



2021

ANNUAL REPORT

22

We acknowledge with gratitude that we live, work, and play on the traditional unceded territories of the Musqueam, Squamish And Tsleil-Waututh Nations.

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Our Funding Partners





CHAIR

Jenna Forbes

Congratulations to ACCESS for another successful year of operations!

As we reflect on the various challenges our community has faced this past year as we endured another solid year of the Covid 19 Pandemic, the ACCESS team have all rallied together to continue our goals of supporting our urban Indigenous community members adapt and meet their employment goals with as little

disruption as possible. The ACCESS team was able to maintain majority of programs and continues to have high success indicators such as graduation rates.

Our president, CEO and our professional staff, partnerships and stakeholders are truly the foundations of our success-they bring inspiration, creativity, loyalty, resiliency and support to the Board of Directors that enables us to make informed decisions. I've observed them working tirelessly to meet the needs of community to achieve the mission they are committed to, "To increase Indigenous participation in the labour market". We, as a board, are extremely proud of the ACCESS staff, who work together as a team to deliver quality services to our diverse urban Indigenous people.

Congratulations to Employment Services, ACCESS Trades, BladeRunners, Essential Skills for Aboriginal Futures, ACCESS Programs and Finance!! You make us proud!

I would also like to recognize and acknowledge the Board of Directors who give so willingly of their time to serve ACCESS, they are all very busy individuals who are Executive Directors/CEOs of their own organizations and yet make time to give back to community by serving on a governing board for ACCESS. Thank you for your commitment, dedication and leadership; it is an honor to serve you.

Congratulations again to all involved, a job well done in such challenging times.

PRESIDENT AND CEO

Lynn White



I am proud and honoured to present our 2021-2022 Annual Report. The year started off with such heavy COVID-19 restrictions and we worked to overcome so many barriers to ensure that we could find ways to best serve our clients. As the year progressed and some of the restrictions were eased, we found that there is a lot of opportunities for employment and were able to take advantage of the huge demand for workers.

We owe a big thank-you to our Board of Directors, who have consistently provided us with their knowledge, wisdom, and precious time. Their support and encouragement throughout this pandemic gave us the determination to be bold in our actions and to ensure that our community continues to be served.

We experienced some staff retiring, and sadly some of their knowledge and experience left with them. On the bright side, we have our next generation of ACCESS employees who are bringing in some new and innovative ideas as we continue to develop our staff for the future. Our BladeRunners program relocated in the fall, and we now operate near the intersection of 3rd and Commercial in Vancouver. BladeRunners continues to be a beacon to our at-risk youth.

Our Employment Services department has been gradually re-opening to the public and continuing to provide intake services by phone and in-person (the best way). Our Youth Leadership Centre has been an exciting project. We are so proud of how well the youth have responded to tutoring, our S.T.E.A.M. programming, and recreational activities. This programming is directed at preparing youth for future employment, informing them of opportunities that are available, and supporting them in having what they need for their next steps.

Our Essential Skills department is a key component to the success of the other programs. This department is constantly evolving, improving, and changing with the needs of our clients. Trades continues to outperform the national average in supporting our clients to Red Seal Certification, in removing barriers, in providing all the necessary supports, and in taking that journey with our participants.

Programs department is filling in the gaps for labour market shortages and providing much needed skills to meet the demand in some of those markets for example last year we completed Education Assistants cohort and Wildfire Training. Individuals were job ready when they completed.

Our finance department is skilled and efficient. They are our gatekeepers who ensure that we meet all deadlines and payments. Great job Finance!

Urban Spririt Foundation has been a fantastic support to ACCESS during the pandemic. We were able to access funds for much needed supports for our clients including laptop computers and food cards. This support was a contributing factor in ensuring the success of ACCESS clients.

Finally, congratulations to all our staff who have worked tirelessly to ensure that we support our community in all the above areas and more, who live our values of Honour, Kindness, Respect and Sharing in all that they do. You have demonstrated the level of commitment and the passion you have for our community, putting the community first and giving back with heart. I am so proud of our TEAM.



Background

Aboriginal Community Career Employment Services Society (ACCESS) began as a venture to meet the employment and training needs of the Indigenous peoples of Greater Vancouver.

