46

N'Quatqua
Indian Band

48

Sechelt
Indian Band
shishálh

50

Squamish
First Nations
Skw'wú7mesh
Uxwumixw

52

Tsleil-Waututh
First Nation

56

Urban Spirit
Foundation

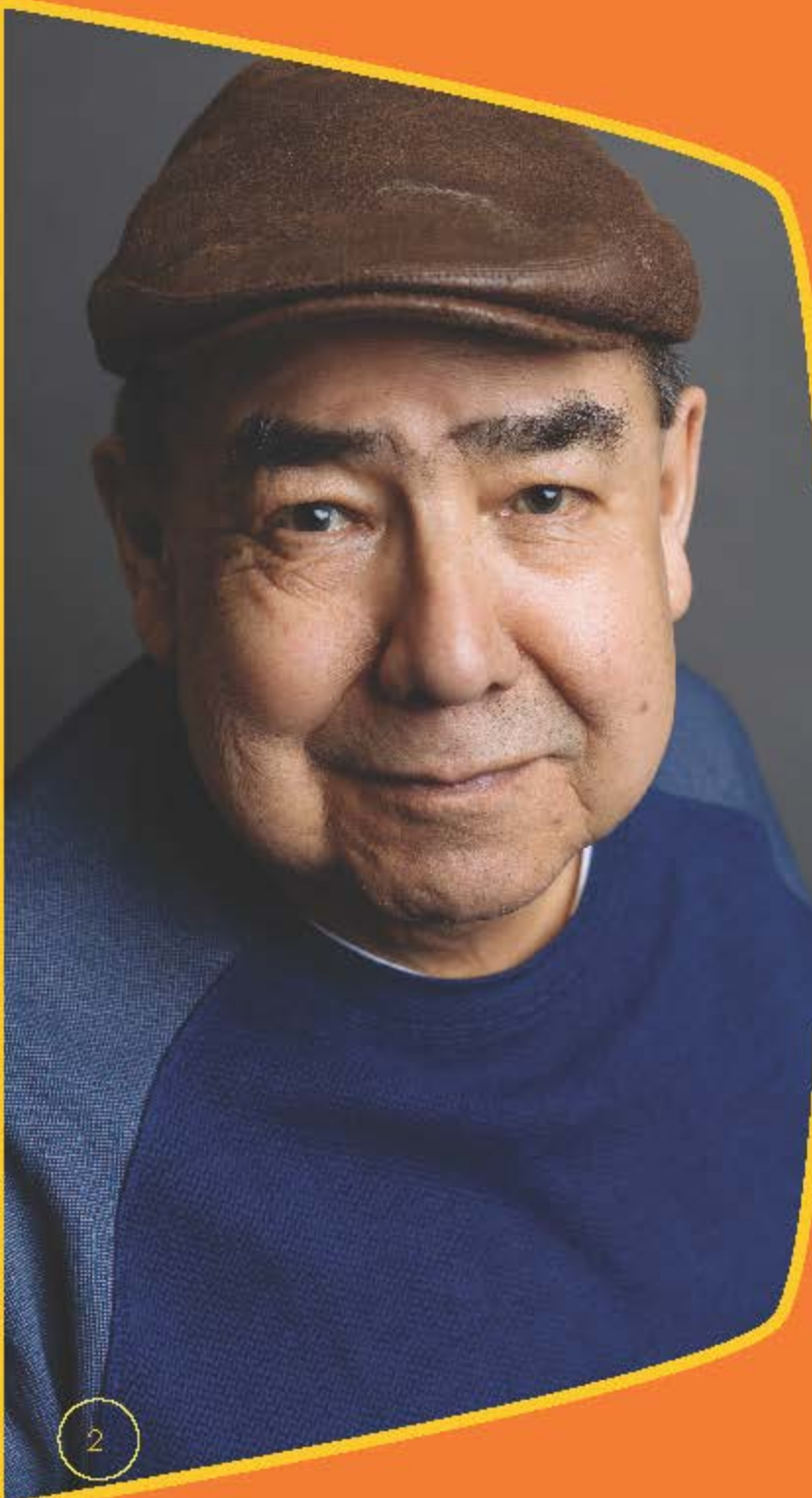
60

Finance
Department

76

ACCESS
Partners
& Funders





from the Chair Lou Demerais

Welcome to ACCESS' Annual Report for fiscal year 2018-19. As in previous editions of the report, we attempt to set out a comprehensive review of our work, our activities, our progress and our challenges that lay ahead. Everything we do at ACCESS is, of course, done on behalf of our community, particularly our young people.

Sadly, during the past year, our organization and our urban community suffered a huge set-back with the passing of our leader, John Webster. I take advantage of this opportunity to not only dedicate this report to John's memory, but also to acknowledge his enormous contribution and once again thank members of his immediate family – especially his wife Francesca – for sharing his many talents with us.

John's legacy is multi-dimensional in as much as he was responsible for creating what is arguably the finest organization of its kind in all of Canada, played a leadership role in our community that all of us can emulate, and helped hundreds, if not thousands, of young people transition into careers.

Lou Demerais
Chair, Board of Directors
ACCESS



from the President & CEO Lynn White

This has been a year of transition and accomplishment. John Webster, our President & CEO for the last 14 years, passed away in December, 2018. We feel his loss and we still feel his presence here at ACCESS. John left us with a wealth of history, wisdom and knowledge to continue the good work that ACCESS has always done.

With each passing year, we have been better and strive harder to meet the needs of our participants, community and partners. I am honoured and privileged to have moved into the role of President & CEO and I am committed to the work ahead.

Some of our accomplishment include:

- ACCESS has secured funding from ESDC to provide Employment and Training Services to urban Greater Vancouver for the next 10 years (ISETS)
- All of our programs have met or exceeded targets
- New Partnerships with WorkBC sites in Greater Vancouver to ensure that our Indigenous people are being served with the utmost respect and integrity and with cultural sensitivity

Some of our First Nation partners have moved into their own agreements and we are honored to have been part of their process over the last three years. We wish them all great success as they move forward into the future.

Our Board has continuously provided us with the leadership and direction to map out our path into the future with the needs of our participants as the priority. We are so grateful for their advice and support in all the programs and services that we provide and the ability to network and ladder into the organizations that they represent.

Last but not least, I would like to acknowledge and recognize our hard working staff, who are so dedicated and committed to our participants in terms of ensuring we can provide the most complete support and services as they move forward on their own personal journey.





Background

ACCESS began as a cooperative venture of the urban Indigenous community of Greater Vancouver. It 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 (HRDC) 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 Indigenous people in Greater Vancouver.

The agreement launched a new era, placing urban Indigenous 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. In April, 2019, ACCESS signed a 10 year Indigenous Skills Employment and Training (ISET) Program agreement securing its funding until 2029.

ACCESS is one of the most comprehensive Indigenous training providers in Canada. It provides 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 Indigenous people in overcoming employment barriers and finding rewarding career opportunities.



Our Mission

To increase Indigenous participation in the labour market.



ACCESS Core Values

Honour
Kindness
Respect
Sharing

Business Philosophy

ACCESS delivers a holistic blend of training, counselling, and support services that are designed to assist urban Indigenous people with gaining access to meaningful opportunities and employment. Programs and services are carefully tailored to empower Greater Vancouver urban Indigenous people and help them achieve their individual aspirations and self-reliance.

Vision

ACCESS envisions an urban Indigenous 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 Indigenous population in Greater Vancouver through the provision of employment and training services. Under the terms of its agreement, ACCESS is responsible and accountable for the programming, delivery, and reporting to government and community stakeholders.

Governance Board of Directors



LOU DEMERAIS
ACCESS Chair
*Vancouver Native
Health Society*



SUSAN TATOOSH
ACCESS Vice-Chair
*Vancouver Aboriginal
Friendship Centre Society*



DAN GUINAN
ACCESS Secretary-Treasurer
Native Education College



OLVIA JIM
ACCESS Director
Helping Spirit Lodge Society



JENNA FORBES
ACCESS Director
*Vancouver Aboriginal
Transformative Justice
Services Society*



