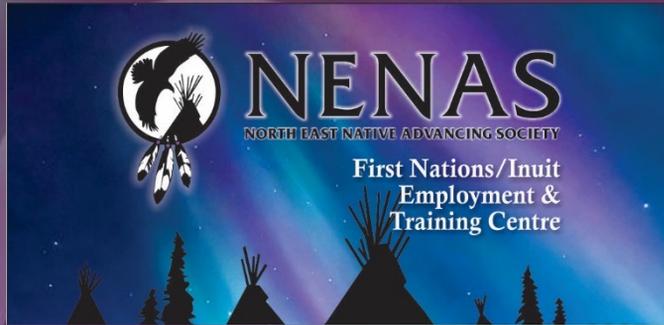


NORTH EAST NATIVE ADVANCING SOCIETY  
(NENAS)  
2015 – 2016  
ANNUAL REPORT



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## Our Vision

To create opportunities for First Nation and Inuit people to realize their full potential while supporting the unity and cohesiveness of First Nations in northeast British Columbia.

## Our Mission

To improve the quality of life of First Nations and Inuit people of northeast British Columbia by nurturing their health, wellness, education, and economic self-sufficiency.

## Our Mandate

To work collaboratively in providing holistic human resource development for First Nations and Inuit people of Northeast British Columbia.

# ASETS

## *Aboriginal Skills and Employment Training Strategy Mandate*

The Aboriginal Skills and Employment Strategy (ASETS) is a federal government's successor strategy to the Aboriginal Human Resources Development Strategy (AHRDS) and is designed to help improve the employment opportunities of Aboriginal peoples and enable them to fully participate in the Canadian economy in a relationship based on mutual trust, respect and openness.

The ASETS provides funding to Aboriginal organizations which are designed to increase the participation in the Canadian labour market of the Aboriginal peoples served by those organizations.

Under the ASETS, the programs, services and other activities undertaken by long-range strategic plan that aligns the programming, services and other activities with the needs of the labour market, is responsive to the skills demand of employers and promotes strategic partnerships with private sector and other governments

All Aboriginal people, regardless of status or location, may access its programs and services, which include:

- Skills development;
- Training for high-demand jobs;
- Job finding;
- Programs for youth;
- Programs for urban and Aboriginal people with disabilities; and
- Access to child care

Aboriginal agreement holders design and deliver employment programs and services best suited to the unique needs of their clients in their region, focusing on the three ASETS priorities:

- supporting demand-driven skills development;
- fostering partnerships with the private sector and the provinces and territories; and
- placing emphasis on accountability and results.

Flexible agreements with Aboriginal organizations throughout Canada ensure that they have the authority to make decisions that will best meet the needs of their clients. Each organization must meet accountability requirements and demonstrate strong performance results.

# GEOGRAPHICAL SERVICE AREA

The North East Native Advancing Society administers, coordinates and facilitates employment and training programs and services according to the Aboriginal Skills and Employment Training Strategy (ASETS) to the First Nations Status, Non-status and Inuit peoples, living on and off-reserve in Northeast BC. This includes the following communities:

## Treaty 8 Area First Nations Communities:

**Doig River First Nations**, located 74 km. northeast of Fort St. John. Number of band members 149 on Reserve & 159 Off. Linguistic group: Beaver.

**Halfway River First Nations**, located 131 km. northwest of Fort St. John. Number of band members: 149 on Reserve & 133 Off. Linguistic group: Beaver.

**Prophet River First Nation**, located 100 km. south of Fort Nelson and 302 km. from Fort St. John. Number of band members: 107 on Reserve & 159 Off. Linguistic group : Beaver.

**Saulteau First Nations**, located 163 km. Southwest of Fort St. John. Number of band members: 402 on Reserve & 660 Off. Linguistic groups: Beaver and Cree.

**West Moberly First Nations**, located 155 km. Southwest of Fort St. John. Number of band members: 128 on Reserve & 168 Off. Linguistic groups: Beaver and Cree.

## Non Treaty 8 First Nation Communities:

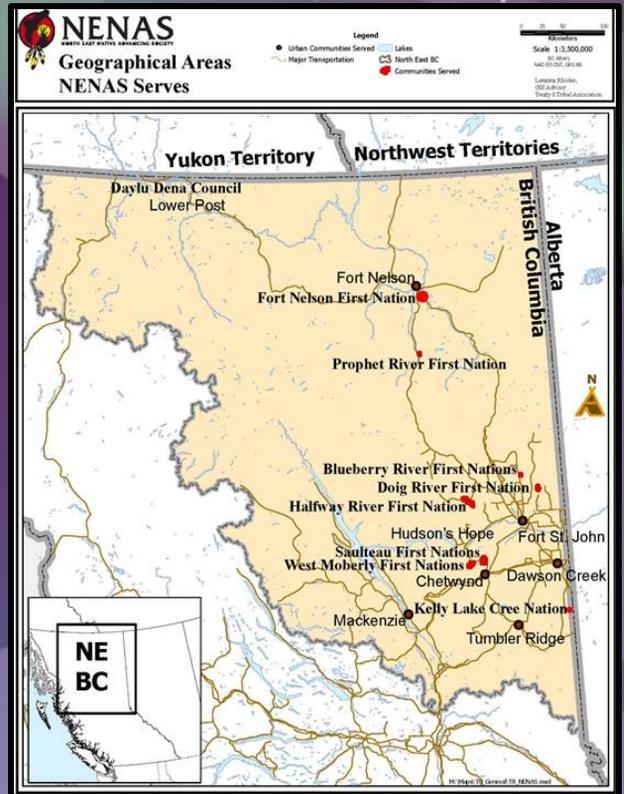
**Blueberry River First Nation**, located 98 km. northwest of Fort St. John. Number of band members: 229 on Reserve & 251 Off. Linguistic groups: Beaver and Cree.

**Fort Nelson First Nation**, located 6 km. southwest of Fort Nelson and 400 km. northwest of Fort St. John. Number of band members: 486 on Reserve & 499 Off. Linguistic group: Slavey (Dene) and Cree.

## Kaska Dena First Nations Community in BC:

**Daylu Dena Council** is also known as Lower Post First Nation. Located 916 km. northwest of Fort St. John. Linguistic group: Slavey (Dene) .

**Dawson Creek** is located 49 km. south of Fort St. John and is serviced by the Fort St. John office. Aboriginal population: 1645.



**Chetwynd** is located 181 km. southwest of Fort St. John and is serviced by the Fort St. John office. Aboriginal population: 325.

**Fort Nelson** is located 252 km. north of Fort St. John and is serviced by the Fort Nelson satellite office. Aboriginal population: 635.

**Fort St. John** houses the main administration office of the North East Native Advancing Society. Aboriginal population: 3,025.

**Hudson's Hope** is located 58 km. southwest of Fort St. John and is serviced by the Fort St. John office. Aboriginal population: 165.

**Tumbler Ridge** is located 128 km. south of Fort St. John and is serviced by the Fort St. John office. Aboriginal population: 220.

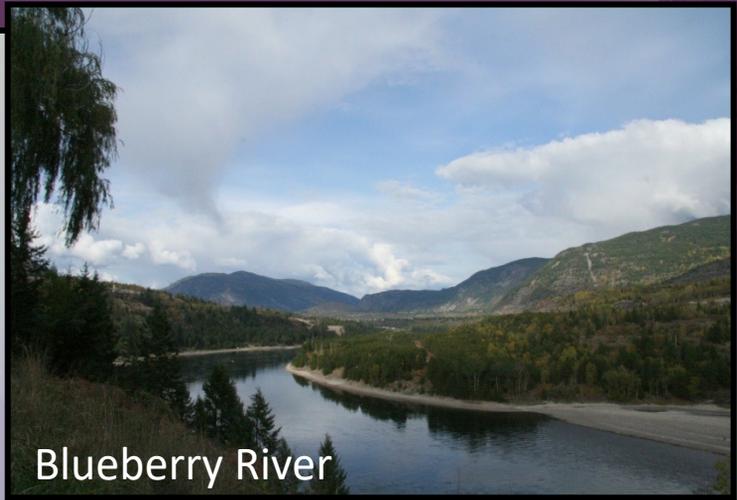
**Kelly Lake** is located approximately 150 km. south of Fort St. John and is serviced by the Fort St. John office.

### **Blueberry River First Nation**

*Given this name because of the abundant supply of blueberries found in the valley by the river. Blueberry River First Nations is covered under Treaty 8. The community has a band operated school since the mid eighties, fire hall, store, administration office, wellness centre, BRE office, community hall, hockey arena. Another area that is owned by BRFN is the Pink Mountain area which has a lodge a few cabins and guiding area.*

*This community was recognized as the St. John Beaver Band in 1950.*

*The main community is located on Blue Berry River I.R. No.205, approximately 80km northwest of Fort St. John. There are two reserves, which are located on 1505.8 hectares.*



**Blueberry River**

The Fort St John Beaver Band known as IR 172 was created in 1916 pursuant to Treaty No. 8. They received 18, 168 acres of reserve land. The IR 172 was surrendered on or about 1945. The families at the time were nomadic and moved to various areas throughout the years.

In 1977 the Fort St John Beaver Band became two separate bands, which they were compensated of 6, 194 acres of reserve land, I.R. 205 the Blueberry Band and I.R. 206 Doig River Band. The I.R. 204 was split in half with the north portion to Doig and south to Blueberry. Blueberry is made of two distinct ethnic groups Beaver and Cree.

### **Doig River First Nation**

*Takes its name from the Doig River running through the reserve and has strong ties with Blueberry River First Nation. Doig River is covered under Treaty 8.*

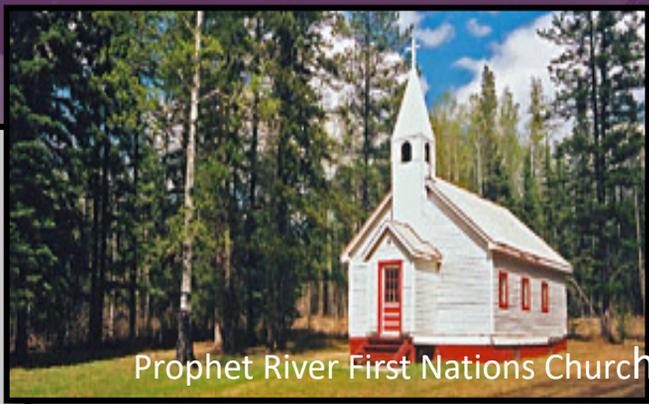
*Facilities available on the reserve include a large Administrative and Cultural Centre a learning center and a Headstart program. Each May, Doig River holds their annual Doig Days, in which the children of School District 60 are invited to share in cultural events. Every July, Doig River First Nation hosts a weekend rodeo on its rodeo grounds.*



**Doig River**

### **Prophet River First Nations**

Located 100km south of Fort Nelson on the world famous Alaska Highway Mile 233. The reserve is 924 acres in size. Prophet River is covered under Treaty 8. Prophet River has it's own school which teaches kindergarten through sixth grade. Languages spoken are Beaver and English.