A duly incorporated BC not-for-profit society since 2002, we are one of the most comprehensive employment service providers in Canada. ACCESS provides status, non-status, Métis, and Inuit people with access to education and training that leads to meaningful, long-term employment. Our client-first approach integrates the expertise of six business units to streamline the client's experience with us.

ACCESS signed a 10-year Indigenous Skills Employment and Training Strategy (ISETS) agreement in 2019, securing funding until 2029.



OUR MISSION

To increase Indigenous participation in the labour market.



OUR 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.

OUR CORE VALUES:

HONOUR **KINDNESS** **RESPECT** **SHARING**

ACCESS

Board of Directors

JENNA FORBES

ACCESS Chair

Vancouver Aboriginal
Transformative Justice
Services Society



OLIVIA JIM

ACCESS Secretary-
Treasurer

Helping Spirit
Lodge Society



LOU DEMERAIS

ACCESS Director

Community Leader



NICK CALLA

ACCESS Community
Director

Calla Financial



MERV THOMAS

ACCESS Vice Chair

Circle of Eagles
Lodge Society



TAMMY HARKEY

ACCESS Director

Native Education
College



SUSAN TATOOSH

ACCESS Director

Vancouver Aboriginal
Friendship Centre
Society



GOVERNANCE

A volunteer Board of Directors, representative of the needs, interests and diversity of the urban 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 and CEO. The Board meets ten times per year and as required to address issues and opportunities. Timely responsiveness is a key to professional and needs-directed human resource development.

LEADERSHIP

The President and CEO is the official ACCESS representative to the Board of Directors, the community and the media. The President and 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 and 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 with thorough reporting, developing capacity through funding proposals, and building and maintaining partnerships with industry partners, training institutions and all levels of government.

Organizational Chart

Board of Directors

Lynn White
PRESIDENT & CEO

Helen Boyce
DIRECTOR OF OPERATIONS

Vick Vashisht
HUMAN RESOURCES
MANAGER

Tami Omeasoo
DIRECTOR

Carlene Quock
DIRECTOR

Buddy Cardinal
DIRECTOR

Tom Galway
DIRECTOR

Kristen Wealick
DIRECTOR (INCUMBANT)
Gary McDermott
DIRECTOR (RETIRED)

Sherri Sinclair
DIRECTOR

EMPLOYMENT SERVICES (ES)

Linda Federation, Program Officer
Kollette Douglas, Employment Advisor
Kailey Langston, Employment Advisor
Brittney Gray, Employment Advisor/
WorkBC
Neela Gottenbos, Youth Manager
Crystal Henderson, Youth Coordinator
Kathleen Dennis, Administrative
Assistant

Kendra Newman
SURREY EMPLOYMENT
& BUILDING MANAGER

EMPLOYMENT SERVICES (ES) SURREY OFFICE

Cathy Roy, Employment Advisor
Ciara Sanders, Employment Advisor
Destiny Wells, Employment Advisor
Crystal Wilson, Employment Advisor
Kristen Wealick, Employment
Advisor / Trades Lead
Candace Knutson, Employment
Advisor / WorkBC
Stephanie Ostrander, Administrative
Assistant

ESSENTIAL SKILLS FOR ABORIGINAL FUTURES (ESAF)

Heather Crosby, Project Manager
Patricia Babukiika, Project Facilitator
Julian Tomlin, Math Instructor
Lisa Chun, Facilitator
Tiana Johnson, Facilitator
Cassandra Bran, Administrative
Assistant

ACCESS TRADES

Larry Webster, Apprenticeship Advisor
Rob Egan, Apprenticeship Advisor
George Michell, Training &
Employment Coach
Leslie Yellowknee, Training
& Employment Coach
Madalyn Angus, Administrative
Assistant

ACCESS BLADERUNNERS

Chasity Simeon, Program Manager
Provincial Administrator
Garry Jobin, Sr BladeRunners Coordinator
Eddie Taylor, BladeRunners Coordinator
Jason Watt, BladeRunners Coordinator
Raquelle Pilon, Administrative Support
Armand Tencha, Tenant Support Worker