MERV THOMAS
ACCESS Director
*Circle of Eagles Lodge
Society*



Governance

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

Leadership

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

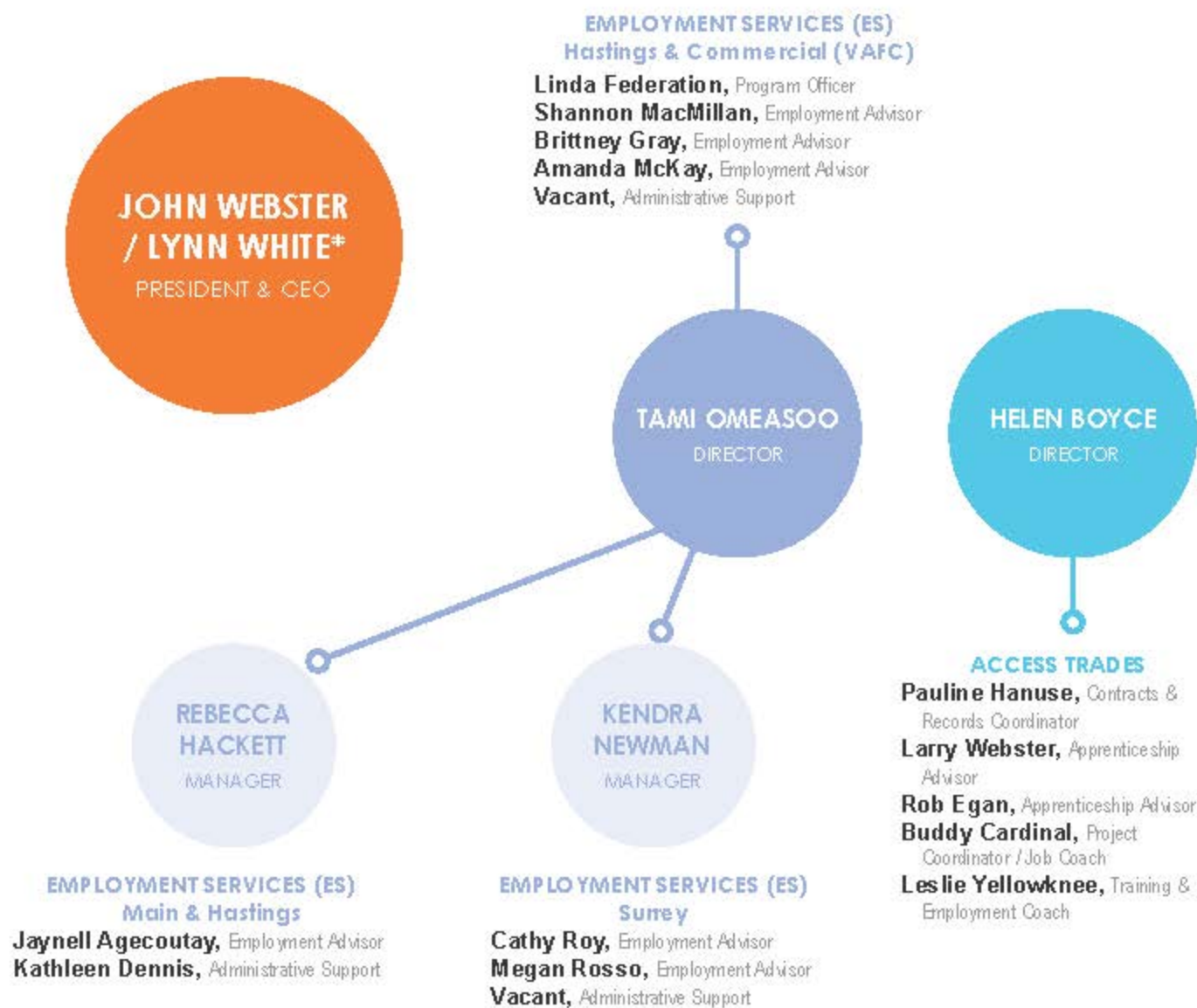


Management Team

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



Organizational Chart



**Lynn White served in an acting capacity on John Webster's behalf during his illness this past year. She assumed the role on his passing in December 2018.*

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

Patricia Babukiika, Facilitator
Ivan Kiss, Math Instructor
John Veilleux, Math Instructor
Heather Crosby, Facilitator
Tamie Keith, Administrative Support



ACCESS PROGRAMS

Elaine Clare, Program Officer
Chantal Wiberg, Student Support Coach

BLADERUNNERS

Chasity Simeon, Provincial Administrator
Garry Jobin, Sr BladeRunners Coordinator
Eddie Taylor, BladeRunners Coordinator
Jason Taylor, BladeRunners Coordinator
Raquelle Pilon, Administrative Support
Armand Tencha, Indigenous Tenant
Support Worker
Vacant, BSIW Coordinator

FINANCE

Janet Chakasim, Finance Assistant
Hristina Tsvetkova, Finance Assistant
Sherri Sinclair, Finance Assistant
Yumi Tanaka, Administrative Support



ACCESS Locations & Contacts

- **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 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

3 EMPLOYMENT SERVICES LOCATIONS

- **ACCESS Employment Services**
110 - 1607 E. Hastings
Vancouver, BC V5L 1S7
TEL: 604 251-7955
FAX: 604 251-7954
- **ACCESS Employment Services**
390 Main Street
Vancouver, BC V6A 2T1
TEL: 604 687-7480
FAX: 604 687-7481
- **ACCESS Employment Services**
ATEC
10757 138 Street
Surrey, BC V3T 4K8
TEL: 778 395-0385
FAX: 604 581-0944



- ACCESS Head Office
- BladeRunners Provincial Management
- ACCESS Programs
- ACCESS Trades
- ACCESS BladeRunners
- ACCESS Employment Services
- ACCESS Employment Services
- ACCESS Employment Services
- ACCESS Essential Skills for Aboriginal Futures



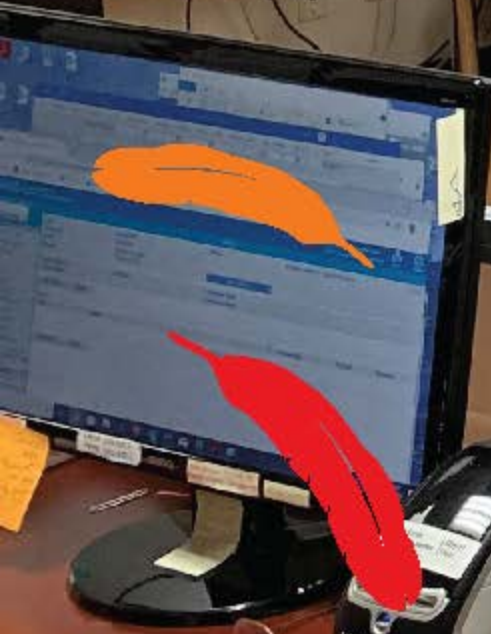
Please No Food or Drinks in the Computer Area

Yellow notice on the wall.

No Food or Drinks in the Computer Area



Yellow notice on the wall.

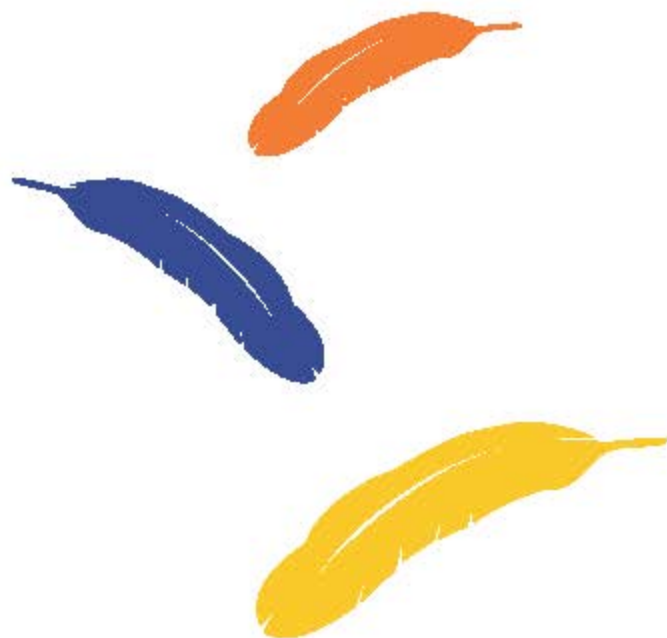


Employment Services (ES)

Employment Services (ES) plays an important role in ensuring that ACCESS meets its mandate of increasing urban Indigenous participation in the labour market. Since ES is normally the first point of contact for people looking for employment support in Vancouver, individuals have the option of accessing either one of three offices - East Vancouver, Downtown Eastside or Surrey. Every year, nearly 1500 clients enter one of these offices to talk with Employment Advisors about employment opportunities, training or funding. Many also take advantage of the well-equipped Employment Resource labs located in each of the three offices.

Along with providing the services as described above, ES also collaborated with other ACCESS departments to assist with screening and recruiting for upcoming programs delivered by Essential Skills for Aboriginal Futures (ESAF), ACCESS Trades, and ACCESS Programs. Additionally, ES 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. ACCESS, through the ES department, also supports the Vancouver Aboriginal Friendship Centre's Duke of Edinburgh Leadership Program by providing career planning, job supports, tutoring and leadership workshops.

The ES department also supports a number of our First Nations partners in providing employment, training and funding advice to their clients. First Nation partners include Lil'wat Nation, Musqueam Nation, N'Quatqua Nation, Sechelt Nation, Squamish Nation, and Tsleil-Waututh Nation.





ACCESS Youth Leadership Program

Many of today's Indigenous youth will grow up to become tomorrow's leaders. ACCESS commits to supporting them on their journey. Through the partnership with the Vancouver Aboriginal Friendship Centre Society's (VAFCS) Duke of Edinburgh Program, these young Indigenous future leaders are gaining valuable experiences, opportunities and mentorship. The Duke of Edinburgh Program is based on service, skills, physical recreation and adventure journeys.





Nathaniel Antoine

Cree and Interior First Nation

Nathaniel is a Duke of Edinburgh participant. While taking part in the activities of that program, he went to camp, obtained his First Aid, FoodSafe and WHMIS certificates and participated in the Gathering Our Voices Conference. He has also acquired his 'L' Class driver's license and completed the ACCESS Recreation Culture (ARC) Program with the Vancouver Police Department. He is thankful for all that ACCESS has done for him and now works part-time with MILLS. "ACCESS helped me get the work gear I need so I could get work experience."

Jayla Hunter

Oneida Six Nations

Jayla is a Duke of Edinburgh participant. While taking part in the activities of that program, she attended a number of different workshops focused on public speaking and team building, and obtained a Wilderness First Aid certificate along with her 'L' Class driver's license. Jayla also took part in the Give Them Wings Exploration program and flew in a Cessna.

She completed the ACCESS Recreation Culture (ARC) program and the 3C Program with the BC Association of Friendship Centres where she sold hoodies in support of the Murdered and Missing Indigenous Women. "I am presently working on getting an internship with an animation studio for the summer, as I am very passionate about my art."





1379

clients served



790

clients employed /
returned to school



8302

resource
room use



Jenn Berry

Métis Nation

"I have always had a passion for baking and healthier eating and have noticed a rise in diabetes, specifically in the Indigenous community.

I took the Pastry Arts Program at Vancouver Community College (funded by ACCESS) to learn the foundations of baking. This training gave me a stepping stone to better myself and my community through learning and educating others about the importance of healthier eating, especially with pastries and desserts. I want to continue my training and want to become a holistic wellness coach where I can travel throughout BC teaching and educating communities to reduce the risk of food-based diseases.

I have options now that I didn't have before. Currently, I am working weekends at From Starch bread bakery and starting my own home-based cake decorating services with plant-based options. ACCESS has great services and go above and beyond helping people with employment services. I am extremely grateful to ACCESS for the support they provided to me throughout my training and even now that I have completed my schooling."





Kara Wright

Nisga'a and Gitksan Nation

"I have lived in Vancouver since 2000 and worked as a support worker in the downtown eastside for 10 years. When I contacted ACCESS last year, it was because I wanted to change my occupation due to health reasons, I wanted to get recent, relevant, labour market training. I applied for funding for the Career Development Practitioner Certificate Program at Langara College (funded by ACCESS) and after a few meetings with my Employment Advisor, my funding application was approved. The assistance that I received from ACCESS came at a time in my life when I felt that I had reached a dead end. With some further career exploration with my Employment Advisor, the CDP program was the motivation for me to keep going and now I look forward to this new chapter of my life. Currently, I am working on contract with ACCESS as an administrative support and resource room attendant for job seekers. My advice to anyone contacting ACCESS would be to do your research, know what you want, and just go for it!"