Prophet River First Nations Church

### **Saulteau First Nations**

Originated from Manitoba. The Band has been formed by the amalgamation of Beaver, Cree, and Saulteau residents. This First Nations community is covered by Treaty 8. Facilities available on the reserve include the band office, band hall, healing center, daycare, Aboriginal Headstart program, teen center, and learning center. The community is located at the east end of Moberly Lake, which is about 100km southwest of Fort St. John on Highway 29. There is one reserve, East Moberly Lake No.169, spread over 3025.8 hectares



Saulteau Band Office

### **West Moberly First Nations**

Originally part of the Hudson Hope Band, which split into West Moberly and Halfway River Bands in 1977. West Moberly First Nations is covered by Treaty 8. Facilities available on the reserve include the band office and a community center. The community is located at the west end of Moberly Lake, approximately 90km southwest of Fort St. John. It has one reserve situated on 2033.6 hectares.



Moberly Lake

## Fort Nelson First Nation (FNFN)

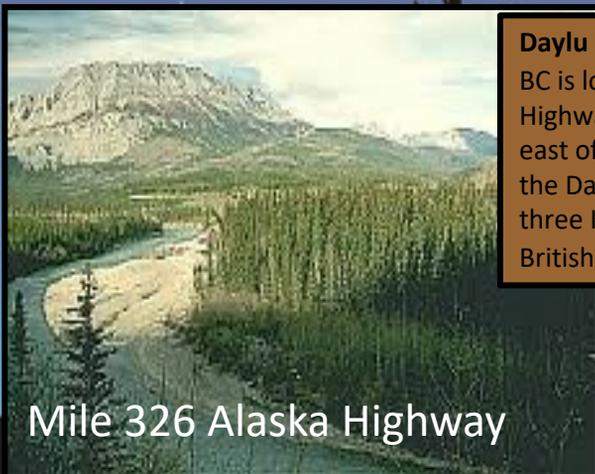
The main community of the Fort Nelson First Nation is located at Mile 300 of the Alaska Highway. There are a total of 10 reserve sites including Maxhamish Lake, Francois, Moose Lake, Fontas, Kahntah, Snake River). Traditionally a Dene community, the Fort Nelson First Nation is now a Dene – Cree community. The Fort Nelson First Nation signed an adhesion to Treaty 8 in August 1910, a treaty of peace and sharing. The Fort Nelson First Nation has lived up to their side of the treaty by allowing others to come into their traditional territory and make it their home. The Nation continues in their belief that all are entitled to make a living off the land which is a Treaty right and the Treaty right to be able to live off the land is eternal. The Nation provides services and programs to its membership and these include an elementary / high school, wellness and justice services, lands and treaty rights department, and capital works and infrastructure services, youth and recreation programs, and full scale administrative services.



## Fort Nelson

It is the administrative center of the newly formed Northern Rockies Regional Municipality, a first for BC. The majority of Fort Nelson's economic activities have historically been concentrated in the energy and tourism industries, and until very recently, forestry. The forests surrounding Fort Nelson are part of Canada's boreal forest. Fort Nelson is just on the southwest edge of the Greater Sierra Oil and Gas field.

**Daylu Dena Council (Lower Post)** Lower Post, BC is located on Highway 97, the Alaska Highway, approximately 23 kilometers south-east of Watson Lake, Yukon, and is home to the Daylu Dena Council. Lower Post is one of three Kaska Dena Communities located in British Columbia.



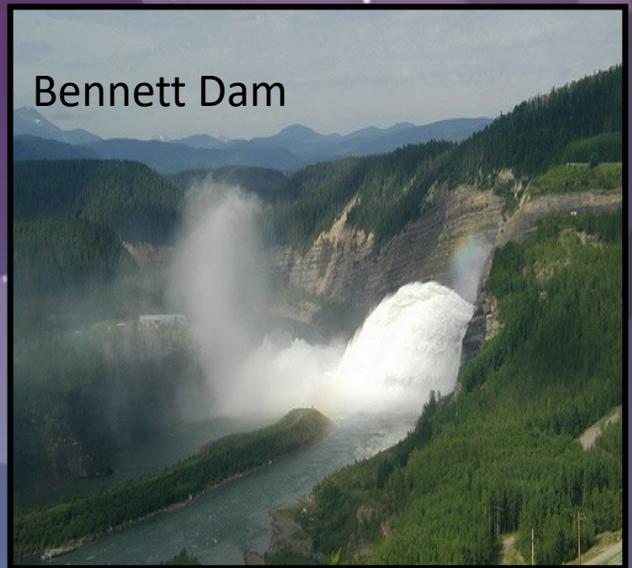
**The City of Fort St. John** is a small city in northeastern British Columbia, Canada. A member municipality of the Peace River Regional District, the city covers an area of about 22 km<sup>2</sup>. Located at Mile 47, it is the second largest city along the Alaska highway, after Whitehorse. Originally established in 1794, as a trading post, Fort St. John is the oldest European-established settlement in present-day British Columbia. Fort St. John is served by the Fort St. John Airport.



Fort St John Look Out

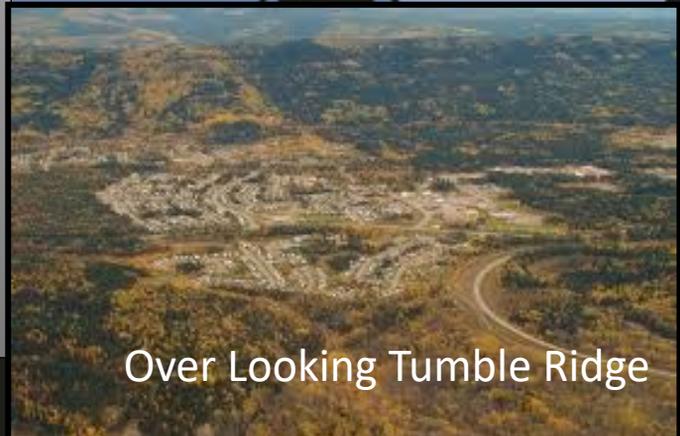


Moberly Lake



Bennett Dam

**Tumbler Ridge** is located in the north east corner of British Columbia, on the eastern slopes of the Rocky Mountains, 100 km south of Chetwynd B.C. on Highway #29 or 97 km south of Dawson Creek. The town is located at the intersection of Highway 29 and 52 creating a loop that joins Chetwynd and Dawson Creek. Tumbler Ridge is the home to Coal mining, Oil and Gas Exploration and Forestry.



Over Looking Tumble Ridge

## Kelly Lake



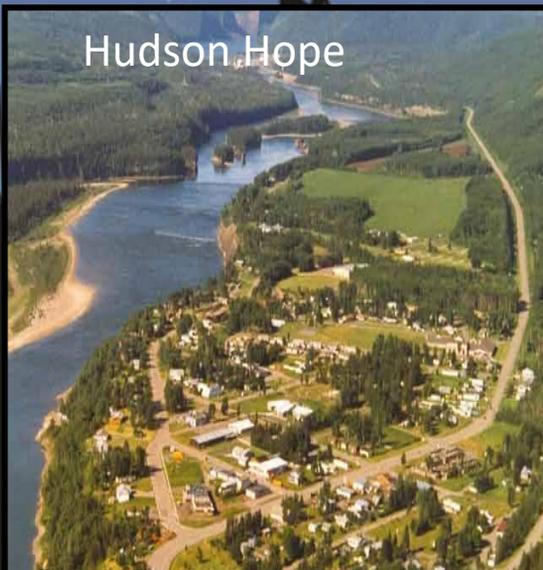
**Kelly Lake Community** is both a Status and Non-Status First Nations community that is located south of Dawson Creek in northern eastern British Columbia, which formed a permanent First Nations community in its current location sometime near or before the turn of the 18th century.

**Halfway River First Nation** originally from Chowade River (Stony River), Halfway River First Nation was the last tribe to move to its new location in the early sixties. The Nation was once the Hudson Hope Band formed with West Moberly First Nations and Halfway River First Nation. The communities separated in 1971. Facilities available on the reserve include the band office, community hall, health clinic, band school, and lands office. Halfway River is covered under treaty 8. The community is located 75km northwest of Fort St. John, BC. Travel to Mile 95 of the Alaska Highway, turn in on Road 117, and drive 35km to reach the community. The band has 227 registered members. The languages spoken are Beaver and English.

## Halfway River

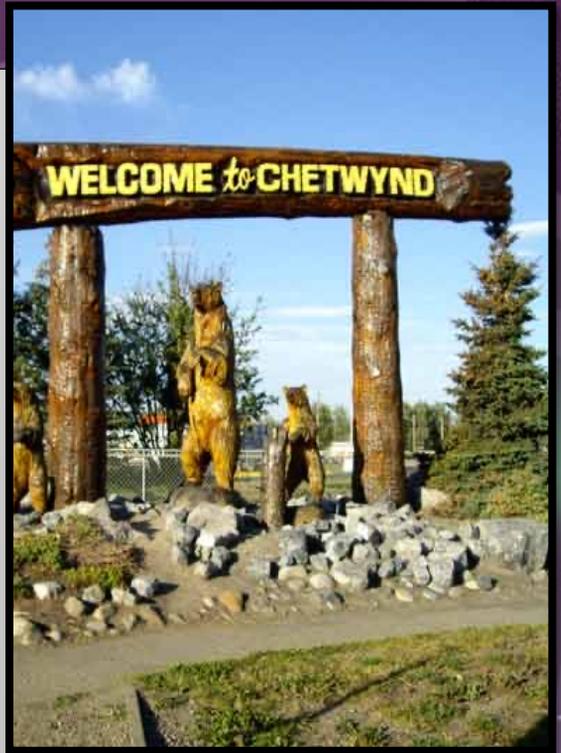


## Hudson Hope



**Hudson's Hope** is set on the banks of the Peace River in the Rocky Mountain foothills. Situated midway between Chetwynd and Fort St. John, this route is the most scenic in the area, as the highway follows the Peace River. Hudson's Hope is the third oldest community in British Columbia, and is steeped in fur-trading history dating back to the late 1700s, and the days of the Alexander Mackenzie Northwest Company. The Hudson's Bay Company established a trading post there in 1805, but it closed for 57 years, to punish the First Nations people for resisting the white man's invasion. The area is one of the richest sites of fossils and dinosaur footprints in the world. Hudson's Hope extends a warm welcome to visitor and entrepreneur alike, to share their unique northern bounty and hospitality.