Marcy Waughtal
MARKETING AND
COMMUNICATIONS LEAD

ACCESS PROGRAMS

Elaine Clare, Program Officer
Cynthia Edwards, Student Support
Coach

FINANCE

Janet Chakasim, Accounts Payable
Manager
Kimberley Kessel, Finance Assistant
Ashley Commodore, Administrative
Assistant



Serving the urban Indigenous community of Greater Vancouver



ACCESS LOCATIONS

● **ACCESS Head Office**
 108 - 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

● **Essential Skills for Aboriginal Futures**
 201 - 681 Columbia Street
 New Westminster, BC V3M 1A8
 TEL: 604 521-5929
 FAX: 604 521-5931

● **ACCESS Programs**
 108 - 100 Park Royal South
 West Vancouver, BC V7T 1A2
 TEL: 604 913-7933
 FAX: 604 913-7938

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

● **ACCESS BladeRunners**
 1848 Commercial Drive
 Vancouver, BC V5N 4A5
 TEL: 604 688-9116
 FAX: 604 688-9146

2 EMPLOYMENT SERVICES LOCATIONS

● **ACCESS Employment Services**
 110 - 1607 East Hastings Street
 Vancouver, BC V5L 1S7
 TEL: 604 251-7955
 FAX: 604 251-7954

● **ACCESS Employment Services**
 10708 136A Street
 Surrey, BC V3T 5G9
 TEL: 778 395-0385
 FAX: 604 581-0944



Destiny
ACCESS Employment Advisor
at our new Surrey office

Supporting our clients
with one-on-one
employment advice.

Employment Services (ES)

From our two Employment Services offices in Greater Vancouver, ACCESS offers a one-stop model where clients can book one-on-one sessions with an Indigenous employment advisor or conduct their own self-directed job search using a computer in one of our well-equipped resource labs. ACCESS Employment Services also provides funding for skills training to job seekers and targeted wage subsidies for employers.

We take pride in being part of the spectrum of social services available to Indigenous Peoples in Vancouver to enhance the experience of all Indigenous people who walk through our doors.

855
CLIENTS FROM
250+
COMMUNITIES
ACROSS
CANADA

61% CLIENTS WERE
EMPLOYED
WITH ACCESS
INTERVENTION



Shakoia Antoine (Toquaht)

Shakoia is attending The Vancouver Film School foundations program. She describes her experience while taking this program as nothing but extraordinary. Influenced by her grandfather's Indigenous artwork, Shakoia always knew she wanted to be a professional artist but never had access to the right tools. At VFS, she is adding new skills to her tool kit. To Shakoia, being accepted to the program meant being embraced as a resilient Indigenous artist.

“I know I can go far in the industry because of the opportunity ACCESS has granted me.” - **SHAKOIA ANTOINE**

William Peters

Originally from Ontario, William Peter made a life for himself in Vancouver for almost 10 years but was struggling to find a job. As a past client of ours, he knew he could depend on ACCESS Employment Services to help. After receiving resume support from his employment advisor, William was able to secure employment with Rundle Construction and received assistance from ACCESS to purchase the necessary PPE for his new job. Thanks to support from ACCESS, William is able to keep living and working in the city he calls home.



“ACCESS helps people to further their careers, allowing them to support their families, children, and community. I'm very grateful.” - **KRYSTAL SMITH**



Krystal Smith (Heiltsuk)

Currently living in Delta, Krystal reached out to ACCESS for support in finding a career path that would suit her passions and interests. ACCESS helped her with applying to Western Community College to obtain her Medical and Dental Assistant Diploma. This training has allowed Krystal to reach her full potential and discover that she can do anything she sets her mind to. With a newfound sense of confidence, Krystal is on a path to provide herself, family, and community with new opportunities for financial security and success.

Eric C. (Cree, Ojibway)

Eric has been attending ACCESS Youth Leadership programming since 2018 and currently sits on the board of directors for the VAFCS. Presently, he is in our Vision Quest Gap Year program mapping out his long-term career goal to be a Wildfire Emergency Medical Responder. ACCESS supported Eric in attending our Wildland Fire Fighting program to help him secure employment for the summer in line with his long-term goals. Next, Eric plans to complete Paramedic Training. Eric shared that without ACCESS, he could not see the possibilities beyond graduating and is now excited for the next chapter in life.