Yvonne Starr

Gitksan and Heiltsuk Nations

Yvonne's family is from Kispiox and Bella Bella. She is part of the Wolf Clan and was born in Vancouver. She was working as a day porter and cleaner when she first heard about the Office Administration Certificate Program. She signed up for and completed the program and now says that she was supported and encouraged by ACCESS and the instructors throughout the classroom studies and the practicum placement. Upon graduation, she obtained an internship with Indigenous Services Canada and a week before her practicum ended, she accepted a casual position as an Information Centre Coordinator with the Government of Canada. "If you want to improve your life, do not hold back or hesitate, just go for it! You never know until you take a chance – wonderful things can happen."





PROGRAM	Start Date	End Date	Number of Participants	In class as of March 31, 2019	Graduates	Employed
Pipefitting	09/25/17	05/25/18	12	0	6	6
Welding	01/15/18	08/24/18	12	0	7	6
Electrical	04/03/18	07/13/18	12	0	8	8
Utility Arborist	05/14/18	06/08/18	9	0	9	7
Carpentry	07/16/18	12/07/18	11	0	6	5
Millwright	11/05/18	05/03/19	11	8	0	0
Metal Fab	11/05/18	05/10/19	10	7	0	0
Bridge watch	01/15/19	04/18/19	10	9	0	0
Electrical	01/14/19	04/01/19	14	14	0	0
Pipefitting	03/11/19	09/06/19	13	9	0	0
Individual Seat Purchases: Foundation Programs & Apprentice Upgrading	04/01/18	03/31/19	123	9	114	110






ACCESS Trades

The ACCESS Trades Department was established in 2005. Its' purpose was to ensure members of the Indigenous community in Greater Vancouver had the opportunity to gain the right skills and certifications to enter into an apprenticeship and maintain long-term careers in construction, manufacturing, and shipbuilding. The first program, pipefitting, was successful with 11 graduates and 9 people eventually achieving Red Seal Certification. Since then, we have sponsored over 70 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 2018-19 we provided support for 586 apprentices in 42 different trade designations. Since 2005, 99 trainees have achieved Red Seal Certification and another 50 achieved Certificate of Qualification.

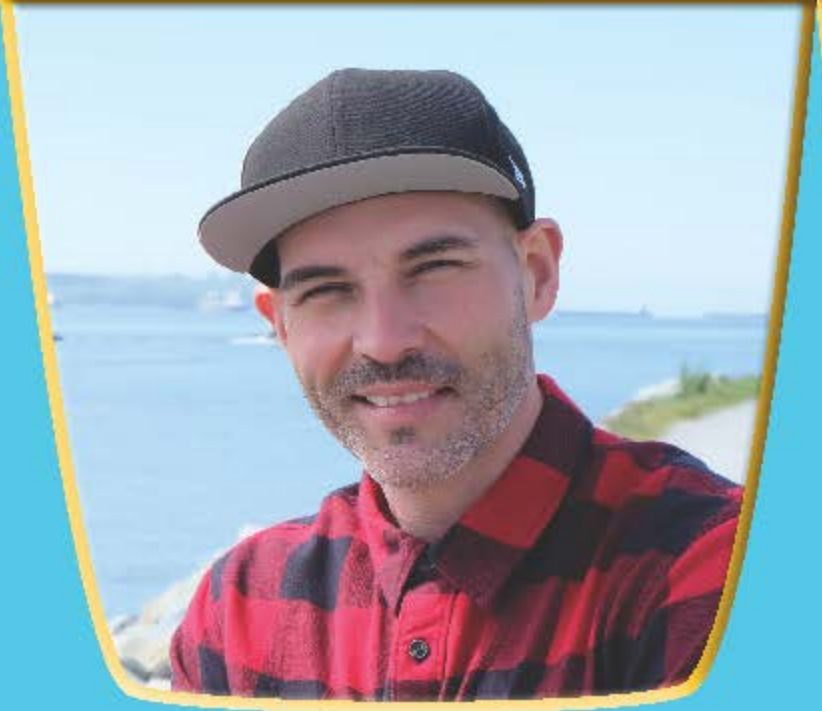
ACCESS Trades has been fortunate to secure funding through the Skills and Partnership Fund (SPF) in the amount of \$6.3 million for the Aboriginal Marine Training and Employment Partnership (AMTEP). This partnership between Seaspan, Coast Salish Employment and Training Society (CSETS) and ACCESS will provide opportunities for training and

employment until 2021. Through the SPF funding our trainees are participating in the National Shipbuilding Strategy. Seaspan Vancouver Operations currently has 14 ACCESS trainees on site as welders and metal fabricators and one trainee who has now achieved Red Seal Certification. Another 32 are working in the Victoria Operations in entry level jobs as a direct result of the SPF funding. We have an ongoing commitment from Seaspan to hire our skilled trainees.

We also benefited from funding through the ITABC to deliver trades programs through the Province of BC Employment Services & Supports to deliver two programs including a Millwright Foundation in partnership with Nisga'a First Nation.

Our partnership with the Electrical Joint Training Committee and SkillPlan BC has given us an opportunity to train electricians through the Alternate Pathway Program. Since the partnership was established, 32 trainees have been placed as Electrical Apprentices through the IBEW 213 with one class presently in session.

ACCESS Trades continues to maintain strong relations with ITABC, industry stakeholders, and over 500 employers. Staff participate on a number of committees including the Board of Skills Canada BC, Workforce Development Advisory Group, and the ITABC Indigenous Advisory Committee.



Youth are a focus for the ACCESS Trades Department. During this fiscal, we attended numerous high school career fairs, and in 2018-19 sponsored two Trades Sampler Programs for Indigenous high school students; one in Surrey and one in Vancouver. This type of collaboration has been successful and has led to many more referrals to ACCESS Programs.

ACCESS Trades signed an MOU with BC Ferries to support and employ our trainees in the Bridge Watch Programs. Our students participated in a ride-along with BC Ferries and had the opportunity to meet with Human Resources to gain valuable insight into their internal hiring process. BC Ferries is committed to hiring our trainees once they graduate.

The 2018-19 fiscal year has been an outstanding year for employment and new partnerships. The economy is strong, and we are capitalizing on the opportunity for individuals in the Indigenous community to gain economic freedom and personal growth.



Chris Lamoureux

Semiahmoo First Nation

"I wanted to enter into a career that I could be proud of and build a legacy for my son. This training has restored a sense of self-confidence and I now have a clear direction for my life. This training has opened doors that I thought weren't possible.

ACCESS Trades has given me the opportunity to pursue my passion for working in the Marine Industry. Throughout my training I have been well supported by ACCESS staff and the instructor at the BCIT Marine Campus. We received ongoing encouragement to move forward.

Now I feel empowered. I feel confident and excited for my career in the marine industry and look forward to being with the Canadian Coast Guard."





Daniel Verburg

Saddle Lake Cree Nation

Daniel began his journey to Red Seal in November 2015. He completed Level I and II at BCIT and then moved to Nelson, BC to work with Purcell Timberframe Homes. We continued to support his apprenticeship and training at Selkirk College where he completed his final year of training.

"Carpentry Training made it much easier to find a good well-paying job and healthy career. I enjoy working with my hands and having the satisfaction of building a person's home. ACCESS Trades has been a major help, not only for funding, but their support with all of the paperwork for school. ACCESS Trades was a big help in getting me through my schooling. Much appreciated! I couldn't imagine doing anything else. There's a deep satisfaction working with others to build homes."



Jacob Dalling

Roseau River Anishinabe First Nation

At 17, Jacob Dalling was the youngest ACCESS trainee to attend the Metal Fabrication / Marine Fitter Program at BCIT. He was referred by the Vancouver School Board. Not only did he complete 16 credits towards his high school graduation by attending the program, he also excelled and was awarded the Top Student Award from the Urban Spirit Foundation.

Jacob is now part of the workforce at Seaspan building ships for Canada through the National Shipbuilding Procurement Strategy.

"I am happy with where I am now, I have an amazing job at Seaspan. I would not have arrived where I am today without the help of ACCESS. Their support is something I am grateful for. I was honoured to be chosen for the ACCESS Urban Spirit Foundation Award. I hope someday I can give back to ACCESS."





150

completed
training



586

apprentices



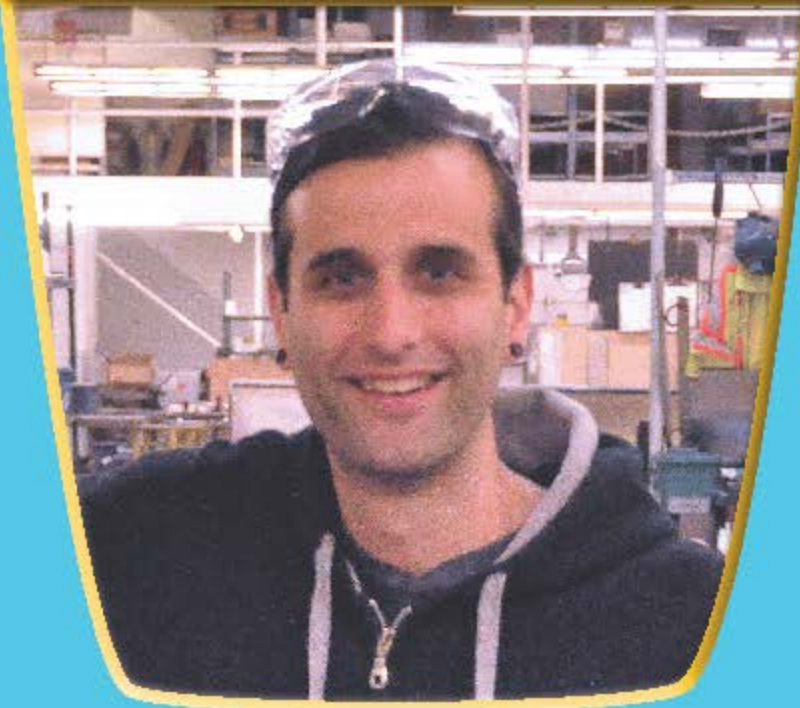
99

red seal certified
journey people



42

journey people with
provincial certificate of
qualifications



James Fiddler

Métis Nation

ACCESS sponsored James to attend the Metal Fabrication Foundation Program at BCIT in 2014. With the transferrable skills he learned in metal fabrication, James gained employment as an apprentice sheet metal worker. James completed all levels of the required training and is now a fully qualified sheet metal worker.