**Chetwynd** is located at the junction of Highway 97 and 29, 310 km north of Prince George, British Columbia or 102 km west of Dawson Creek. It has a population of approximately 3000 people and a trading area of about 7000 people. Situated in the foothills of the Canadian Rocky Mountains. Chetywnd was first known as Little Prairie when the first settlers arrived in the early 1900's. Indians who travelled from Moberly Lake to hunt in the Sukunka Valley called it "Little Prairie". It was later changed to "Chetwynd" named after one of the early settlers, Ralph Chetwynd, around the same time the Pacific Great East Railway first came to the community. Ralph Chetwynd was a Provincial Highways Minister. In 1952, the first Highway was built between Prince George and Dawson Creek. Chetwynd was incorporated as a Village in 1962. In 1983 the municipality was reincorporated as a District Municipality. Chetwynd is economically strong in oil, gas, coal and forestry.



Kiskatinaw Bridge  
Near Dawson Creek

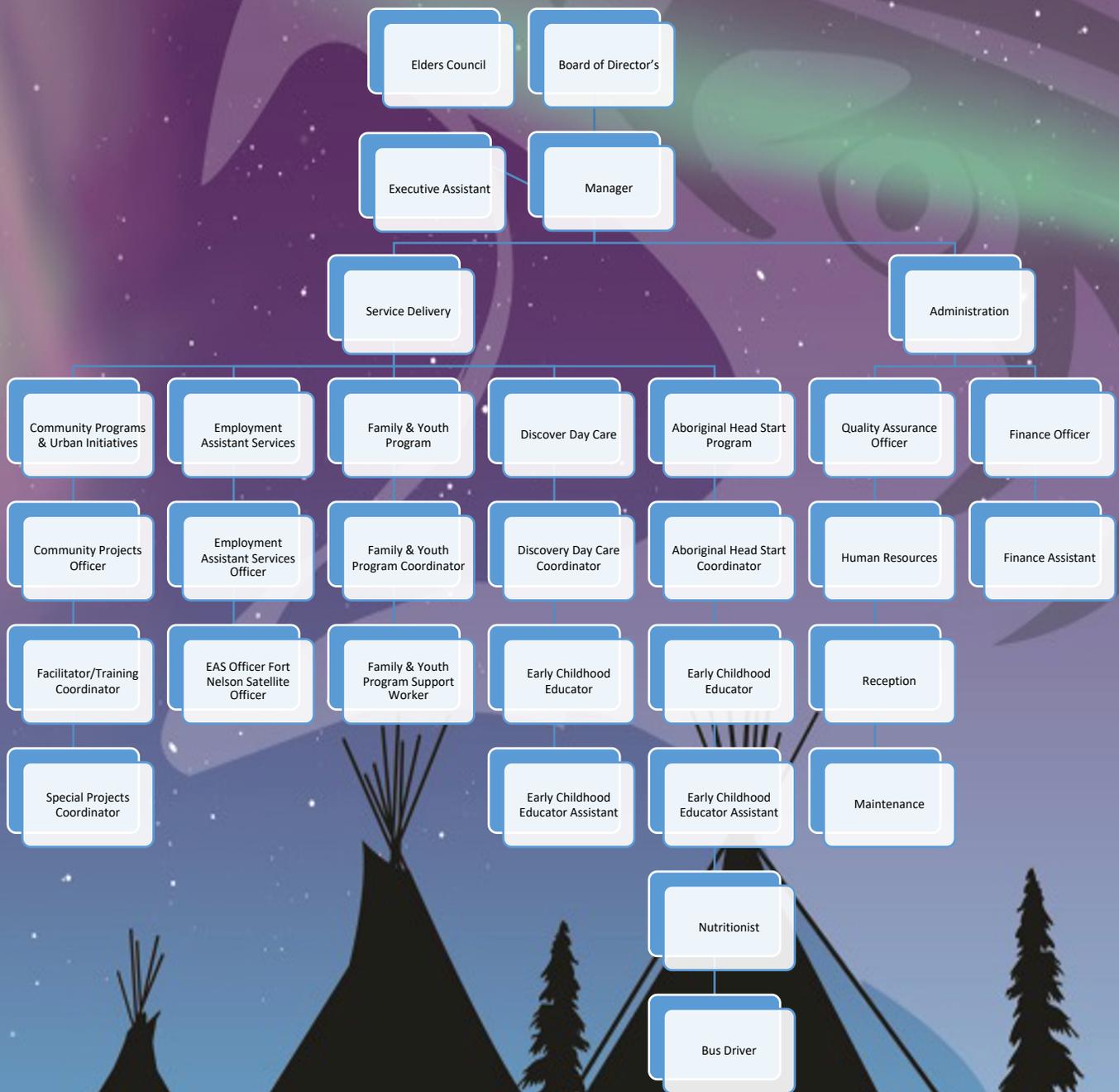


## Mile Zero Post



**Dawson Creek** is a small city in northeastern British Columbia. The municipality of 20.66 square kilometers had a population of 11,529 in 2010. Dawson Creek derives its name from the creek of the same name that runs through the community. The creek was named after George Mercer Dawson by a member of his land survey team when they passed through the area in August 1879. Once a small farming community, Dawson Creek became a regional center when the western terminus of the Northern Alberta Railway was extended there in 1932. The community grew rapidly in 1942 as the US Army used the rail terminus as a trans shipment point during construction of the Alaska highway. In the 1950s, the city was connected to the interior of British Columbia via a highway and railway through the Rocky Mountains.

# ORGANIZATIONAL STRUCTURE



# MESSAGE FROM MANAGER

We have expanded! 2015-2016 has been a very exciting and adventurous year. We have moved into our new space, expanding NENAS by adding 2 new floors including a kitchen, staff room, copy room, 14 offices, 3 class rooms and a kitchen. The Discovery Daycare now occupies the older office space and has been completely transformed. Today our new Day Care can accommodate children ages infant to 5 yrs.

This past year we had 22 in Community Projects in which 232 clients were served with 1299 completed interventions. 155 of those working and 54 have returned to school. We had 342 individual clients come into our offices for Employment Assistance services which resulted in 1207 completed interventions. 223 are working and 16 returned to school. In total we have successfully funded 574 clients this year.

Due to the downturn in the economy we have seen a noticeable increase in our Apprentices and employers seeking assistance through our Targeted Wage Subsidy Program.

We had 3600 self service walk in clients an average of 300 a month coming into our offices to utilize our phones, computers, printers and job postings boards. Our staff have assisted 2506 clients this past year with individual services

Additionally, this year we had a full class of 16 to successfully complete the Blade Runners program. This program is targeted towards youth 30 and under who are at risk to complete an in class Life Skills Program followed by Occupational Skills and Safety Ticket training to obtain full time meaningful employment. This program will be repeated in the upcoming year. Due to demand, we are hopeful that this will be offered multiple-times in the near future.

In accordance with our funding agreement with the Employment and Social Development Canada (ESDC) training is to result in employment, in which labour market needs play a crucial role. Building and maintaining partnerships with local industry and sister services is critical to our organization. At this time we would like to send a big thank you to our collaborating partners and sister service providers for your support in our many projects and programs in this past year.

To the Community Leaders, NENAS Board of Directors and Elder Advisors, I want to acknowledge and say thank you for time committed to our mission here at NENAS. This year has been a successful one. To the staff at NENAS your commitment has not gone unnoticed, your countless hours of dedication and hard work show with all of our clients including youth, Elders, individual clients and Apprentices. With devotion and team work we are working towards stronger communities and successful futures.

Respectfully,

Deanne McLeod

# Manager's Portfolio

The ASETS agreement with Employment & Skills Development Canada (ESDC) is one of the top priorities that the government wants to see is partnership development and accountability.

In meeting this requirement it is essential to stay on top of issues and to connect with other agencies, as well as other potential partners locally, regionally and nationally.

NENAS designs and implements programs and services in a holistic approach, so our organization must stay on top of childcare, youth, adult and elder programming.

- North East British Columbia Liquid Natural Gas Strategies Committee
- First Nations Early Childhood Development Council (FNECDC)
- British Columbia Aboriginal Training Employment Alliance Members (BC ATEAM) {Formerly} First Nations Human Resource Labour Council (FNHRLC)
- National Technical Working Group (NTWG)
- Industry Training Authority (ITA)
- Active Measures Council – Aboriginal Affairs & Northern Development Canada
- Aboriginal Education Advisory Council (AEDC)
- Assembly of First Nations (AFN)
- Northern Opportunities Table
- Northern British Columbia Tourism Association (NBCTA)
- BC Post Secondary Education Council

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Under the ASETS, the programs, services and other activities undertaken by long-range strategic plan that aligns the programming, services and other activities with the needs of the labour market, is responsive to the skills demand of employers and promotes strategic partnerships with private sector and other governments.

# BOARD OF DIRECTOR'S 2015-2016



Councilor Lisa Hotte - BRFN  
Nov. 2013 - Dec. 2015



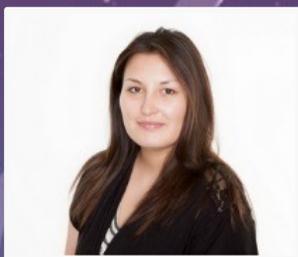
HELEN LOOTS – DDC



Councilor Gerry  
Attachie – DRFN



COUNCILOR  
ROBERTA DENDYS -  
FNFN



CYNTHIA WOLTER -  
HRFN



CHIEF DARLENE  
HUNTER HRFN -  
ALTERNATE



DIANE BIGFOOT - PRFN



COUNCILOR LAURA  
MURFITT SFN



AUDREY NORRIS –  
ALTERNATE - SFN



CLARENCE APSASSIN  
– URBAN REP – JUL.  
2012 – NOV. 2015



COUNCILOR DEAN  
DOKKIE - WMFN

# ELDER REPRESENTATIVES

Here at NENAS we truly value the Elder's, sharing their wisdom to guide us as we follow our Vision, our Mission and Mandate. The Elders play a critical role in securing the alignment and advancing the social, economic, political and spiritual health of our communities. As keepers of traditional wisdom, elders play an active role in governmental affairs, including cultural matters, leadership responsibilities and language preservation.

**Eva Johnny**  
Daylu Dena Council

**Sam Acko**  
Doig River First Nations

**Jerry Hunter**  
Halfway River First Nation

**Henriette Landry**  
Saulteau First Nations

**Walter Apsassin**  
URBAN Representation

**Billy Attachie**  
Doig River First Nations

**Larry Burke**  
Fort Nelson First Nation

**Maisie Metecheah**  
Halfway River First Nation

**Jack Davis**  
Saulteau First Nations

**Sylvia Brown**  
West Moberly First Nations

**Norman Davis**  
Doig River First Nations

**Mimi Needley**  
Fort Nelson First Nation

**Mary Mckanacha**  
Prophet River First Nation

**Lana Garbitt**  
Saulteau First Nation

**Margaret Campbell**  
West Moberly First Nations



## **In Loving Memory of Roma Walker**

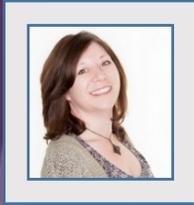
January 3, 1965 ~ September 29, 2015

Roma Walker served as a trusted Councillor for Daylu Dena Council during a two year term. Her work with the NENAS team will not be forgotten and will be forever treasured.