The **Youth Leadership Hub** is a culturally safe place for high school students to work on school assignments (above)

Youth at the **Urban Horse Project** (below)



ACCESS Youth Leadership Centre

ACCESS Youth are our leaders of tomorrow and ACCESS strives to support them on their career paths. Under the Indigenous Skills Employment Training Strategy (ISETS) agreement, ACCESS Employment Services is able to cater to a younger clientele and offer career exploration programming to our Indigenous youth. We continue to work with the Vancouver Aboriginal Friendship Centre Society (VAFCS) to prepare youth for better post-secondary opportunities.

Guiding our Indigenous youth towards a secure future!



Our **ACCESS Youth S.T.E.A.M. camp** learned how to assemble their own computers during Spring Break (left)



A trip to learn more about Douglas College!

PROGRAMS & SERVICES

- Youth Job Club
- Duke of Edinburgh Adventure Program
- After-School Drop-In
- Short-term Assistance
- Youth S.T.E.A.M Camps during school breaks
- Financial assistance for high school activities and fees



Seaspan Shipyards invested \$1.35M in Indigenous Marine Skills Training

ACCESS Trades

ACCESS Trades was established in 2005 and provides full-service trades training and apprenticeship support. Our Indigenous-led team works collectively to ensure barriers are removed for over 500 clients as they move through their apprenticeship to achieve certification and employment in demanding careers. Our apprentices are sponsored through all levels of their apprenticeship. We provide world class training opportunities at ITABC accredited training institutes such as BCIT, EJTC, and UAPIC.

In order to best serve our Indigenous clients, we depend upon support from our funders such as the Federal Skills and Partnership Fund, BCIT, Industry Training Authority of BC, and Seaspan. Our apprentices' success is also contingent upon our employer partners. These include such great companies as Warrior Plumbing, Seaspan, Saam Smit Towage, IBEW 213, just to name a few.

Lastly, we hold our hands up to each and every family member and friend who support and encourage our apprentices.



Susanne Muldon (Gitksan), Red Seal Carpenter



Coltin York (Dene), Level 1 Metal Fabrication Apprentice

488
ACTIVE
APPRENTICESHIPS
IN 46
TRADES

15%
WOMEN
IN TRADES!

“ACCESS Trades has tremendously stepped up to the plate to genuinely help the ones who choose to take up a trade.”

- **CAMELLIA BROWN**



Camellia Brown (Nisga'a)

ACCESS is proud to have helped Camellia Brown take on some of the significant obstacles that urban Indigenous peoples face on their career journey. After unexpectedly moving to Vancouver due to a bereavement, ACCESS Trades helped Camellia get back on track with Electrical Foundation training she started in Toronto. ACCESS provided emergency supports, tutoring, and tools while Camellia worked hard to become one of the top students in her program. Today, Camellia brings her passion for the detail-oriented and methodical nature of the trade to her role as an Electrician at Olympic Controls.

Bud Peter (Cowichan Tribes)

Bud credits ACCESS supports, namely tutoring and the encouragement of his training and employment coach Leslie, for the successful completion of his Piping Foundation program. A firm believer in the stability and lifelong reward of working in the pipe trades, Bud was offered a good paying job at Hydroworks within two weeks of completing the program. He is excited to further his training in the future and to eventually earn his Red Seal!



Rico Martinello (Métis)

Rico recently completed his ACCESS sponsored Welding level 3 training. Rico is grateful that ACCESS Trades was there for him every step of the way, providing tutoring and financial support, as he furthered his training to create more opportunities for himself. With his training successfully completed, Rico is currently employed by PTW Energy and goes to work with greater confidence in his problem-solving and technical skills as a welder.

“Amazing support from ACCESS! Financial, academic, and mental support - they are with you for all of it!” - **RICO MARTINELLO**

Sharlie Pratt (George Gordon First Nation)

After graduating high school, Sharlie Pratt found herself at a crossroads. She could enter the workforce as a housekeeper at a work camp or learn a trade. She chose the path of trades training and hasn't looked back. Despite being a single mother, with ACCESS support, Sharlie completed her electrical foundation training. When Sharlie struggled with the math in training, ACCESS Trades was able to provide her with additional tutoring to help her successfully complete her program.



Essential Skills for Aboriginal Futures (ESAF)

Holistic, in-house upgrading for client success.