"I learned a trade because I wanted to develop the knowledge and skillset to get myself a good job with job security to help reach my goal of starting a family. Once I started my training, I realized how many different career doors had just opened. Because of this opportunity, I was able to launch a career in the stainless steel industry. Being able to go to work and enjoy what you do every day is something I have always strived for. Without the support of ACCESS, I would never have been able to achieve my goals. Thanks to ACCESS, I have reached those goals and beyond. I couldn't have done it without them."





Jenna Mitchell

Tla'amin First Nation

Jenna was sponsored by ACCESS Trades to attend the Electrical Foundation Program at BCIT in 2013. She was supported by ACCESS throughout her apprenticeship and most recently, she achieved her Journey person status as a Red Seal Electrician. Her employer, Mott Electric, has employed Jenna since 2014. Mott Electric has been a leader and proven supporter of Indigenous training for many years.

"Learning the technical skills to be an electrician gave me the ability to grow as a person and achieve goals I thought were otherwise impossible. ACCESS Trades has been the spark, the fuel, and the fan, that has helped my inner fire become the blaze it is today. Thank you so much ACCESS for believing in me and supporting me through some of my hardest years in this industry."



Joshua Sage Eyolfson

Walpole Island First Nation - Ojibwa / Cree / Icelandic

"Since I joined the ACCESS Trades program I have learned to believe in myself. More importantly, I've learned that I am reliable when all comes down to it. The trade itself has taught me layout techniques, reading, drawing and interpreting blueprints, welding and gouging, and most importantly doing all such work in a safe and efficient manner.

ACCESS training has changed my life. I moved to BC with less than \$200 in my pocket in 2016. I was financially unstable and unsure of where I was heading. Through the creator's guidance I ended up where I was needed. I've made many friends and colleagues. If I could say anything about ACCESS to any of my friends, they should get associated with the program. ACCESS deserves recognition in all of Canada. Programs like this should exist nationally from coast-to-coast. Every one of you are great people and the rest of Canada deserves to know how much you help. You are what people should aspire to be. From the greatest depths of my being, thank you."





Capillaries of
peripheral tissues



Essential Skills for Aboriginal Futures (ESAF)

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

Mastery of all or any combination of them is required in order for someone to excel in a job. They provide the foundation for learning all other skills. More importantly, learning them enables people to evolve with their jobs and adapt to workplace change.

ESAF's innovative approach to developing essential skills within its students begins with forming partnerships with companies seeking skilled employees and then customizing training packages based upon the specific needs of that company. This inventive approach focuses on specific skill development and utilizes authentic materials related to real jobs within a company. Learning takes place in a classroom environment and consists of experiential group learning and one-on-one teaching.

During this last fiscal year, ESAF delivered the following training:

Essential Skills for Trades

ESAF delivered essential skills enhancement training to six groups of trades students prior to their technical training - Utility Arborist, Carpentry, Metal Fabrication, Millwright, Bridge Watchman, and Pipefitter. 61 students went onto technical training.

Film Making Boot Camp Program

ACCESS and the Indigenous International Film Festival (IIFF) launched an intensive film and television boot camp that gave applicants the opportunity to grasp film and television in a two-month program. Students created short films that were screened at the IIFF Festival on November 23, 2019. Noted productions included "Fist Full of Bones" and "The Adventures of BuckSkin".

Those students that were successful were selected after the program for a Media Internship with Lowd Productions in Vancouver, BC. As well as creating and filming four Boot Camp productions, students submitted new short film ideas to NSI IndigiDocs; a number of short films were selected to be produced.

ESAF Intakes 2018-19		Start	Completed	Employed	Training
Utility Arborists	May 14, 2018 – May 25, 2018	12	10		10
Carpentry	July 16, 2018 – August 31, 2018	12	10		10
Metal Fabrication	September 17, 2018 – November 2, 2018	10	9		12
Millwright	September 10, 2018 – November 2, 2018	12	12		9
Film Making	October 1, 2018 – November 30, 2018	12	12	10	
Bridge Watchman	November 12, 2018 – December 21, 2018	12	10		10
Pipefitters	January 14, 2019 – March 8, 2019	12	10		10
TOTAL		82	73	10	61

*Employment statistics captured on table for Film Making only. Statistics for all other programs represented here can be found in Trades section of this report.

IndigiDocs Winners

The National Screen Institute (NSI) selected two teams from the Film Boot Camp to develop their short documentary projects with training sessions and mentorship from Canada's most respected documentarians. Students also got the opportunity for their individual films to appear on the Documentary Channel, nfb.ca and nsi-canada.ca. NSI IndigiDocs provides training, mentorship and up to \$16,000 towards film production.

The 2019 NSI IndigiDocs Producers & Directors

Troy Watts (Producer) and Chantell Shaw (Director),
Vancouver and Burnaby, BC –
"May the Bannock Force Be With You"

Jennifer Ille (Producer) and Sharon Heigl (Director), East
Vancouver and Surrey, BC – "Who Are We?"





Troy Watt

Métis Nation

"The ESAF Film Boot Camp program has been excellent. I have learned so much. The instructors and staff are knowledgeable and excellent. They are always available and willing to help with any situation that arises. For the first time in a long time I feel like I have direction again and have a genuine chance of building a career for myself. I would recommend the ESAF Film Boot Camp program for anyone who has an interest in film."



Chantell Shaw

Liard Nation

"This program was amazing, I learned so much. I truly hope this program is run again. I now have the skills to bring my mind's eye into creation, and the avenues to do so. I am so thankful, grateful and ecstatic. Top notch instructor and lifelong friends were made here. I highly recommend this program."





82

started
training



7

programs



73

completed
training



61

went on to
further training



Jennifer Ille

Tsay Keh Dene Nation

"My overall experience has been very positive. I have had the chance to learn the different processes of film making through hands on experience. The mentors and instructors have been an incredible help. They helped us in understanding the structures of film making and always answered questions and took extra time. Throughout the program I have gotten a stronger understanding of what I want to work in. Thanks to this course, I have credits that will increase my chances of finding a job. I would highly recommend that people take courses at ACCESS ESAF. The staff is amazing and will support you and your dreams."

Jennifer, as Producer, submitted a short documentary film idea to the National Screen Institute – Canada. She, along with her classmate Sharon Higel had their documentary "Who We Are" selected and have started their development and mentorship in February to learn all about film production.





Sharon Heigl

Nlaka'pamux Nation

Sharon Heigl completed the Film Making Boot Camp in November 2019. She says, "The Film School Boot Camp was very informative. I was fortunate to submit a script to IndigiDocs and my script was accepted. I was offered a grant to make my own short documentary. I went to the National Screen Institute in February for a director's internship, where I learned so much more about the industry. I am flying to Toronto for Hotdocs Film Festival to find a mentor and gain more knowledge. I will also pitch a few more ideas to other Directors and Producers while I'm there. I can honestly say that my life changed immediately after taking the Boot Camp. The staff were caring and supportive and I have referred others who need support in finding employment to ACCESS. I know from experience that they (ACCESS) are interested in seeing the people that come to them for support be successful. I am grateful for their continued support in the community."



Charlotte Johnson

Opaskwayak Cree Nation

After completing ACCESS ESAF Hospitality Program three years ago, Charlotte has been unstoppable. Soon after, she completed her Grade 12 at the Native Education College and finished with a C+ in Grade 10 Math. After achieving her goal, she turned to her next passion, cosmetology. She had an opportunity to go to the prestigious Blanche MacDonald Centre in Vancouver where she attended evening classes. She completed the Freelance Makeup Artistry Program and she is now in the bridal and freelance fashion industry. Charlotte works at Curly Q's, a private makeup store at The Blanche MacDonald Centre on Robson Street and has completed a paid internship with Sephora Store downtown. Charlotte is excited for her future.





ACCESS Programs

ACCESS Programs Department oversees group training projects delivered by urban Indigenous organizations and administers ASETS dollars for six First Nations in and around the Greater Vancouver area. The programs delivered with these funds include pre-employment / essential skills, summer student employment, group skills enhancement training and day care.

ACCESS funded numerous summer student employment programs during 2018-19. Secondary and post-secondary students worked in jobs with ten urban employer partners along with Squamish and Sechelt Nations. Summer student jobs ranged from administrative and clerical positions to maintenance and tourism.

On behalf of ACCESS, Circle of Eagles Lodge delivered pre-employment / job readiness experience programs, while Native Education College delivered an office administration program. 2018-19 saw the completion of the Health Care Assistant Certificate Program and the start of a Dental Reception Coordinator Program. Both of those programs are in partnership with Vancouver Community College.





156
completed
training



86
employed



41
returned
to school



Ocean Hyland

Tsleil-Waututh First Nation

Ocean was employed as the ACCESS summer student at Maple Woods Flats. She attends SFU and last year she completed her first year of the First Nations Language Proficiency Program. She is an artist and recently created a beautiful sign for Maple Woods Flats as part of her time there as a summer student.

"Last summer I worked with the WBT with the support of the ACCESS funding. This helped me deepen my connection to community and helped me expand my studies outside the classroom. I plan to continue my studies in Coast Salish art and culture and finish the First Nations Language Proficiency Program."



Natasha Wilson

Heiltsuk Nation

Natasha recently completed the Health Care Assistant Program that was offered through ACCESS. "I have always wanted to be involved within the health care field and ACCESS gave me an opportunity to begin my new career!" She successfully completed the 41-week HCA program with an 'A' average.

She says the program was demanding and she had to sacrifice her time with family and friends. But she says, "I was very fortunate to have the constant support of ACCESS and the VCC Indigenous Education team." Natasha is hoping to eventually obtain her Bachelor of Science in Nursing and to work towards becoming a Registered Nurse.

"I am very grateful to ACCESS."



Lela Joe

Sts'ailes Nation (Chehalis Indian Band)

Lela completed the Circle of Eagles Pre-Employment Program (funded by ACCESS). "I want to thank the staff of Circle of Eagles Program. They have encouraged me and have helped me so much to find the confidence that I was lacking. Everyone was so awesome, and it has been a wonderful experience for me being a single mom and thinking that I would never be able to find a job."