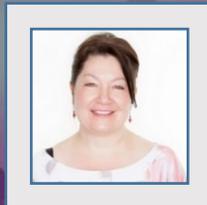
*"Those we love don't go away,  
They walk beside us every day.*

*Unseen, unheard,  
But always near,  
So loved, so missed,  
So very dear."*

# NENAS ADMIN STAFF 2015-2016



Deanne McLeod  
Manager



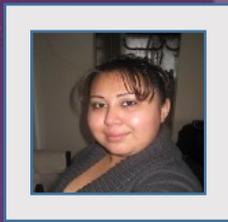
Cheryl Testawitch  
Quality Assurance Officer



Shannon Lulua  
Executive Assistant



Charmaine Hunter  
Main Office Assistant



Lorraine Lulua  
Main Office Assistant



Shelley Gauthier  
Finance Officer



Holly Lizotte  
Finance Assistaht



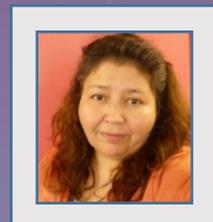
Braden Scavarelli  
Human Resources & Policy/Proposal  
Writer



Margaret Manley  
Employment Assistant Services  
Officer



Rebeka Asfaw  
Employment Assistant Services  
Officer



Samantha Kotchea  
FN-Employment Assistance  
Officer



Richard Resner  
FN-Office Temp  
Assistance



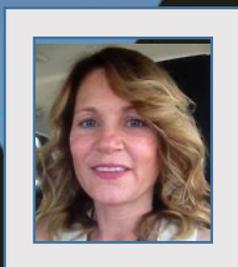
Sarah Bertrand  
FN-Employment Assistance  
Officer



Margrit Carter  
Community Program Officer



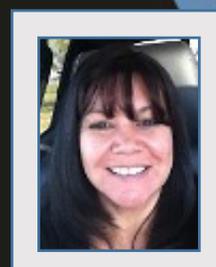
Shannon Morrow  
Community Program Officer



Madelaine Longworth  
Family & Youth Program  
Facilitator



Pam McLeod  
Accountability & Resource  
Management  
System/Facilitator

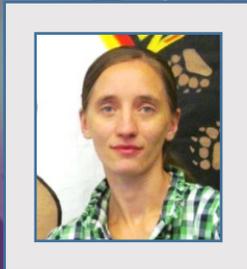


Carol Paynter  
EAS Officer/Program  
Support Coordinator

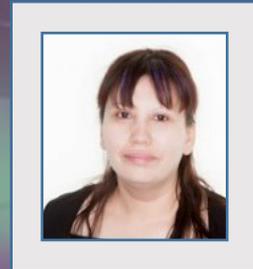
# SAS NATSADLE ABORIGINAL HEAD START STAFF 2015-2016



**Darlene Conley**  
Aboriginal Head Start & Aboriginal  
Infant Development Program  
Coordinator



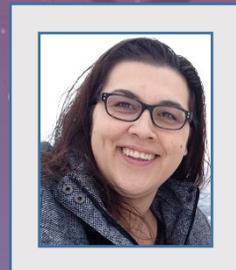
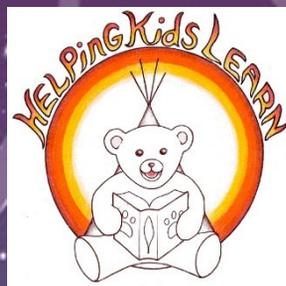
**Adina Roshier**  
Aboriginal Head Start Early  
Childhood Educator Assistant



**Emma Tsakoza**  
Aboriginal Head Start Early Childhood  
Educator/Nutritionist



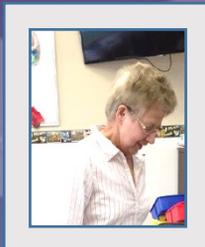
**John Cardinal**  
Aboriginal Head Start Bus  
Driver/ Maintenance



**Stacey Davis**  
Aboriginal Head Start Early Childhood  
Educator



**Cheyenne Attachie**  
Aboriginal Head Start Early  
Childhood Educator Assistant



**Elsie Lace**  
Aboriginal Head Start Jigging  
Instructor

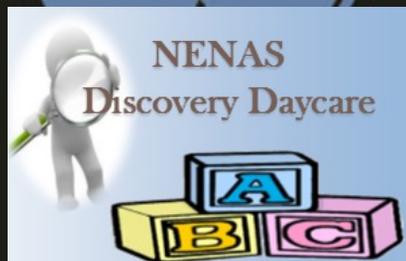


**Lilienne Thiesen**  
Aboriginal Head Start Elder

# DISCOVERY DAY CARE STAFF 2015-2016



**Irene Green**  
Discovery Day Care  
Coordinator



**Ronda Reid**  
Discovery Day Care Early  
Childhood Educator

# DETAILED INDIVIDUAL INTERVENTION REPORT



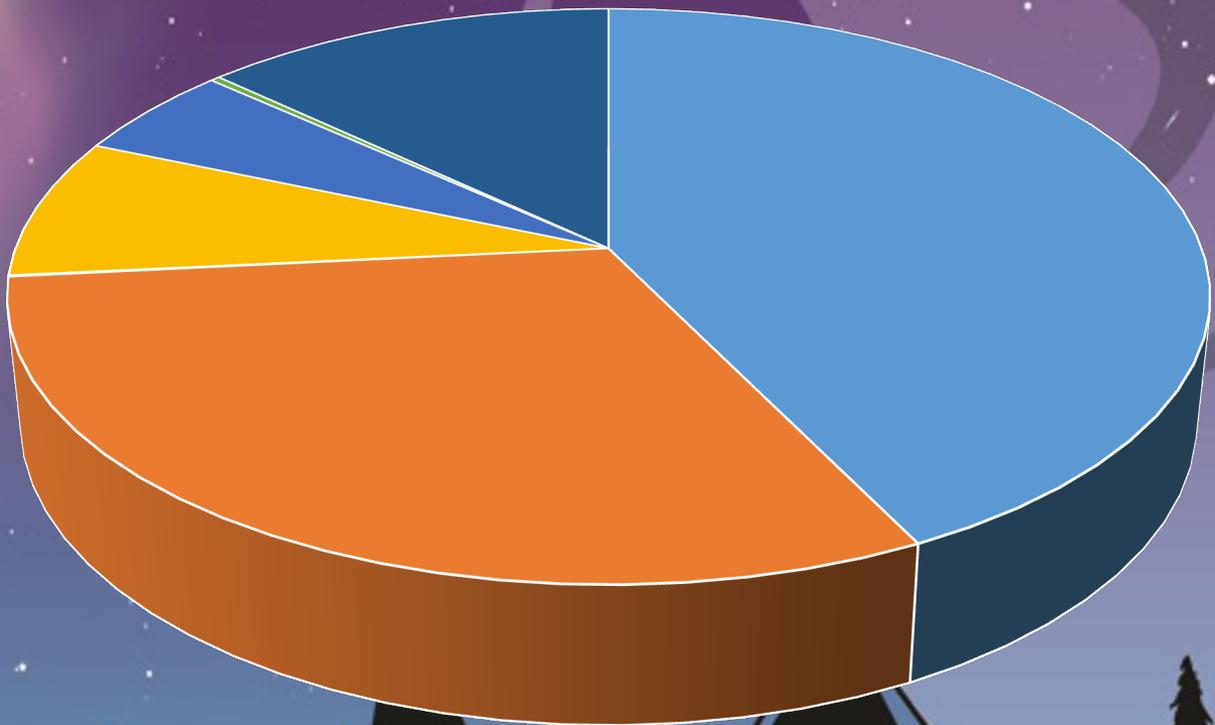
- Client Assesment
- Occupational Skills Training industry Recognized
- Occupational Skills Training - Appreticeship
- Work Experience - Student Employment
- Work Experience - Job Creation Partnership
- Skills Development - Essential Skills
- Job Starts Support
- Work Experience - Wage Subsidy

Clients Served	#'s
Client Assesment	578
Occupational Skills Training industry Recognized	657
Occupational Skills Training - Appreticeship	50
Work Experience - Student Employment	61
Work Experience - Job Creation Partnership	12
Skills Development - Essential Skills	14
Job Starts Support	177
Work Experience - Wage Subsidy	N/A
Diagnostic Assessment	49
Employment Counseling	620
Career and Research Exploration	294

**We had 3600 self-service walk in clients that's an average of 300 a month coming into our offices to utilize phones, computers, printers and job postings boards. Our staff have assisted 2506 clients this past year with individual services**

# FOLLOW UP RESULTS

	<b>Clients</b>
Total Clients	578
Employed	416
Self Employed	1
Unemployed	107
Returned to school	71
No longer in the workforce	4
Unspecified	177



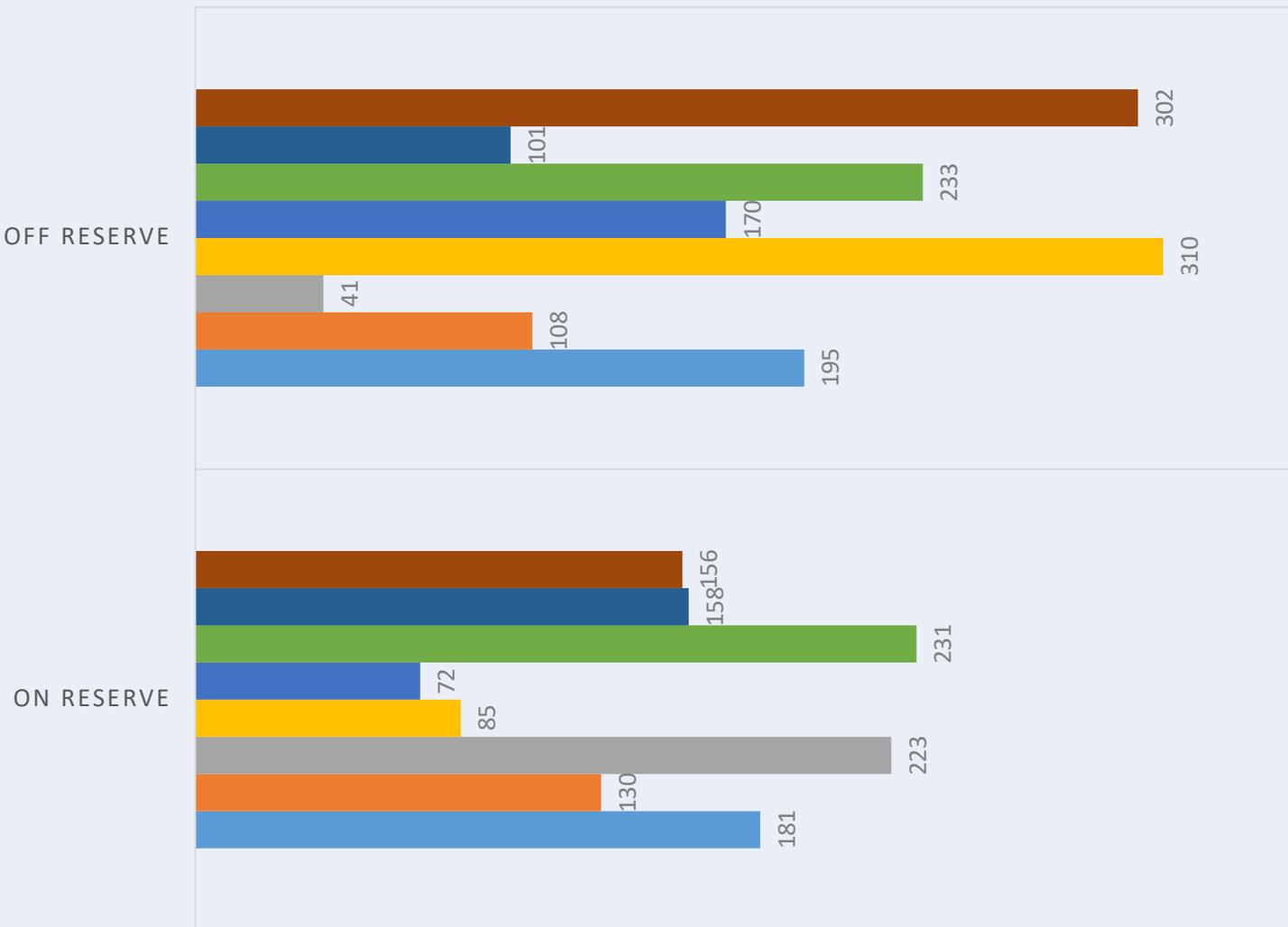
- Total Clients
- Self Employed
- Returned to school
- Unspecified
- Employed
- Unemployed
- No longer in the workforce