The Essential Skills for Aboriginal Futures (ESAF) department began operating in 2007. Through essential skills, job-readiness, and thought-processing assessments, we meet our cohorts where they are at. One of our ways of doing this is through the daily Brain Gym, where cohorts hone their information processing abilities through a combination of hands-on activities.

The Essential Skills framework is now known as 'Skills for Success' and has been enhanced to include the foundational skills that are needed to succeed in work, life, and learning.

ESAF incorporates essential skills into ACCESS programs to prepare students for the formal and fast-paced learning environments of technical training. We determined that after receiving up to 8-weeks of essential skills training in advance of their technical training, students are much better prepared for school. Since its inception, hundreds of participants have benefitted from this approach.

Through the employer partnerships 8-week programs we build targeted workplace Essential Skills identified for specific employment positions. This program engages an employer right at the onset and they advise us on curriculum specific to their organization, provide resume and interview tips and upon successful completion of candidates they're interviewed and offer positions to well-suited candidates.

ESAF supports ISETS agreement holders that we partnered with through the 'Passing it On' project funded by the Office of Skills for Success which contracted ACCESS- ESAF to empower ISETS to build their capacity to sustainably deliver the ESAF 4-phase training model in the various communities across Canada.

At ESAF we include cultural exploration, as this is an integral component of our model. Participants get to explore Indigenous culture in a variety of ways such as guest speakers, cultural activities, and cultural field trips.

146

WORKPLACE ASSESSMENTS

95

INTAKES

9

TRADE AND PRE-TRADE PROGRAMS

ESAF cohort working on a group exercise.

THE ESAF MODEL

- Pre-Technical and Job Readiness Training
- Nationally Recognized Assessments
- Essential Skills Curriculum
- Indigenous Cultural Awareness





Troy Lincoln (Nisga'a, Ojibway)

Troy attended ESAF as part of his Welding Foundation program at ACCESS. Troy was a model student whose positive attitude and stellar attendance did not go unnoticed. He credits ACCESS Essential Skills with strengthening his computer literacy and broadening his ability to be self aware while working with others. Troy now feels confident in his ability to focus on his studies as he takes on technical training at BCIT.

“I am in the best mindset I have ever been and I am beginning to feel accomplished in my life.”

- COLTIN YORK

Allyn Benoit (Squamish)

Before coming to ACCESS, Allyn had recently completed an entry-level trades training program and was keen to get certified for a career in the pipe trades with the ACCESS Piping Foundation program. On completion of her Essential Skills training, Allyn felt prepared to take her career to the next level with new time management tools and refreshed math skills.



“The staff and classmates have been respectful and very helpful. They make me feel as part of a family!” - **ADRIANNE WILLIAMS**



Adrienne Williams (Gitksan)

Adrienne credits the Essential Skills program for building her self-confidence with the skills she needed to pursue her technical training at BCIT. Adrienne found the program to not only be life changing, but a fun and supportive environment that values cultural connection.

Coltin York (Dene)

Coltin was feeling undervalued at previous jobs but was hesitant about re-entering a learning environment. Essential Skills was a crucial part of the support system that guided Coltin, where he strengthened his math skills in preparation to complete the ACCESS Metal Fabrication Foundation program at BCIT. Since completing his foundations program in late 2021, Coltin has already earned an endorsement related to his field. With his growing sense of accomplishment and purpose, Coltin is already scheduled for the next level of apprenticeship at BCIT.





Indigenous-led training partnerships.

Corey Doolan
(Kwakiutl and Sto:lo Nation)

Education Assistant Program graduate

ACCESS Programs

The Programs department oversees training projects delivered by urban Indigenous organizations in Metro Vancouver or through partnerships with public training providers. These project-based training initiatives are designed to assist Indigenous people to enter the workforce directly or to pursue post secondary education that will eventually lead to future career placements. The training projects respond to local labour market needs. Projects funded may included group skills training, pre-employment training, employer partnership training and summer student employment programs.



Graduation ceremony for the **ACCESS IT program**



ACCESS proudly incorporates cultural activities with our group programs!

“My future looks better than before. I have training in a field I’m pursuing and job routes already prepared by the program.”