"I think this program is very good for anyone who would like to find a job and have the certificates to show that they can do whatever they want. This program has been a wonderful learning experience for me, I have met some awesome people and learned so much here. I really appreciate all the time and effort the Circle of Eagles Pre-Employment has done for me. Thank you so much."





76%

BC-wide
employed



98%

Vancouver area
employed





provincial management and direct service delivery in vancouver BladeRunners

BladeRunners is an internationally recognized employment placement program for at-risk youth. It is funded by Service Canada through the Province of British Columbia via the Workforce Development Agreement. The program began in 1994 with the training and placement of 25 at-risk youth on GM Place (now Rogers Arena). Since ACCESS began managing BladeRunners, it has grown into one of Canada's most successful youth employment programs.

Currently ACCESS manages 16 Indigenous and non-Indigenous agencies located throughout the province. Collectively, those agencies trained over 900 BladeRunners in 2018-19 in such diverse communities as Atlin, Prince Rupert, Westbank, Skidegate, Victoria and Vancouver. With over 61% of participants identifying as Indigenous, 77% possessing no significant prior job work experience and almost half not having completed high school, Job Coaches throughout the province were still able to place more than 76% into full-time employment once they completed their training.

On a local level, ACCESS also provides direct service delivery of the 'original' BladeRunners program on Vancouver's Downtown Eastside. During 2018-2019, ACCESS BladeRunners trained 142 youth and placed over 98% of them into employment within the construction industry. Over 85% of those youth were Indigenous and over 37% were transitioning out of some form of homelessness. Many of those were able to take advantage of BladeRunners Place housing.

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



900
BC-wide
completed



142
Vancouver area
completed



Barriers to Employment

% based upon 900 participants throughout the province



2018-19 Clients Served

Aboriginal Community Career Employment Services Society	142
Coast Salish Employment Training Society	79
Central Vancouver Island Job Opportunities Building Society	11
Intersections Media Opportunities for Youth Society	98
John Howard Society of Victoria	121
John Howard Society Thompson Region	36
Laichwiltach Family Life Society	33
Nanaimo Youth Services Association	124
Nisga'a Employment & Skills Training	10
North Vancouver Island Aboriginal Training Society	20
Nuu-chah-nulth Tribal Council	20
Okanagan Training & Development Council	12
Pacific Community Resources Society	60
Powell River Employment Training Society	15
Sto:lo Aboriginal Employment and Training	96
TRICORP	23
TOTAL	900

Dolly Capoose

Chilcotin Nation

Dolly is originally from Bella Coola. She is the proud mother of a 2 year old son, Evander. She was tired of living in poverty in Vancouver and decided that she could do better. She heard about the BladeRunners Program and enrolled in September 2018. After graduating, Dolly immediately gained full-time employment with Lower Mainland Steel. She was doing very well, but like many single mothers, she ran into childcare problems and ultimately had to quit her job.

However, with the support of BladeRunners Job Coaches, Dolly was able to quickly find a new job. She was hired as a painter with Atira Property Management. Luckily, the new job provides her with a more flexible schedule and allows her to work and still take care of her son.

Dolly has also been training new employees for Atira. Recently, she was tasked with training a newly hired BladeRunners participant. She is such a great role model! Dolly has now been with Atira for more than five months and during this time has flourished. She said she sees herself working for Atira Property Management for a long time.





Melvin Sisson

Haida Nation

Melvin is from Haida Nation and entered the BladeRunners Program in March 2016. Prior to entering the program, he was struggling with a lack of motivation resulting from alcohol misuse which he thinks originated with his family. He says that there was a time when he was so 'lazy' that he found it difficult to get out of bed. However, at some point, he decided that he had to move forward with his life. He heard about the BladeRunners Program and decided to give it a try. He enrolled in the program in 2016 and surprised everyone (including himself) by completing it. He was immediately placed into a job with Power Drywall and was with that company for eight months. He currently works for Nova Drywall and is doing exceptionally well. Melvin eventually moved into BladeRunners Place which was a major stepping stone for him as he had never had a place of his own. He is currently living with his wife and newborn child (eight months) and strives to be a good employee, good father and good partner.



Marilyn Germyn

Nisga'a Nation

Marilyn comes from the Nisga'a Nation in the Lower Nass Valley. She entered the BladeRunners Program in March 2017. Marilyn came to BladeRunners as a single mother with low self-esteem and struggling to find a career to support her and her daughter. After graduation she chose to become a rodbuster and was placed with Lower Mainland Steel. In order to accommodate this single mother, LMS found her work close to her home in Surrey so that she could take care of her young daughter. Marilyn has now been a reliable and hardworking addition to the company for more than two years. She is focused on continuing to progress and hopes to either return to school or advance within the company to become a foreman. Marilyn is thankful for BladeRunners with instilling the confidence she needed to be a successful individual at work and in life in general.

She now gets job offers all the time from other companies who appreciate her work and work ethic. However, she is still a loyal and proud LMS rodbuster!





Shawn Shabaquay

Ojibway Nation

Shawn is a member of the Wabigoon Lake Ojibway Nation of Northern Ontario. He entered BladeRunners in July 2015 and soon after graduating was placed into a job with Lower Mainland Steel at their PARQ Vancouver Project. Shawn worked there for several months and was doing quite well until he encountered some personal demons that lead to him eventually seeking treatment for his addictions.

Now in recovery, he has flourished for the last year as a star employee of Westbank Projects on the iconic Vancouver House project. He is a hoist operator and general labourer. He was also recently promoted to senior lead hand foreman for construction manager ICON West. He has resided at BladeRunners Place for the last 9 months and is a model tenant. Shawn is the proud father of daughters aged 10 and 1 and is a tremendous role model in their lives. Shawn states that his goal is to have his own BladeRunners crew one day.

Stuart Panko

Anishinaabe Nation

Stuart is from the Shoal Lake 40 First Nation in southern Ontario.

He first entered the BladeRunners Program in 2004 and since that time has encountered his share of struggles. He is the first to admit that most of his troubles have come because of substance misuse. However, as he says, he has always been able to depend upon the BladeRunners Job Coaches to help him through all obstacles.

The last time Stuart returned to BladeRunners looking for help to find a job, he was placed in a maintenance position with the Vancouver Aboriginal Friendship Centre. Once he was stable, he applied for BladeRunners Place housing. He became a full-time tenant in the building and was thriving in his job until he relapsed once again. However, with the support of ACCESS BladeRunners, he was given the opportunity to enter treatment and not lose his apartment.

Once he left treatment, he no longer had a job, but he did still have his apartment. He was ultimately placed into a position with Atira Property Management as a maintenance worker. Stuart is once again thriving in his new position and is also responsible for caring for his 12 year old daughter. He is grateful for all the help and support from ACCESS BladeRunners over the years.





Skyler Alexcee

Nsga'a Nation

Skyler had only recently moved to Vancouver from Prince George when he first learned about BladeRunners. Upon moving to the city, he struggled finding stable work and he soon realized how expensive it was to live in this city. In order to survive, he moved in with a relative. However, he knew that living with his uncle was a short-term solution since he'd much prefer to have his own place.

He heard about the BladeRunners Program and immediately enrolled. He started his BladeRunners training in March 2019 and got a job with MJ Insulations upon graduation. He remained with that company for almost a year. However, he decided that he needed to gain more construction experience to make a better wage. His boss did not want to see him leave since he was a very reliable and hard working employee, but with the support of his Job Coach, he found a new job with Quorum Construction.

Skyler has come a long way from living with his uncle. He has a great job that pays well, and he has his own apartment at BladeRunners Place. He is a model tenant and always makes sure that his rent is paid on time.

BladeRunners Host Communities

2018-19

Ahousaht

Atlin

Beecher Bay

Boston Bar

Campbell River

Chawathil

Chilliwack

Courtenay

Cowichan

Ditidaht

Kamloops

Katzie

Langford

Nanaimo

Parksville

Paguachin

Port Alberni

Port Hardy

Powell River

Prince Rupert

Scowlit

Skidegate

Sts'ailes

Surrey

Terrace

Tsawout

Tsaxana

Ucluelet

Vancouver

Victoria

Westbank

First Nation Partners







Lil'wat First Nation

lił'wat

Lil'wat Nation is striving towards self-determination by continuing to exert control over its territory and resources and building the economic foundation for a sustainable community.

As the Nation envisions its future, it honours its past, practicing Nt'ákmen (Our Way), celebrating and reclaiming Lilwat7úl culture and language.

The Tszil Learning Centre provides excellent learning opportunities for the Lil'wat Nation and neighbouring communities. Tszil offers a variety of academic and vocational training opportunities designed to expand employment and career choices.

The following programs were offered this fiscal:

- **ASET Funding** enabled delivery of:
 - 1) Building Services Worker Program
 - 2) Career Development Practitioner Program
 - 3) Customer Training Program
 - 4) Early Childhood Education Certificate Program, and
 - 5) Occupational First Aid Level 3 Training.

- **Carpentry Level 1:** The 10 month Carpentry Level 1 Foundation Program. Through this learning program participants learned to use the skills they had acquired to work on projects in the community.
- **Industry Training Program:** The Industry Training Program offered short-term training options such as Cashier's Training.

Lil'wat Nation Driver's Licence Program

In February 2019, Lil'wat Employment and Training and Xet'olacw Community School partnered to provide the high school students with a Driver's License Preparation Workshop. Of the six students, two already had their Learners licence, 3 of the 4 remaining passed their learners exam. The students continue to practice road safety towards achieving their 'N'.





Desmond Williams
Lil'wat Nation

Desmond completed the Building Service Worker Program in 2018. He is now working full time as a building maintenance worker / janitor for the Skatin Community School located 48 km from Mount Currie. Desmond chose to take the Building Service Worker Program to allow him to get the training he needed to work full time. He enjoyed the program and is excited to utilize all the training he received in his new position.

Talon Grandbois
Lil'wat Nation

Talon completed and successfully passed his Plumbing Apprentice Level 2 at Thompson Rivers University in February 2019. After seeking assistance at his local office in Mount Currie for tuition and a living allowance, Talon was able to focus on his studies. Talon is now employed as a Year 2 Plumber with Ray Johnson Plumbing & Heating and continues to grow his career goals.





Musqueam First Nation

xwməθkʷəyəm

Musqueam's Employment and Training Department objectives are: to improve the effectiveness and efficiency of administration; promote effective employment support for (re)entry into the labour force; promote culturally appropriate skills development and training programs; and to maximize programming quality through performance assessments, targets, and improvements.