# DEMOGRAPHICS

- CRF Clients      ■ EI Clients      ■ 31 and over      ■ 30 and under
- Living Off Reserve    ■ Living on Reserve    ■ Women      ■ Men

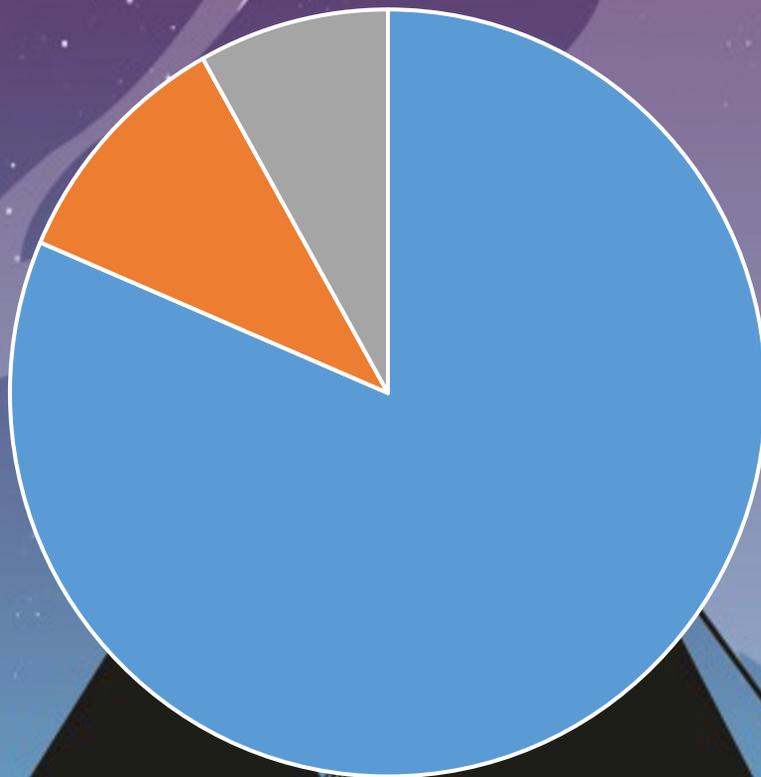
**Note: 80% of our Urban clientele is comprised of our surrounding 8 First Nation Communities residing in the urban areas.**

**NENAS serviced a total of 574 clients of which 264 resided on reserve – 310 resided off reserve (urban)**



# COMMUNITY PROJECTS

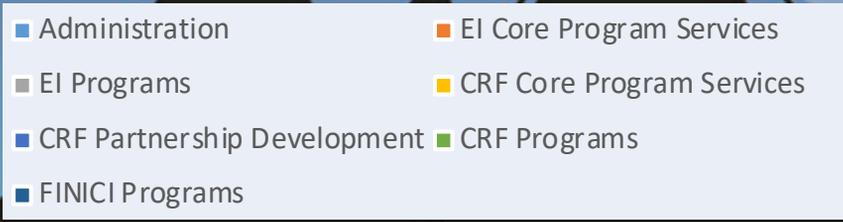
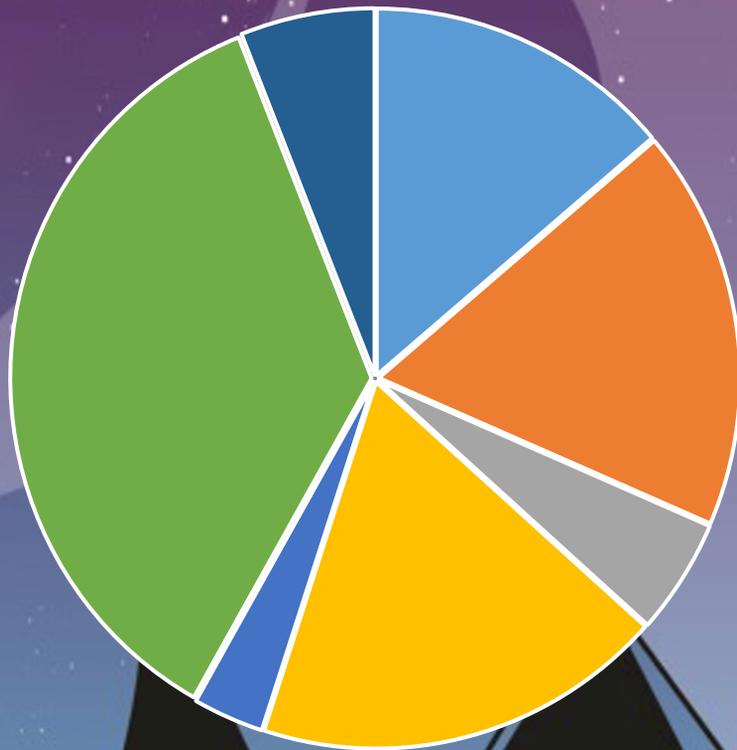
Types	CRF Projects
Group Projects	\$448,637.00
Individuals	\$57,504.00
Apprentices	\$44,873.00
<b>Total \$551 014.00</b>	



■ Communities ■ Individuals ■ Apprentices

# ASETS SPENDING

Program	ASET Spending
Administration	\$336,532.00
EI Core Program Services	\$431,646.00
EI Programs	\$124,756.00
CRF Core Program Services	\$448,677.00
CRF Partnership Development	\$77,309.00
CRF Programs	\$873,072.00
FINICI Programs	\$146,391.00



# EMPLOYMENT & TRAINING PROGRAM DESCRIPTIONS

## **ABORIGINAL YOUTH INITIATIVES**

To help youth make the transition into the labour market by providing skills, work experience and access to relevant labour market information.

### **PROJECT BASED TRAINING**

To provide on and off the job training for aboriginal persons who face serious difficulties in securing and maintaining employment.

### **ABORIGINAL SKILLS DEVELOPMENT**

To purchase occupational skills training courses that will develop basic and/or advanced skills.

### **LABOUR MARKET PARTNERSHIP**

To facilitate partnerships of local resources, for the development of viable responses to long term community needs, and the coordinated application of necessary resources and expertise to meet the objective of community economic development, stabilization and adjustment.

### **JOB CREATION PARTNERSHIP**

To provide Aboriginal persons with work experience on projects development in partnership with the community.

### **FIRST NATIONS CHILDCARE INITIATIVE**

To increase the supply of quality child care services for children with working or studying parents residing in First Nations communities.

### **TARGETED WAGE SUBSIDY**

To assist individuals experiencing difficulty in finding work benefit from on-the-job experience.

### **OPPORTUNITIES FOR PERSONS WITH DISABILITIES**

To assist persons with disabilities in preparing for, obtaining and keeping employment or becoming self-employed.

### **EMPLOYMENT ASSISTANT SERVICES**

To provide unemployed individuals with services to help them find and keep work; services may include counselling, job search, job placement services and labour market information.

### **TRADES & APPRENTICESHIP PROGRAM**

To assist individuals that are interested in pursuing long term employment in trades.

### **SKILLS DEVELOPMENT PROGRAM NON-TRADES**

Intended to assist individuals who lack specific employment skills to increase their employability.

### **CONFIRMED JOB SUPPLEMENT**

Intended to provide a supplement for essential work related items and short term training.

# EMPLOYMENT ASSISTANT SERVICES

Our Employment Assistant Services Offices are located in Fort St. John (10328-101 Ave.), Aboriginal Centre of Leadership and Innovation (9824-98A Ave.), Fort Nelson (#208 5415-51 Ave. N.) and our Fort St. John Youth Centre (9830-98A Ave.). We also offer monthly services in Dawson Creek and Chetwynd.

Our offices offer a safe, secure and confidential place for clients to come and receive one-on-one career counselling and assistance with employment skills and job readiness. Our friendly environment makes it confrontable for clients to come in and feel free to ask for assistance in any way possible. We offer free job search assistance to all who come through our doors.

Services include:

- Job Board
- Message Service
- Resume/Cover Letter Guides, Assistance & Typing
- Telephone use, Faxing & Photocopying for Job Search
- Use of Computer & Laser Printer for typing Resumes & Job Search
- Career Planning Resources & Videos
- Job Search Resources & Videos
- Job Search on the Internet
- Business Resources & Videos
- Post Secondary Calendars
- EI Applications & Brochures
- Information on Federal & Provincial Employment Programs
- Weekly Local Newspapers
- Employment Counselling to Assist People to Find Work, Change Jobs & to Assist in Making an in-formed decision on Career Choices
- Referrals to NENAS Employment & Training Programs
- Referrals to Other Community Agencies

For further assistance with your training and employment needs in Fort St. John, BC please feel free to contact Margaret Manley ([mmanley@nenas.org](mailto:mmanley@nenas.org)) and Rebeka Asfaw ([rasfaw@nenas.org](mailto:rasfaw@nenas.org)) our Employment Assistant Officer's. Or toll free: 1-855-785-0887



For further assistance with your training and employment needs in Fort Nelson, BC please feel free to contact Sarah Bertrand ([sbertrand@nenas.org](mailto:sbertrand@nenas.org)) our Employment Assistant Officer. Or phone: 1-250-774-3266

# TRADES & APPRENTICESHIP PROGRAM – SUCCESS

## STORY

My name is Gene Gairdner I am writing this letter of appreciation, I am a single father of two young boys I am first nations trying to make a better life for myself and my family's future.