- **SIDNEY WALLACE**



Sidney Wallace (Tla’amin Nation)

Searching for the right career path, Sidney was taking interviews for entry-level cashier and warehouse worker jobs. When he heard about the IT program, Sidney felt it was an amazing opportunity to be trained in a new field. He brought the same hard-working energy and open mind from his recent job search to class. Sidney credits ACCESS’s financial support during his studies for allowing him to focus all his energy into his coursework. Sidney made a great impression on the program instructor, too. On completion, he was offered a job with our training and employment partner, Total Support Solutions.

Riley Billy (Squamish Nation)

Prior to attending the ACCESS Wildland Fire Fighting program in Spring 2022, Riley was working in retail and playing junior hockey. Upon completion, Riley was hired by our Indigenous-owned employer partner, Rider Ventures. Riley is impressed by all the different tasks involved with Wildland Fire Fighting. He looks forward to gaining industry experience during his first summer on the job!



Allison Snow (Nuxalk)

Allison was browsing training opportunities for her adult son when she came across the ACCESS Education Assistant (EA) program. At the time, she was a housing support worker for women and children fleeing abuse. Allison saw the EA program as an opportunity to work with children more and to gain a better work/life balance. ACCESS was able to support her in overcoming obstacles she faced as an adult learner. After her practicum, Allison was offered a job at the school district. She is excited about her role and about future opportunities to help connect Indigenous learners to their culture.

“ACCESS also had cultural days which was so empowering, grounding, and uplifting during a busy school life!”

- **ALLISON SNOW**

Shaun Fobister
(Grassy Narrows First Nation)

Shaun is a student at Douglas College. With ACCESS’s support, Shaun was hired as a library assistant with the Nicola Valley Institute of Technology during the summer break. Shaun is an adaptive employee and a great team player. In addition to his duties maintaining the library, cataloguing, and doing inventory, he stepped up to perform other office duties (even assembling furniture!) wherever his help was needed. Shaun hopes that he can continue to do good work at the NVIT library in the foreseeable future.



BladeRunners



Once a BladeRunner, always a BladeRunner.

ACCESS BLADERUNNERS DIRECT SERVICE DELIVERY IN VANCOUVER



26% FEMALE PARTICIPANTS IN PROGRAM

BladeRunners Enhancement Training Cohort observing Pink Shirt Day 2022

ACCESS BladeRunners

ACCESS is a contract manager of the BladeRunners Program for the province of British Columbia. Through this contract, we have partnered with 14 Indigenous and non-Indigenous agencies across the province. During the 2021-2022 fiscal year, these agencies delivered training to over 650 participants in various industries including construction, hospitality, warehousing and many more.

ACCESS also provides direct service delivery of the BladeRunners Program in Vancouver. Three Job Coaches and an administrative team deliver entry level construction training to 120 participants per year. Programming includes life skills awareness and industry recognized certificate training, at the end of which, every participant is offered a job with one of our many employer partners.

ACCESS also operates an innovative housing project called BladeRunners Place. We provide 38 units of subsidized housing to youth that have gone through our program and are ready make that next step towards self-sufficiency.

COMMON BARRIERS TO EMPLOYMENT:

Lack of work experience or job hunt skills

Challenges with emotional health or substance abuse

No driver's license

ACCESS BLADERUNNERS SOLUTIONS:

Ongoing support and advocacy from job coaches

Life skills training built into program

Referrals to a vast network of resources in the community

Transportation costs covered and driver training available with ACCESS

“ACCESS Bladerunners has given me the self esteem and confidence to say I can do anything.” - **TATUM SAM**



Tatum Sam
(Tk'emlúps te Secwépemc)

Tatum came to ACCESS BladeRunners for support in getting certified to work as a Traffic Control Person on construction sites. After Tatum completed our entry-level construction training, ACCESS BladeRunners helped her register for a TCP course. A fantastic learner, Tatum aced her program and was offered a job with Right Way Traffic Control. She currently braves the elements directing traffic at a major entrance into the massive Oakridge Development in Vancouver. Tatum also secured housing at BladeRunners Place, where she is a model tenant. She credits ACCESS BladeRunners for building her self esteem and confidence to achieve her career goals.