What We Do

The Employment and Training Department consists of two Job Coaches, an Essential Skills Instructor/Mentor Coordinator, ten Mentors, an Employment & Training Administrative Assistant and a Data Entry Clerk - all of whom assist and support Musqueam community members seeking employment or training. Our team works with employers and other First Nation service providers to ensure that participants are successful at work by:

- Providing Essential Skill assessments to clients
- Providing post-employment supports and counseling as required
- Referring people to other resources in the community
- Providing mediation services between client and employer, feedback, and advocacy for clients

- Maintaining positive and collaborative relationships with clients that encourage long-term job retention
- Providing practical support such as transportation to work, work clothes, boots, tools, etc. for up to two-weeks before first pay cheque
- Working with participants to identify personal and career goals
- Collaborating with other service providers and connecting participants to various training programs

The Career Development Program aims to support clients in retaining their employment for up to three months. The skills training strategy are in areas of trades, tourism, health, business administration, legal, retail trades, hospitality / accommodation, and recreation. The Employment & Training Department is working to promote employment partnerships as part of its commitment to helping the Musqueam people build a strong, healthy, and self-reliant community.





Lana Arnold
Musqueam Nation

Lana began working with Musqueam Employment and Training in January 2019. She began her educational journey with the Essential Skills class, where she earned her high school diploma three months later in March 2019. She was an extremely shy young lady during the very beginning of the program, though while working on her diploma she began developing some friendships. Lana worked with our elder mentor, Karen Hazelman, and together they created flash cards that she studied diligently every day. Karen worked with Lana to prepare a personal portfolio for submission to the Early Childhood Care & Education Program that was being offered at Musqueam in partnership with Vancouver Community College. She was accepted into the program and will be starting in April 2019. After receiving her diploma, she said, "I finally did it."

Zachary Kompst
Musqueam Nation

Zachary completed Professional Cook Level 1 at VCC with the help of ACCESS. His program ran from November 20, 2017 to July 27, 2018. After completing his Pro Cook Level 1, Zach was able to obtain work experience through one of Musqueam's assets, Milltown Marina and Restaurant. Zach has been working as a prep cook and as a pizza cook for the restaurant since August 2017 and has now been accepted back to VCC for Culinary Arts – Professional Cook Level 2. This program will run from April 29, 2019 to August 22, 2019 and Zach will continue to work at Milltown Marina and Restaurant on a part-time basis while he completes his training.





N'Quatqua First Nation

N'Quatqua First Nation is of the St'at'imc (Stl'atl'imx or Lillooet) people located in the southern Coast Mountains British Columbia. N'Quatqua is located in the community of D'Arcy at the head of Anderson Lake, about midway between the towns of Pemberton and Lillooet. As a member of the Lower St'Atl'imx Tribal Council, as well as the St'at'imc Chiefs Council, N'Quatqua collaborates with its fellow St'at'imc First Nations in a variety of projects and initiatives to promote their physical, economic and social well-being.

In the summer of 2018, N'Quatqua supported 10 summer students in positions working along side youth summer camp workers, early child care workers and N'Quatqua maintenance workers. We also provided training to help with developing cover letters, resumes, interview skills and budgeting.

In 2018-19, N'Quatqua delivered a 3 week Driver Training course in the community for eight participants to train and attain their Class 4 driver's license.

Also, during this year, a Forestry Training Program was delivered in the community for 6 participants. The modules covered in the program included Leadership, Species Ecology and Basic Ecology, Map, Compass and Field Communications, Basic Chainsaw Training, and Brush Saw Operator and Brushing Training.

N'Quatqua also supported one student to take Aboriginal Early Childhood Education Diploma Program offered by Mount Currie (Lil'wat Nation).

Vision Statement

"We will honour and respect our lands and resources through a holistic approach. We will be committed to a strong, loving, healthy and sustainable community that will have a consistent approach to education, culture and language. A self-governance system that will allow us to grow and meet our needs."







Sechelt Indian Band

shíshálh

The Education and Employment Department manages the ACCESS funding and services. JobStart supports such items as the purchase of work gear, transportation costs and individual seat purchases for trades training programs, resume and cover letter writing assistance, interview preparation skills and community-based programming related to achieving gainful employment. Adult Education is funded through own source revenue. It is used to assist Nation members with employment training such as driver license training, work gear funding and business plan writing.

"The HEO course has been very important to me - hopefully a life changer in the near future."
-- Shane Dixon

"Thank you so much for the assistance to allow advancement in my education. I have really enjoyed learning about heavy equipment through VIU. I am really grateful for the opportunity. I look forward to successfully completing the program. Once again, ʔulnumschalap (thank you)."
-- Kari Dixon

Vision Statement

The Vision of the Education Department is to provide shíshálh Band members of all ages with the highest educational experience possible for the enhancement of the personal standard of living and overall quality of life.

Mission Statement

The shíshálh Nation Education Department's mission is to enhance education services with parental and community participation through financially stable programs...
"It takes a village to raise a child".





Michelle James Atkin
Sechelt Nation

On February 27, Michelle attended the Vancouver Island University Discovery Days. It was a very successful day. She gathered lots of information, had a chance to see the campus and explore the programs and supports that they have for Indigenous students. Michelle met with the Department Head of the Dental Hygiene program. She learned more about the pre-requisites required. She is excited to further her education and one day become a Certified Dental Hygienist. Michelle is currently attending the Pathways to Higher Learning program and completing her English, Math and Science pre-requisites for this program. She has been working very hard and has received excellent marks in all her classes. Michelle is passionate about starting her career to support her young family. She strives for excellence in all that she does and will be extremely successful in whatever she chooses to do.



Kendall Campbell
Sechelt Nation

Kendall is one of our students in the Pathways to Higher Learning Program. She dropped out of school in Grade 11 but felt like she could do it on her own. She attempted to complete her education on three different occasions, but was not successful. Working to support herself and going to school proved to be challenging. So, Kendall decided to give it a try in a structured program. Feeling ready at age 24, and putting her negative school experience behind her, she started the Pathways Program in September 2018. She loves the smaller class size and the amount of one-on-one time that she gets with the instructors. Kendall also appreciates the additional supports from tutors and utilizes their expertise on a regular basis. Over the last several months, Kendall gained lots of confidence in both herself and in her school work. As a result, she even opted to take an additional English class offered at Capilano University where she achieved an 'A' final grade. Her long-term goal is to become an Education Assistant or Support Worker in the school system so that she can help students be successful while they are still in school. She attributes her success to the support and caring of the instructors and support from the shíshálh Nation.



Squamish Nation

Skwxwú7mesh Uxwumixw

Our team works with First Nation clients to assist them in seeking employment and training that suits their needs. We have many partnerships with ACCESS, Industry Training Authority, Kwantlen College, Capilano University, as well as the North and West Vancouver School Districts. Our goal is to help clients get on the path to education or training that will lead to meaningful employment. Following the guidelines of our funding agencies we strive to assist clients with tuition, books, travel and living allowances in some circumstances.

Employment Services

Our employment and training services have always been funded from Service Canada through ACCESS. Our staff is always here to assist with job search,

resumes, and has offered the following workshops for clients:

- Computer Training
- First Host Workshops
- First Aid
- Essential Skills

Squamish Nation Trades Centre/Building Your Future

The Squamish Nation Trades Centre meets the needs of our members with a focus on labour market demand. We work with the Industry Training Authority and Kwantlen Polytechnic University to build partnerships that will support funding for programs at our Centre.

Mission Statement

We offer a safe and holistic environment where our First Nations clients can take their first steps towards education, training and employment while maintaining their traditional values.

Purpose

To evaluate the needs of membership on an ongoing basis and to continually develop the implementation of workshops, training and education that meet the diverse needs of our clients.



CAPILANO UNIVERSITY
HEALTH CARE ASSISTANT PROGRAM



ARE YOU INTERESTED IN A CAREER IN HEALTH CARE?

- Explore the industry and the educational, employment, and training opportunities available in the Health Care Assistant program from September 2018 – April 2019
- Hands-on work in a health care setting
- Meet others who are part of the health care industry

COME TO AN INFORMATION SESSION:

EdhaTen Learning Centre
Sunday, April 29th @ 12:00 pm

EdhaTen Learning Centre
1100 Keele, North Vancouver, British Columbia
To: 604-590-4550 email: info@capilano.ca
Web: www.capilano.ca
In: (604) 685-4444 ext. 2222 or info@capilano.ca



Squamish Nation
Ya'liway Department
Education, Employment & Training

EdhaTen Learning Centre

EdhaTen Learning Centre

SQUAMISH NATION
TRAINING & TRADES
CENTRE



Register today for our **Women in Trades Program!**
North Vancouver

Have you thought about a career in trades? Join us and learn practical skills that will jumpstart your career in the world of construction!

Course Dates: January 7 – March 29, 2019

Cost: Tuition: Free for Indigenous residents
(\$500 Tuition for Non-Indigenous, V.I.B., and B.C.I.)

Includes: Training Materials, Essential Skills, Safety Training & Certification, Work Experience Placement

For more information or to register, please email:
tradescentre@squamish.net or call: 604-590-7348





Tsleil-Waututh First Nation

naw si:yem nə siyeyə
(Hello relatives and friends)

Tsleil-Waututh Nation Skills Centre provides professional services to job seekers and employers. We value the important role that training and employment play in supporting a healthy, dynamic, and independent Nation and that is why the TWN Skills Centre was created.

We are here to assist all Indigenous people with their training and employment needs, ranging from Career Pathing, assisting with barriers (i.e., driver's license), resume development, job search, training programs, and securing employment. TWN Skills Centre delivers programs that enhance our students' lives while meeting labour market demands - a Win-Win situation!

Tsleil-Waututh Nation Skills
Centre Employment
& Training

Our goal is to guide you in pursuing a
career that you love
AND

Develop the proper skills you need to succeed
in the workforce.

What Our Students Say About Our Programs

"Foundations to childcare: A great program that I would recommend to others. The facilitator was excellent, she made coming to class easy going by setting the environment to suit our needs and wants. The resources are very interesting and the information will absolutely be used and beneficial."

-- Meade M., Tsleil-Waututh Nation

"I had an amazing time and experience here with my fellow peers, instructors and mentor family. I learned so many useful tools that will help me in my future career. I learned a lot more about myself on a personal level and business level too. My typing has improved, I re-learned how to write a simple paragraph and essay again, and I have a better understanding on filing not only on the computer but in-person and how to alphabetize files. I definitely learned new words to improve my vocabulary."