I applied for funding for the H.E.O

course I asked several different agencies from federal government education grants, provincial grants, department of Indian Affairs, Treaty 8 Tribal Association, Fort Nelson First Nation. They all turned me down. So if it wasn't for you and your programs you assist people with, it would not

have been possible for me to complete success. Thank you and keep up the good work I appreciate it so much.

Yours Truly,

Gene Gairdner

# SKILLS DEVELOPMENT PROGRAM NON TRADES – SUCCESS STORY

To whom it may concern,

My name is Tara Tom and I live and work in Dawson Creek, B.C. I have wanted to be a real estate agent for as long as I can remember and in 2013 my journey finally began, Thanks to NENAS. In the summer of 2013 I approached my band for post-secondary funding but was declined as the program I intended to take, the Real Estate Trading Services Program through the University of British Columbia, was a "not for credit" course. I then placed the call to NENAS. The staff in the Fort St John office were more than amazing and within 2 weeks I was well on my way to being fully funded. The process was painless, lots of paperwork, but painless and totally worth it! Not only were my course cost covered but so were the first years' fees that added up to almost \$9000.00, an amount that I did not have the means to pay myself.

The Real Estate Trading Services course was most definitely, hands down the toughest course I had ever taken. It was all online with the option of travelling to Vancouver or Kelowna to take in regular lectures, and being in the north, this is not always attainable. I did, however, manage to take in

some contract law lectures during my studies.

Fast forward to March 19<sup>th</sup>, 2014 – Instead of writing a paper exam and waiting 3 weeks for the results I opted to fly to Vancouver and complete the final electronically on the UBC campus and as a bonus I would have my "PASS or FAIL" within 24 hours. The exam was 3 hours long, of which I used every second, I did my best, all my studying, and the preparing, all the time at the public library, all the time away from the family to prepare, it all came down to 3 hours. 3 hours that could, and would change my life forever.

My dreams were coming true.

Two weeks later I became licenced with the British Columbia Real Estate Association, took office with Remax here in Dawson Creek, sold 3 homes within my first month (breaking records I am told by the managing broker/owner of my office) and I was living my dream! My first 8 months saw Executive Club recognition award from Remax headquarters and my second year saw the 100% Club. I currently have 28 Active listings in and around Dawson Creek and with my new career, was able to support my family for the last 10

months while my husband fell ill, something I have not had to do, nor would it be possible without my new business, which is all because of the support I received from NENAS. (P.S. = My husband is now on the mend and back to work.) I am currently looking into becoming dually licenced by obtaining an Alberta real estate license. Being so close to the provincial border the possibilities are endless and many opportunities are lost because of licencing requirements.

On June 3<sup>rd</sup>, 2016 I was invited to become the honorary guest speaker at the northern lights college Aboriginal Graduates dinner. I presented my story, discussed the importance of knowing that there is support out there and that we must all work together in helping each other set and reach goals. It truly was an honour to speak in front of other aboriginal people as a mentor and a successful business woman.

I am, and always will be forever grateful for the sponsorship, mentorship and support I received from NENAS. I have been thinking of a way to "give back", so please let me know if you have an idea of how I can do that.

# 2015-2016 COMMUNITY PROJECTS

COMMUNITY	PROJECT	STATUS
Blueberry River First Nations	BR15-16-01 Summer Student Project	Completed
	GIS Strategy Work Program	Inactive
Daylu Dena Council	DD15-16-01 Tsudane Kq Childcare	On Going
	DD15-16-02 Safety Ticket Training	Completed
	DD15-16-03 Summer Youth Employment	Completed
	DD15-16-04 ETA Trainee	On Going
	DD15-16-05 Kwadacha Outfitters	Inactive
	DD15-16-06 Gas Station and Convenience Store	Completed
Doig River First Nation	DR15-16-01 Workforce Safety Ticket Training	Completed
Fort Nelson First Nation	FN15-16-01 Deh Zona Daycare	On Going
	FN15-16-02 Summer Student Program	Completed
Halfway River First Nation	HR15-16-01 Summer Student Project	Completed
	HR15-16-02 Childcare Program	On Going
Prophet River First Nation	PR15-16-01 Summer Student Initiative	Completed
	PR15-16-02 Environmental Monitor	Completed
Saulteau First Nations	SF15-16-01 NLC Small Business Computer Training	Inactive
	SF15-16-02 Summer Student Proposal	Completed
	SF15-16-03 SFN Childcare Program	On Going
West Moberly First Nations	WM15-16-01 Safety Ticket Training	Completed
	WM15-16-02 Moberly Lake Golf Course Training	Inactive
	WM15-16-03 Class 4 Driver Training	Completed
	WM15-16-04 Summer Student Initiative	Completed
Dawson Creek Urban	DCNHS Summer Student Initiative	Completed
Fort St. John Urban	FS15-16-01 Wildlife Danger Tree Assessors	Completed
	FS15-16-03 Class 7 Safe start Youth Driving Training	Inactive
	FS15-16-05 Planning Initiatives for Aboriginal Community Development Phase	On Going
	FS15-16-07 Class 1 with Air Brakes	Completed
	FS15-16-08 Indigenous Community Development Program	On Going
	FS15-16-09 Domcor Basic Security Training	Completed
	FSJ15-16-02 ETA	On Going

# COMMUNITY & URBAN LABOUR PROGRAMS



ASETS is designed to help Aboriginal people prepare for and find high-demand jobs quickly, as well as keep them in the long term. To be eligible for funding, you must be Status, Non-Status, Inuit and live in our service area, not be in breach or have received similar type funding.

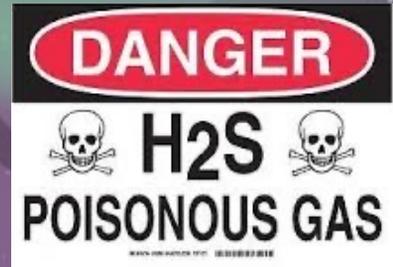
Community projects are therefore, proposal driven. We have assisted with skills development; training for high-demand jobs; job finding; programs for youth; programs for urban and Aboriginal people with disabilities.

Our Community Program Officers, Shannon Morrow and Margrit Carter are very pleased to provide these services and they look forward to another exciting year ahead. Shannon Morrow and Margrit Carter are going out to the communities to monitor projects and help with projects submissions as requested by the communities. We want to acknowledge the whole team as NENAS for together we make our programs and projects work.

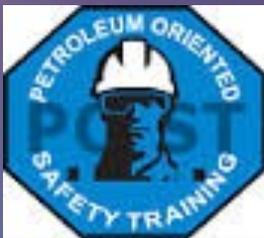
We especially want to acknowledge all our communities and urban organizations leaders and staff for all their contributions to making community programs so successful. Your successes are our successes, as your needs drive all our programs and projects.

Thank you to past and present Board of Directors and Management for the on-going knowledge, wisdom, love and guidance that goes with these roles. Without you we would not be one of the top agreement holders in Canada.

# WORKFORCE TRAINING/SAFETY TICKET TRAINING



The Skills Development Employment Benefit Non-Trades Program was created to enable participants to increase their employability. In particular it is aimed at individuals who lack specific employment skills for the current labour market. This program provides full and part-time occupationally based trained opportunities in order to: enable participants to get a job and substantially improve their employment situation; adapt to changing labour market conditions and skills required in order to sustain employment.



# SUMMER STUDENT INITIATIVE



The Aboriginal Youth Initiatives are designed to help young people make transition into the labour market by providing the skills, work experience and knowledge they need to access relevant labour market information. This program is offered to Aboriginal status, non-status or Inuit youth (15-30 years old) residing in the NENAS service area. All participants must have a valid Social Insurance Number (SIN); if the youth does not have one, the program must incorporate youth applications for SIN. For Student Summer Employment programs participants must be registered full time-students at a junior, senior High School or at a post-secondary institution during the preceding academic year who intended to return to school on a full-time basis in the next academic year.



# FIRST NATIONS & INUIT CHILD CARE INITIATIVE (FNICCI)

The First Nations and Inuit Child Care Initiative (FNICCI) program provides access to child care services (to First Nations and Inuit children of parents attached to the labour market) that promote and nurture healthy child development through formal child day care programs and related support services which reflect and promote First Nations and Inuit child rearing practices. This initiative provides funding to First Nations and Inuit communities to develop and maintain child care spaces for children under the age of six.



# EARLY LEARNING

**FNICCI Early Learning Childcare Program Enhancement Dollars** are available each fiscal year to licensed First Nations childcare centers who identify eligible needs and submit a proposal within established timelines.

Eligible childcare costs consist of expenditures for childcare learning: for example; cultural program costs, facilitation costs, wages, training, materials, playground equipment, toys, books, office equipment, furnishings, supplies; and for childcare facility renovations, building care and or maintenance expense.

These childcare projects are intended for children 0-6 years of age whose parent(s) are First Nations or Inuit and is offered to communities who are not already receiving FNICCI funds.



## Halfway River First Nation (HRFN)

Halfway River First Nations operates a licensed child care facility, according to the terms and conditions of the First Nations and Inuit Child Care program for children under the age of six.

Current Licensed Childcare Programs:

- Aboriginal Headstart program Monday to Thursday – attendance fluctuates 4-8 children daily (5 registered in program – 0-6 years of age)
- Aboriginal Infant Development program – (3 currently registered in program)



## FNICCI Early Learning – Saulteau First Nations (SFN) Childcare Program

Saulteau submitted a proposal to employ 2 part time staff members to provide an enhanced culture and language component with program materials and supplies. A Culture/Language Consultant/Instructor and an Early Childhood Educator Instructor.

SFN also ran an additional afternoon program for up to 8 additional children 3 to 4 years of age that addressed a need in this age category, and benefited the families and the community.

The objective of this contribution agreement is to provide one time only additional financial support to the Halfway River First Nation Child Care Programs that will meet the childcare needs of the First Nations members in the community according to the terms and conditions of licensing.

Halfway River First Nation does not have sufficient playground equipment. Therefore with this funding HRFN will purchase playground equipment that meets safety standards for children ages 0-6.

# GAS STATION & CONVENIENCE STORE



## Objectives:

The overall purpose for this training is for four individuals to travel to Vancouver, BC, to train and have hands on experience at the gas station owned by the Squamish First Nation. To train four individuals, 3 gas station attendance and 1 manager position. All employees are required to be experienced in retail management or have taken sufficient level of retail training. They must have good disposition with tourists and travelers (being talkative and friendly). Also a working knowledge of the tourism industry and tourist hot spots would be an asset.

## Activities:

This training is a requirement for Daylu Energy Ltd. To be a success. Part of the training will take place in Vancouver, BC at the Squamish First Nation reserve. The participants will spend two days with the retail manager and be taught inventory control, cashier, customer service, selling and administration. Performing routine maintenance and cleaning duties, operating retail equipment and safety training. Manager – train to oversee day to day operations of fuel station. Once the fuel station is ready to operate, the second part of the training will begin in Lower Post, with the retail manager from the Squamish First Nation.