Kelly Pambrun
(Fishing Lake First Nation)

Raised in the system, Kelly stepped out on her own at 16 to pursue a better life for herself in Vancouver. After couch surfing for some time, Kelly heard about the ACCESS BladeRunners program. She knew it would be the big break she was looking for. Kelly made an instant positive impression on the staff and facilitators. She was placed in a role with Starline windows and continues to be a valued employee. With a stable paycheque, Kelly secured her own housing and was a source of support and stability for her sister, whom she helped relocate to Vancouver.



Brandon Cudmore

Tired of making decisions that landed him in trouble with the law, Brandon decided it was time to correct his mistakes and move himself in the right direction. After completing entry level construction training with ACCESS BladeRunners, he was placed at Structural Shortcrete Ltd. He has shown his instructors, employers, and his community that he can work hard, learn from his mistakes, and be a team player. We at BladeRunners are proud of the work he has done and are very confident he will continue to excel in life and work.

“ACCESS BladeRunners helps some people that never had a chance. Sincerely the best program I have ever come across.”
- **BRANDON CUDMORE**

Anissa Manuel
(Secwépemc Nation)

Previously employed as a Wildland Fire Fighter, Anissa joined ACCESS BladeRunners in December 2021. During her first week, Anissa and her family were put out of their home. Despite this hardship, Anissa was adamant about finishing so that she could gain employment and support her family. On completion, Anissa was hired by Lower Mainland Steel. With a stable income, Anissa secured housing for her family and even provides support to an aunt who is battling cancer. Anissa is well liked at work and is described by her foreman as one of the hardest working people she has ever met.





Urban Spirit Foundation



The Urban Spirit Foundation (USF) was first established in 2007. In what seems like a short time since, we have worked to create our vision, build our leadership, support our local community, and engage with people who have been so moved by our purpose that they have made valued contributions of many kinds.



Our Annual Chili n' Bannock Fundraiser returned in 2021!

Lifting up our community...

MISSION STATEMENT

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

CORE PURPOSE

- Education and employment training
- Scholarship / bursary awards for secondary and post-secondary students
- Short-term assistance

OUR VALUES

- RESPECT** - Yourself and Each Other
- HONOR** - Through Dignity, Honesty and Accountability
- SHARING** - Our Experiences and Wisdom
- KINDNESS** - In our Actions

“My life has never been easy. Thank you to USF for this scholarship, and for a chance at pursuing my dreams” - HANNAH HARRISON



Hannah Harrison
(Métis and Kwakwaka'wakw Nations)

Hannah is the recipient of a USF Scholarship to attend UBC. She is passionate about studying how the brain works and the biological motivators behind certain actions and decisions. She aspires to one day be a neuroscientist or clinical psychiatrist.



Paul Black
(Chipewyan Prairie First Nation)

Paul Black is attending Native Education College and is enrolled in the Indigenous Justice Studies program. USF awarded Paul with a scholarship to help him pursue his studies and follow his dreams.



URBAN SPIRIT FOUNDATION Board of Directors

JENNA FORBES
ACCESS Chair

Vancouver Aboriginal
Transformative Justice
Services Society



STEWART ANDERSON
USF Secretary-Treasurer

Community Member



LOU DEMERAIS
USF Director

Community Member



ROSS RAMSEY
USF Director

Community Member
(USF Founding Member)



SAMANTHA SINGBEIL
USF Director

FortisBC



SUSAN TATOOSH
USF Director

Vancouver Aboriginal
Friendship Centre Society
(USF Founding Member)