-- Shanelle H., Squamish Nation

"Thanks for all the knowledge that we got to learn. Everyday, coming in seeing the nice, friendly staff at TWN. Meeting new people in the course and seeing old friends and was great making new ones. Was a great three weeks. Thanks for letting me participate in this course for my new favorite career."

-- Joseph M., Squamish Nation





Kristina Dick
Tsleil-Waututh Nation

"The Fundamentals To Human Resources has to be one of the most valuable courses someone can take. Even if it's not your career choice, it teaches you many helpful things about your rights as an employee, the tools to build a harmonious workplace, the different factors and workings of an organization. I highly recommend this course for individuals who are highly motivated, dedicated, and love to learn. It's definitely a challenging course but is so fun, especially when you have such a caring staff and instructors to help you along."



Melissa Angel
Tsleil-Waututh Nation

"I am currently taking Fundamentals To Human Resources'. Since starting this program on January 8, 2018, I have learned a lot, not just about HR, but about myself... and with breaking down some of my barriers."

The class 'Team' and our instructor Michael have all been amazing. This was exactly the kind of work culture I want to be in, and if it's not then I want to be able to help change it so we can all be in a happy, healthy, productive workplace. I'm grateful for this opportunity. Huge thank you to 'The Team' and to the staff at TWN Skills Centre, Lisa Cyr, Anita Thomas and Crysty Alcazar."





Ulani Roberts
Tzeachten Reserve

"The program was amazing, more than I expected. I learned a lot. Everyone was very kind. My computer skills are better. My voice is louder. I got a little more confidence and most of all how to control my emotions. Thank all of you for everything. I love my new skills with communication, making tables (Microsoft Word & Excel) and better presentation skills."

PROGRAM COMPLETED:
Introduction to Administration (III)



Pernella Portillo
Buffalo River Dene Nation

"I loved the Foundations to Childcare Course and I'm glad I found it on the TWN website. I hope mom or moms-to-be and caregivers hear about this 1-week course. I really enjoyed it!"

PROGRAM COMPLETED:
Foundations to Childcare





Quannah Weedon

Tsleil-Waututh Nation / Squamish Nation

"I took a marine program with a different company and when I compare that place with TWN & Captain Chris, it was a huge difference. TWN arrangements with Captain Chris was excellent, organized, informative, and detailed. I am happy I took the time to go through again even though I didn't need to."

PROGRAM COMPLETED:
Marine Safety Operations Program



Meade M.

Tsleil-Waututh Nation

"A great program that I would recommend to others. The facilitator was excellent, she made coming to class easy going by setting the environment to suit our needs and wants. The resources are very interesting and the information will absolutely be used and beneficial."

PROGRAM COMPLETED:
Foundations to Childcare





Giving Tuesday – A Canada-Wide Charity Fundraising Event



USF 6th Annual Urban Indigenous Charity Golf Tournament



Back To School Backpack Program

Urban Spirit Foundation supported the Vancouver Aboriginal Friendship Centre's Back To School Backpack Program. This initiative provided supplies for Indigenous children in need in East Vancouver.



Children's Christmas Program

Urban Spirit Foundation contributes to the Children's Christmas Program held at the Vancouver Aboriginal Friendship Centre each year. We provide Christmas food hampers and gifts for Indigenous children and their families in Vancouver. USF plans to eventually extend this program to New Westminister and Surrey.



Urban Spirit Foundation

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

The Foundation provides grants to urban Indigenous organizations for community-based projects that enable urban Indigenous 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 Indigenous community.

Year in Review

Urban Spirit Foundation had another busy and exciting year in 2018-19. The year began with scholarship presentations in three school districts - Vancouver, Surrey and Burnaby. Other events included the 6th Annual Charity Golf Tournament, and the mini-Aboriginal Wellness Day at Musqueam Nation. Finally, to cap off the year, ACCESS staff ran multiple fundraising events including bake sales, raffles, and 50/50 draws as part of Giving Tuesday.

Mission Statement

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

Core Purposes

- Education and Employment Training
- Scholarship / Bursary Awards for secondary and post-secondary students
- Short-term Assistance

Urban Spirit Foundation is overseen by ACCESS President & CEO John Webster / Lynn White and administered by the organization's staff.
LOCATION: 108-100 Park Royal South, West Vancouver, BC



Urban Spirit Foundation Governance / Board



SUSAN TATOOSH

USF Chair
*Vancouver Aboriginal
Friendship Centre Society
(USF Founding Member)*



JENNIFER FORBES

USF Vice-Chair
*Vancouver Aboriginal
Transformative Justice
Services Society*



STEWART ANDERSON

USF Secretary-Treasurer
*Vancouver City Savings
Credit Union*



GEORGE CHOW

USF Member
MLA Vancouver-Fraserview



LOU DEMERAIIS

USF Director
*Vancouver Native
Health Society*



JOE MAZZA

USF Director
Pacific Natural Gas Ltd.



ROSS RAMSEY

USF Director
(USF Founding Member)





Michael Brough
Métis Nation

It is with great pleasure that USF presented a Student Recognition Award to Michael for his achievement in the Metal Fabrication / Marine Fitter at the British Columbia Institute of Technology.

We are so proud to award this honour. Michael is now employed with a local fabrication company as a year one apprentice. Congratulations on your outstanding work.



Jacob Dalling
Roseau River Anishinabe Nation

The Urban Spirit Foundation presented Jacob with a Student Recognition Award for his achievement in the Metal Fabrication / Marine Fitter at the British Columbia Institute of Technology.

USF was proud to award this honour to Jacob because of the hard work he demonstrated in class. Jacob is now working as an apprentice at Seaspan Vancouver Shipyards and has a bright future.





2018-19 Audit Finance Department

ACCESS managed 12 separate revenue streams and three buildings with revenue in excess of \$13 million.

Our Finance Department consists of four employees. We pride ourselves in being accurate, timely, and efficient, yet flexible in our relations with clients, employees, and vendors.

ACCESS is audited annually by an independent auditor (Winstanley Business Advisors) in accordance with the Canadian Accounting Standards for not-for-profit organizations.

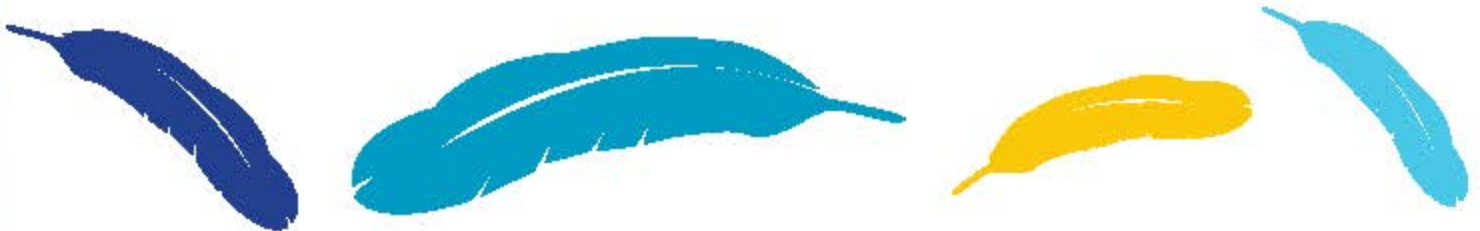
Details of the ACCESS audit are available on our website at www.accessfutures.com



ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Financial Statements

Year Ended March 31, 2019



ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Index to Financial Statements
Year Ended March 31, 2019

	Page
AUDITORS' REPORT	3 - 4
FINANCIAL STATEMENTS	
Statement of Financial Position	5
Statement of Revenues and Expenditures	6 - 7
Statement of Changes in Net Assets	8
Statement of Cash Flow	9
Notes to Financial Statements	10 - 14





WINSTANLEY

BUSINESS ADVISORS LTD.

Chartered Professional Accountants

INDEPENDENT AUDITOR'S REPORT

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

Report on the Financial Statements

Opinion

We have audited the financial statements of Aboriginal Community Career Employment Services Society (ACCESS) (the Society), which comprise the statement of financial position as at March 31, 2019, and the statements of revenues and expenditures, changes in net assets and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at March 31, 2019, 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.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

(continues)



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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the British Columbia Societies Act, we report that, in our opinion, the accounting principles in Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

Winstanley Business Advisors Ltd.

West Vancouver, British Columbia
June 25, 2019

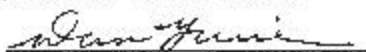
Winstanley Business Advisors Ltd.
Chartered Professional Accountants

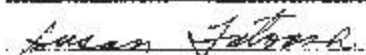


ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Financial Position
March 31, 2019

	2019	2018
ASSETS		
CURRENT		
Cash	\$ 4,242,259	\$ 3,065,948
Accounts receivable	908,885	1,630,889
GST receivable	53,585	32,342
Prepaid expenses	100,719	91,026
	<u>6,305,448</u>	<u>4,820,215</u>
TANGIBLE CAPITAL ASSETS (Note 3)	705,147	713,390
LONG TERM INVESTMENTS	70,758	74,680
TOTAL ASSETS	<u>\$ 6,081,353</u>	<u>\$ 5,608,285</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 2,274,884	\$ 2,480,569
Wages payable	75,827	89,537
Employee deductions payable	13,776	9,876
Deferred income (Note 4)	1,106,456	737,545
	<u>3,470,943</u>	<u>3,277,526</u>
TOTAL LIABILITIES	<u>3,470,943</u>	<u>3,277,526</u>
NET ASSETS		
Unrestricted	1,905,263	1,617,369
Invested in capital assets	705,147	713,390
	<u>2,610,410</u>	<u>2,330,759</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 6,081,353</u>	<u>\$ 5,608,285</u>

ON BEHALF OF THE BOARD

 Director

 Director

See accompanying notes to the financial statements



ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Revenues and Expenditures
For the Year Ended March 31, 2019