# ENVIRONMENTAL MONITOR/SITE INVESTIGATION FIELD

## Objective:

For Prophet River First Nation Community members to gain/build skills required for future employment through Oil & Gas.

- The objective of the course is to train participants on how to properly collect environmental samples from environmental media for the purpose of identifying environmental contamination.

## Activities:

This environmental site investigation, field sampling course will provide instruction on how to collect soil, groundwater, sediments, surface water, soil vapor and air, and biota samples. The course will specifically focus on how to use and implement appropriate fields QA/QC, providing appropriate sample ID, recording field notes, properly filling out Chain of custody forms, and how to package samples for safe shipment to analytical laboratories.





# EMPLOYMENT TRAINING ASSISTANT (ETA) – TRAINING 2016 – NORTHEAST REGION, BC

1. Primary Focus: Employment Training Assistant training and support.  
Background:

Eight Employment Training Assistants were hired and placed in each of the eight communities serviced by NENAS in June/July, 2015. This project is supported by all leaders in each of the eight communities. These positions focus on supporting members in the communities to find gainful employment and/or develop new skillsets for future employment which is sustainable and fits their goals. The ETA's job is to customize their services to best meet the needs of their community without going out of the parameters of their job description that has already been established. This project supports participants to organize, develop, and customize project initiatives to better meet the needs of their community members and the industries in their region.

To date the ETA's have attended three in class training sessions:

2. Employment Training Assistants –Getting Started - How to best service your clients. They worked with NENAS staff over a two week period in June, 2015 to learn how to work with NENAS and their team effectively, how to service their clients on a day to day basis as far as employment opportunities and training while setting up their office and getting started working in the community.
3. Planning Initiatives for Indigenous Community Development – Module 1: Research and Planning: Students attended a 3 day session teaching them the basics of Planning projects and working with teams and other outside agents and industry. They also attended the NENAS AGM and were introduced to everyone attending and the project was officially launched. Students began developing ideas for projects that were wanted (and needed) by their members in their community and researching feasibility for these projects.
4. Planning Initiatives for Indigenous Community Development – Online – Students began an online training program in November, 2015 starting with the review of Module 1 from July and working through to Module 5. This training is designed to support the ETA's to learn how to develop projects methodically from the Preplanning/Research (proving feasibility) to Planning the project (if feasible), Implementing their plan and monitoring and reporting back.

The main focus of this training is focusing on employment initiatives for the Northeast Region. They learn how to best service their members in each of their communities while learning to work with Industry and Government partners, together working towards improving sustainable employment for their members in each of these communities.



# CLASS 1 WITH AIR DRIVER TRAINING

NENAS vision is to provide opportunity for First Nations and Inuit to realize their full potential while supporting unity and cohesiveness of First nations in Northeastern, BC. NENAS seeks to improve the coordination of Aboriginal labour market and provincial/territorial skills development training programs, as well as federal programs in order to better support Aboriginal clients to achieve improved employment outcomes. This project will enable participants to increase their employability by attaining provincial certification for professional driver's which will provide employment skills for the current labour market. This program with industry to provide on the job training for 6 clients working in the field long side experienced workers.

This project will: Provide Class 1 with Air, Fluid Transport, Concrete Pump Operator, Crane Operator training and work experience to 6 students. Students will receive 4 weeks of training accompanying a 12 week work experience. Students will be taken on an individual bases depending upon employer need and availability of seasoned mentor.



# CLASS 4 DRIVER TRAINING



North East Native Advancing Society will provide the Driver Training courses. They are a recognized and accredited institution that is the nearest available training institution registered with ICBC Certified Instructor. They are also aware of the culture and learning needs of the local Aboriginal people.

This Aboriginal Skills Development Training program will assist 6 West Moberly First Nation Community members who already have their class 5 driver's license and have the desire to further their driving abilities to include class 4 vehicles such as 15 passenger van, limousine, taxi and ambulance. Obtaining certified driver education training to achieve and obtain their Class 4 licensing. Professional Driver education is important to have drivers who are aware of and who use safe practices on the job is invaluable to the community.

Due to West Moberly First Nation offering shuttle services to band members and families the need for employees to have Class 4 Driver's Licenses is in big demand. It is beneficial for on the job production another reason is WMFN as the employer needs to ensure that their insurance policies will cover them in case of accidents. So it is critical they have employees with valid Class 4 Driver's Licenses and use safe driving practices.

## DRIVER'S LICENCE

A **Class 4** Driver's Licence is required to operate a vehicle with a seating capacity of more than 10 passengers including the driver. Needed for "shuttle" style vehicles, including 12 and 15 passenger vans.

A **Class 5** Driver's Licence is required to operate a vehicle with a seating capacity of 10 or fewer passengers including the driver. Includes cars and mini-vans.

### Studying



### Traffic Signs

# DOMCOR BASIC SECURITY TRAINING



The purpose of this 40-hour course is to provide basic knowledge of the duties and responsibilities of uniformed security guards. This course is required for licensing as a security patrol employee in British Columbia. Subsequent to the course the participant is to complete the JIBC exam, this is a 2 hour exam which is overseen by an appointed JIBC invigilator. Where the course is held in a location other than the approved Agency the venue is to be approved by the JIBC prior to the course commencement. The process to become a licensed security professional will include a criminal record check through the RCMP and the application for a security license through the Justice Ministry. The training was provided by Domcor Health, Safety and Security Inc. which trained 12 successful applicants in the field of basic security of which 11 students completed successfully. To ensure the participants success we recommended that each participant be screened to ensure suitability to this career choice by completing the criminal record check and a clean copy of a drug test prior to being accepted into the course. Furthermore it was mandatory for full class attendance in order to be able to write the exam and preference was given to those who held an OFA 3 or equivalent certification. Participants completed the training and where licensed Security Guard in both Northeast BC and Northern Alberta have both a Security License and a OFA Level 3 or equivalent ticket will advance the opportunity for employment with Domcor Health, Safety and Security.



# BLADERUNNERS



This program targets at-risk youth who are marginalized members of the community, between the ages of 15 and 30 years old, and who face significant obstacles to employment due to their personal history and socio-economic status. At risk youth may be experiencing some or all of the following obstacles to employment: poverty, precarious employment, sudden unemployment, pending eviction, homelessness, breakdown in family relations, abuse or fear of violence/abuse in a household, mental health issues, substance abuse, behavioural concerns, low educational attainment, involvement in the criminal justice or child welfare systems, and discrimination based on sexual or race or other negative influences. Notwithstanding the age range for at-risk youth set out above, the primary target group for participants will be between the ages of 19 and 24;

#### Unemployed:

- Willing to participate in the program to overcome employment barriers;
- Not attending school;
- Not eligible for Employment Insurance (E.I.);
- Have not received E.I. in the past 5 years;
- Be legally entitled to work in Canada;
- Be living in British Columbia;
- Not be a full-time post-secondary student (as “full time” is defined by their institution)
- Not be a high school student; and
- Not be participating in another Canada-British Columbia Labour Market Agreement-funded program;

#### Or Employed but low skilled individual, or an individual who:

- Does not have a high-school diploma (or equivalent); or
- Has a high-school diploma (or equivalent) but does not have any post-secondary education towards a university degree or any Recognized Certification (defined below); or
- Has low levels of literacy and essential skills



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

# SAS NATSADLE ABORIGINAL HEAD START (AHS)



## Sas Natsadle Aboriginal Head Start Program

We had a total of 50 children enrolled in the program it was a busy wonderful year. In Sept we had our BBQ gathering to meet and greet the families in the program. We had a year filled with many field trips; Friendly Pets, Dun Cran Elementary School, Kin park, Dunvegan Gardens, FSJ Fire Hall /Taylor Fire Hall, Library, CCR and Peace Villa Care home where we take the children and our Elder each month to sing and dance. We also went door to door receiving healthy treats from all the NENAS staff, on our Halloween Party. We had a big turnout celebrating Christmas with all families at the Friendship Centre with the children singing carols and of course the arrival of Santa. Valentine's Day we did cards and had a d fun day. Mother's day tea was well attended with the children presenting their Mom or any female figure in their lives with flowers and Cards. Father's was well attended with lots of fun they had a meal with the staff /children they also painted their feet ☺

Every Monday we have our Elder Lilienne Come in and sing songs to the children. Along with Elise jiggging with the children.

We have 17 on the waitlist. We had a total of 23 graduates, Elise Lace our jiggging instructor came out and jiggged with all the children and the children also sang a song for all the parents with Elder Lilienne Thiessen. We had a wonderful turnout during our Kindergarten Readiness Program that ran in the month of July with 15 children in attendance, this program is geared to children going to kindergarten in the fall, activities include: sharing in show and tell, Moe the Mousse sleep over at each child's home, and the parents get involved in helping their child/ren write a story with the sleepover they had with Moe, the parents also read their child/ren a story we send home with them as well, promoting Early Literacy. Workbooks are done daily, shapes, colors, numbers, letters, and printing their names, every Thursday the children go on a field trip this year they went to Charlie Lake Campsite, Dinosaur Lake, Dawson Creek Museum and Water Park, Heartbreak Acres farm.



# ABORIGINAL INFANT DEVELOPMENT PROGRAM (AIDP)



## Aboriginal Infant Development Program (AIDP)

Provide holistic support through the context of Aboriginal cultural values, beliefs, for health, intellectual, emotional, physical, and spiritual well-being for children from birth to school age. The AIDP worker assists families 0 - five years of age in a culturally safe manner in planning for individual and/or groups of families who live on and off reserve, in day to day activities. Support families/Communicate with families about the child's growth and development/support the implementation of strategies and activities to meet goals and objectives/provide education and training to child care providers to support family centers/on-going evaluation of plans, and goals.

Doig River First Nations on Tuesday's; Halfway River First Nation's Wednesday's; Mother Goose on Friday's; & Home Visits twice a week.

Bringing Tradition Home – Increased knowledge of traditional Aboriginal Parenting Practices, awareness of healthy child development stages, positive parenting practices, experience a stronger connection to culture, parent in ways that support the well-being of children/families, and build positive relationships with other people in the community. The program has been developed based on the Seven Sacred Teaching.

## AIDP Program 1, 2, 3 Rhyme with Me.

The 1-2-3 Rhyme with Me program is a fun and interactive program for parents and their young children. Parents gain Confidence and parenting skills, which help them to support their children's learning

Promote language development

-Promote positive family relationships

-Provide social and parenting support

Teaches fun and interactive rhymes, songs,, dance, stories, some Beaver language words.

Gives parents tools they can use with their children

Allows parents to part of a group that is supportive and accepting

Models positive interaction with children



# FAMILY PROGRAM & FAMILY SUPPORT SERVICES



## PERSONAL HEALING & TRADITIONAL PARENTING PROGRAM

Throughout the program, Elders and parents will share their parenting histories and how these experiences affect how we deal with our children today.