NICK CALLA
USF Director

Calla Financial



OLIVIA JIM
USF Vice-Chair

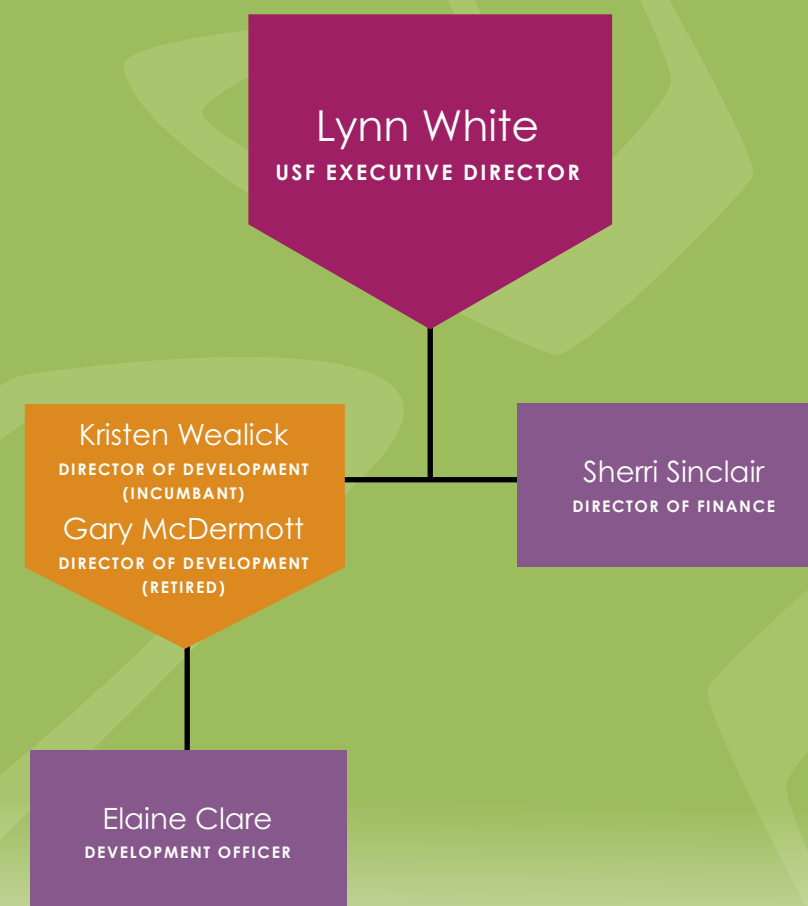
Helping Spirit Lodge Society



FRANCESCA DE BASTIANI
USF Director

Community Member

Organization Chart



WE WOULD LIKE TO THANK OUR DONORS



Jamal Rodgerson
(Kiniston Saulteaux Nation)

Jamal is the recipient of the USF Top Student award. He is currently working on his level 3 electrical certification through ACCESS, with ambitions to earn his Red Seal and one day start his own company.

“Thank you for recognizing me as a candidate for the USF Scholarship award.” - **MAYA MARK**



Maya Mark
(Haida and Nisga'a Nations)

Maya is currently enrolled in the Tourism Management program at BCIT, where she'll attend this Fall with the support of the USF Scholarship award.

2021-22 Audit Finance Department

A culture of accountability makes a good organization great and a great organization unstoppable.” - HENRY EVANS

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 and Urban Spirit Foundation are audited annually by an independent auditor 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)
Statement of Financial Position
March 31, 2022

	2022	2021
ASSETS		
CURRENT		
Cash	\$ 4,032,652	\$ 5,088,179
Accounts receivable	1,107,456	736,880
GST receivable	145,076	69,108
Prepaid expenses	105,687	90,728
	<u>5,390,871</u>	<u>5,984,895</u>
TANGIBLE CAPITAL ASSETS (Note 3)	3,914,085	3,965,715
LONG TERM INVESTMENTS	77,710	76,506
TOTAL ASSETS	\$ 9,382,666	\$ 10,027,116
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 951,706	\$ 218,198
Wages payable	30,642	25,121
Employee deductions payable	8,682	6,461
Deferred revenue (Note 4)	3,612,130	5,373,716
Current portion of mortgage payable (Note 5)	41,287	39,835
	<u>4,644,447</u>	<u>5,663,331</u>
MORTGAGE PAYABLE (Note 5)	1,366,759	1,408,428
TOTAL LIABILITIES	6,011,206	7,071,759
NET ASSETS		
Unrestricted	865,421	437,905
Invested in capital assets	2,506,039	2,517,452
	<u>3,371,460</u>	<u>2,955,357</u>
TOTAL LIABILITIES AND NET ASSETS	\$ 9,382,666	\$ 10,027,116
LEASE COMMITMENTS (Note 8)		

ON BEHALF OF THE BOARD

 Director
 Director

Thank you to our partners!



Our Funders

Canada

BRITISH COLUMBIA

FOR MORE INFORMATION:

**Aboriginal Community
Career Employment Services Society**

Tel. (604) 913-7933

www.accessfutures.com