	2019	2018
REVENUE		
Contributions		
Federal Contributions - ASETS program (Note 1)	\$ 4,312,312	\$ 3,907,111
Federal Contributions - First Nations ASETS programs (Note 1)	4,039,793	3,107,798
Provincial contributions - Bladerunners programs (Note 1)	4,222,600	3,889,582
	<u>12,574,705</u>	<u>10,904,491</u>
Other Program Contributions		
SPF Aboriginal Maritime Training and Employment program	1,896,943	1,863,163
Industry Training Authority	369,618	88,340
Indigenous Services Canada	90,342	181,310
Building Service Worker	115,754	139,930
WorkBC	30,593	77,999
Office of Literacy and Essential Skills	455,501	-
Electrical Joint Training Committee	-	120,750
Lu'ma Native Housing	-	82,114
	<u>2,958,751</u>	<u>2,553,606</u>
Other revenue		
Rental revenue - 681 Columbia Street	79,743	51,176
Property Management Fees (Note 5)	44,326	49,465
Interest	2,439	30,516
Unrestricted contributions	232,886	-
	<u>359,394</u>	<u>131,157</u>
TOTAL REVENUE	<u>15,892,850</u>	<u>13,589,254</u>
EXPENSES		
Federal ASETS (EI and CRF) program expenses	4,312,312	3,907,111
Federal First Nations ASETS program expenses	4,039,793	3,107,798
Provincial Bladerunners program expenses	4,222,600	3,889,582
	<u>12,574,705</u>	<u>10,904,491</u>
Other Program Expenses		
SPF Aboriginal Maritime Employment and Training Program	1,896,943	1,863,163
Industry Training Authority	369,618	88,340
ACCESS Essential Skills for Aboriginal Futures	222,000	150,000
Indigenous Services Canada	90,342	181,310
Building Service Worker	115,754	139,930
WorkBC	30,593	76,498
Office of Literacy and Essential Skills	455,501	-
Electrical Joint Training Committee	-	120,750
Lu'Ma Native Housing	-	82,114
	<u>3,180,751</u>	<u>2,702,105</u>
Other Expenses		
Operating expenses - 681 Columbia Street	79,743	51,176
	<u>15,835,199</u>	<u>13,657,772</u>
Excess (deficiency) of revenue over expenses from operations	57,651	(68,518)

(continues)

See accompanying notes to the financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Revenues and Expenditures (continued)
For the Year Ended March 31, 2019

	<u>2019</u>	<u>2018</u>
Expense recovery	<u>222,000</u>	<u>150,000</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 279,651</u>	<u>\$ 81,482</u>



See accompanying notes to the financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Changes in Net Assets
Year Ended March 31, 2019

	Unrestricted	Invested in Capital Assets	2019	2018
NET ASSETS - BEGINNING OF YEAR				
As previously reported	\$ 1,617,369	\$ 713,390	\$ 2,330,759	\$ 2,209,574
Prior period adjustments	-	-	-	39,705
As restated	1,617,369	713,390	2,330,759	2,249,279
Amortization	8,243	(8,243)	-	-
Excess of revenue over expenses	279,651	-	279,651	81,482
NET ASSETS - END OF YEAR	\$ 1,905,263	\$ 705,147	\$ 2,610,410	\$ 2,330,759

See accompanying notes to the financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)
Statement of Cash Flow
Year Ended March 31, 2019

	2019	2018
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 279,651	\$ 81,482
Item not affecting cash:		
Amortization of tangible capital assets	8,243	8,770
	<u>287,894</u>	<u>90,252</u>
Changes in non-cash working capital:		
Accounts receivable	722,014	(61,960)
GST receivable	(21,243)	72,846
Accounts payable	(185,685)	1,311,773
Deferred income	368,911	447,461
Prepaid expenses	(9,693)	(4,573)
Wages payable	6,290	(5,269)
Employee deductions payable	3,901	(2,626)
	<u>884,495</u>	<u>1,757,652</u>
Cash flow from operating activities	<u>1,172,389</u>	<u>1,847,904</u>
INVESTING ACTIVITY		
Long term investments	<u>3,922</u>	<u>(3,333)</u>
FINANCING ACTIVITY		
Financing through bank indebtedness	-	-
INCREASE IN CASH FLOW	1,176,311	1,844,571
Cash - beginning of year	<u>3,065,948</u>	<u>1,221,377</u>
CASH - END OF YEAR	\$ 4,242,259	\$ 3,065,948

See accompanying notes to the financial statements

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2019

1. PURPOSE OF THE SOCIETY

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

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

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFP0).

Revenue recognition

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

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

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

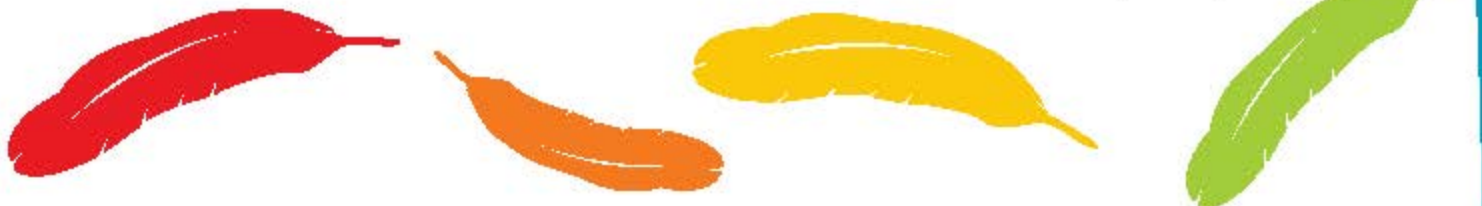
Tangible capital assets

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

Contributed services

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

(continues)



ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2019

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial instruments policy

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

Measurement uncertainty

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

Allocation of expenses

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

3. TANGIBLE CAPITAL ASSETS

	Cost	Accumulated amortization	2019 Net book value	2018 Net book value
Land (681 Columbia Street)	\$ 576,000	\$ -	\$ 576,000	\$ 576,000
Buildings (681 Columbia Street)	187,204	58,057	129,147	137,390
Computer equipment	79,775	79,775	-	-
Furniture and fixtures	1,006	1,006	-	-
Leasehold improvements (138th Street)	58,508	58,508	-	-
	<u>\$ 902,493</u>	<u>\$ 197,346</u>	<u>\$ 705,147</u>	<u>\$ 713,390</u>

ACCESS owns 50% of the building at 681 Columbia Street, New Westminster, BC. The building earns rental revenue for the organization.

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2019

4. DEFERRED REVENUE

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

	Opening balance	Additions	Recognized	Ending balance
Indigenous Services Canada	\$ 13,552	\$ 61,209	\$ (13,552)	\$ 61,209
Consolidated Revenue Funds First Nations	113,637	473,619	(113,637)	473,619
Consolidated Revenue Funds ACCESS	216,453	221,500	(216,453)	221,500
Consolidated Revenue Funds First Nations - Child Care	142	-	(142)	-
BladeRunners	137,176	1,460	-	138,636
Employment Assistance Services	10,297	-	(3,150)	7,147
138th Street, Surrey	8,958	-	(5,502)	3,456
681 Columbia Street, New Westminster	128,534	17,943	(31,934)	114,543
Aboriginal Marine Training to Employment Partnerships	108,796	-	(108,796)	-
WorkBC	-	7,022	-	7,022
390 Main Street	-	15,672	-	15,672
Office of Literacy and Essential Skills	-	63,652	-	63,652
	<u>\$ 737,545</u>	<u>\$ 862,077</u>	<u>\$ (493,166)</u>	<u>\$ 1,106,456</u>

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, and Rental Tenancy Branch. Rents are month-to-month. ACCESS charges property management fees but any surplus revenue over expenses is related to the tenants the next fiscal year. During the year the society collected rental revenue of \$ 119,419 (2018 - \$ 165,908) and incurred expenses of \$ 103,842 (2018 - \$ 144,268). The society earned a property management fee of \$ 15,576 (2018 - \$ 21,640) from managing the property.

b). ACCESS is also property manager and leasee of the building at 138th Street, Surrey. ACCESS, Sto:Lo Nation, Native Courtworkers of BC and Métis Nation of BC are tenants. Sto:Lo and Native Courtworkers have sub-leases. Other rents are month-to-month. ACCESS charges property management fees but any surplus revenue over expenses is related to the tenants the next fiscal year. During the year the society collected rental revenue of \$ 220,412 (2018 - \$ 215,433) and incurred expenses of \$ 191,663 (2018 - \$ 187,608). The society earned a property management fee of \$ 28,749 (2018 - \$ 27,825) from managing the property.

6. RELATED PARTY

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

ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2019

7. LEASE COMMITMENTS

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

Future minimum lease payments for the next five years are:

2020	\$	266,818
2021		273,379
2022		185,098
2023		6,620
	\$	<u>731,915</u>

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 statements.

(a) Credit risk

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

(b) Liquidity risk

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

9. ECONOMIC DEPENDENCE

The society receives 81% (2018 - 81%) of its funding from the Governments of Canada and British Columbia. Should this funding not be available the continued viability of the organization would be doubtful.

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 2019 was \$386,567.



ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY (ACCESS)

Notes to Financial Statements

Year Ended March 31, 2019

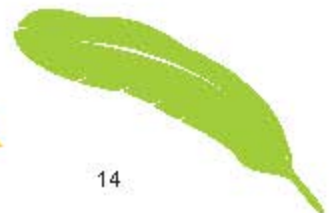
11. COMPARATIVE FIGURES

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

12. ADMINISTRATION EXPENSES

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

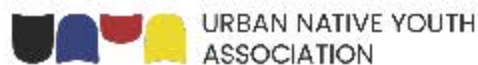
	<u>2019</u>	<u>2018</u>
Accounting and auditing fees	\$ 50,512	\$ 60,186
Advertising and promotion	16,180	3,430
Consulting fees	20,403	7,688
Equipment lease	21,232	21,985
Insurance	6,109	5,755
Meetings and travel	30,335	48,487
Office	63,229	84,933
Professional fees	61,047	50,721
Program expenses	173,261	-
Rent	115,087	110,111
Salaries and benefits	566,868	583,560
Staff training and development	72,993	45,832
Telephone and information technology support	<u>28,094</u>	<u>15,716</u>
ASETS Eligible Administration Expenses	1,225,350	1,038,404
Amortization	8,243	8,770
Parking	2,096	2,201
Training and development	<u>54,428</u>	<u>31,140</u>
Total administration expenses	<u>\$ 1,290,117</u>	<u>\$ 1,080,515</u>



ACCESS Partners



100%
WASTEWATER
RECYCLED





Our Funders





FOR MORE INFORMATION:

Aboriginal Community Career Employment Services Society

Tel. (604) 913-7933

www.accessfutures.com