The Program also looks at ways to heal ourselves, live effectively in two cultures, maintain a balance in our lives, express feelings and treat others with self-assured respect.



## STRENGTHENING FAMILIES PROGRAM

This program is a nationally & internationally recognized parenting & family program for high-risk & regular families alike.

Strengthening Families Program is an evidence based family skills training program found to significantly reduce problem behaviors, delinquency and abuse in children & to improve social competencies & school performance.



## MY TWEEN & ME PROGRAM

This program will open your eyes to all the ways you can continue to influence your pre-teen's choices, values and goals. This interactive, customizable program will give you the keys to preventing risky behavior – by helping you discover your own skills and strengths as a parent.

Children between the ages of 7-12 need active, involved parents! Current research tells us that parents are the most powerful influencers in their tween's lives and that enjoying a close relationship with their parents can keep kids from experimenting with drugs and alcohol as well as other risk-taking behaviors.



# ABORIGINAL YOUTH PROGRAMMING



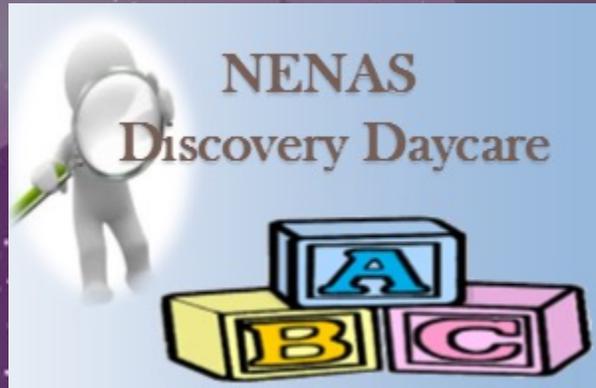
The center focused in on a holistic view of the youth and our community in all that we do. Through our work we involved our youth to build on their identity and their cultural self-awareness. We encourage them to be involved in the lives of others and to accept what our communities can offer. Our holistic programs addressed skill development, healthy lifestyles, preventative measures against substance abuse, academics and parenting.

Our center provided a safe place for youth to stop by and choose what activities they were interested in. Students were able to customize their program schedule from the following approved activities: movie night, cooking programs, bowling, swimming, and whatever their youth group came up with that was a fun and safe environment. Visions Group was offered to the students which held life skills sessions, cultural, recreational, community and dinner activities.

A free youth tutoring program was available to all First Nations youth. We had a volunteer teacher come in to assist the students in academics that they were struggling with. We also offered rides and snacks for students. The goal of this initiative is to prepare and assist individuals who are in need of academic support in order to achieve success in all levels of academic learning.



# DISCOVERY DAY CARE



The North East Native Advancing Society (NENAS) is a non-profit organization that planned and designed a new child care facility in Fort St. John. The goal was to provide a safe, inclusive environment for children with a diversity of backgrounds, cultures, and ages. The priority being to ensure safety, build social skills, promote multiculturalism and cross-cultural exposure, and provide developmental learning opportunities. With a team of qualified Early Childhood Educators (ECE) and ECE Assistants trained in providing services that meet children's physical, intellectual, language, emotional, and social development needs, learning will be appropriately integrated into all curriculum. Our new child care facility will offer infant and toddler group daycare, multi-age child care and depending on interest out of school care in September of 2016.

Leveraging knowledge and experience of best practices we have gained through operating the Aboriginal Head Start program, NENAS was prepared to build a facility with spaces to care for children from the age ranges 9 months – 36 months "Baby Explorers", and 30 months – 5 years old "Junior Explorers". The space that we had utilized as our office space prior was then renovated to accommodate the Discovery Day Care as it was the most accessible space to the shared outdoor play area. Having such a facility to accommodate parents seeking care for children in multiple age groups, to keep siblings from being split up, and to allow children to age and remain with the same caregivers, offering a more seamless approach to childcare.



# CLIENT SUCCESS STORY

## SAM

I was born into a world where I did not belong, luckily for me, an angel saved my life. I was born to a woman who already had a child (with some pretty rough medical issues) & still lived at home with her parents in her mid twenties with no job. She was not able to care for me properly. CPS came in and threatened to take me into the system if she did not get her act together. She was not able to do so. I was fortunate enough that my Aunt on my fathers side of the family took me and raised me as her own. She already had 2 daughters that were grown up and out, so I count my lucky stars everyday that she was not a selfish human. We moved from Newfoundland when I was about 3 years old so that my Mom could help my other Aunt raise her child. We lived in a one bedroom apartment for a while & welfare was her income. I did my best in school & never got into serious trouble so that she would be proud of me & not regret her decision to raise me. It's never been a secret that I was adopted, my biological mom lives here too & we visit from time to time. We moved back to Newfoundland when I was 14 years old because my Grandfather was very sick. My mom being the caregiver she was packed us up & headed home. I went through some struggles as any 14-year old ripped from their environment would, but just continued on. Though my mom was very loving, she was at times quite absent. She worked in camp so I'd stay with other family members during that time. All she ever wanted from me for school was a pass, not ridiculously high expectations. I did graduate high school, took a year off and tried my hand at Business, didn't do so well, don't believe I was mentally ready for that kind of program. So I tried the Heavy Equipment program, which I did well at, but was impossible to find a job. As soon as I finished that program I learned that my moms sister in Fort Nelson, the one we moved there for was dying of cancer. I packed my bag & booked a plane ticket to go see her as she was very dear to me, spent lots of time staying with her while mom was working. Unfortunately, a few days before I left she passed away. I came up back anyways to find my place in the world. This was in 2010. I found a job as an equipment operator for about 3 weeks, got laid off. Then bounced around as a pilot car and hot shot driver as I received my class 3 from the heavy equipment course. Finally after 3 & 1/2 years I found my current job, which I love & am very good at. I should have done this a long time ago, but was unaware that it was even a Red Seal trade. After working here for a year and a half my employer asked me to register as an apprentice, May 2015. I took "registering" to a whole different place, I wanted to know everything as fast as possible. Found a way to get my schooling without having to leave work, or home or my life. Level 1 started in September 2015 & ran until May 2016. I felt that was too much time for just one level so I asked if the school would allow me to complete 2 levels in the 8 month period, which they did & I did! Passed with pretty good marks too. I learned that the on-line level 3 program wasn't going to start until November 2016 & I did not want to wait, I was already on a roll. So I found another school that would take me ASAP, May 2016. I had to leave work for a few weeks for this one but it was very worth it. With the economy crumbling I didn't want to lose my chance of gaining that Partsperson RSE title! I wouldn't have been able to do any of it without the assistance of NENAS, they helped me more than they could ever imagine, though I know I may have been annoying from time to time, but that's how to get things done!

# THANK YOU TO ALL NENAS SPONSORS OF THE 2015-2016 FISCAL YEAR



# THANK YOU TO ALL OF THE EMPLOYERS THAT HIRED ON OUR CLIENTELE

- A. Kotchea Contracting
- Alisha Ltd.
- Aramark Remote Workplace Services
- Archie's Autowrecking & Towing
- ATCO
- Beaver Enterprises Ltd.
- Beaver Oilfield Construction Ltd.
- Bella.Coola Elementary
- Blueberry River Enterprises (BRE)
- Blueberry River First Nations
- Borek Construction
- Boston Pizza
- C.W.C.T.Z. Oilfield Services
- Chalo School
- Charlie's Truck Repair
- Compass Services FSJ Ltd.
- D&G Traffic Control
- Dakota Contracting
- Dawson Creek Native Housing Society
- Daylu Dena Council
- Delco Instrumentation
- DG Contracting
- Doig River First Nation
- Dunedin River Contracting Ltd.
- E. Gruben's Transport Ltd.
- Eh Cho Dene
- Enlighten Energy
- Fas Gas Oil Ltd.
- Forbes Industrial
- Fort Nelson Aboriginal Friendship Society
- Fort Nelson First Nations
- Fort Simpson Band Office / Noaga
- Geoterra Integrated Resource Systems Ltd.
- Greyhound Canada
- Halfway River First Nations
- Horizon North Camps & Catering
- IPAC Services Corp.
- IRLY Building Centre
- Lyon Kechika Contracting Ltd.
- JB CONTRACTING
- Kledo Construction Ltd.
- Liard First Nation
- Liard Hot Springs
- Liard River Contracting
- McLeod Lake Indian Band
- Moberly Golf Course
- Montana's
- Mountainview Safety Services
- North East Native Advancing Society
- Peace Country Oilfield Contractor's Ltd.
- Progress Energy
- Prophet River First Nation
- Quigley Contracting
- Redde Pressure Test Ltd.
- Rowe's Construction
- Saulteau First Nations
- Securiguard
- Skinner Brothers
- Taltan Nation Development Corp.
- TeleCor Communications Corporation
- Tracker
- Triple J Pipelines Ltd.
- Triple O's
- Visha Contracting
- Wall Contracting Ltd.
- West Moberly First Nations
- Williams Holding
- Woodlands Inn

**North East Native Advancing Society**  
**Financial Statements**  
*March 31, 2016*

## Independent Auditors' Report

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To the Directors of North East Native Advancing Society:

### Report on the Financial Statements

We have audited the accompanying financial statements of North East Native Advancing Society, which comprise the statement of financial position as at March 31, 2016, and the statements of operations, changes in net assets and cash flows and the related schedules for the year then ended, and a summary of significant accounting policies and other explanatory information. The financial statements have been prepared by management of the North East Native Advancing Society based on the financial reporting provisions of the Society's operating agreement (the "Agreement") with Employment and Social Development Canada.

#### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the financial reporting provisions of the Agreement, 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.

#### *Auditors' Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

#### *Opinion*

In our opinion, the financial statements of the Society for the year ended March 31, 2016 are prepared in accordance with the Agreement in all material respects.

#### *Basis of Accounting and Restriction on Use*

Without modifying our opinion, we draw attention to Note 2 to the financial statements which describes the basis of accounting. The financial statements are prepared to assist the Society to comply with the financial reporting provisions of the Agreement as described above. As a result, the financial statements may not be suitable for another purpose. Our report is intended solely for the Directors of North East Native Advancing Society, Employment and Social Development Canada, Health Canada, Ministry of Children and Family Development, Aboriginal Community Career Employment Services Society, BC Hydro and the Royal Bank of Canada (the "specified users") and should not be distributed or used by parties other than the specified users.

### Report on Other Legal and Regulatory Requirements

As required by the Society Act of British Columbia, we report that, in our opinion, these principles have been applied on a basis consistent with that of the previous year.

Surrey, British Columbia

July 20, 2016

**MNP LLP**

Chartered Professional Accountants

**North East Native Advancing Society**  
**Statement of Financial Position**

*As at March 31, 2016*

	2016	2015
<b>Assets</b>		
<b>Current</b>		
Cash	408,684	1,057,487
Accounts receivable (Note 3)	219,996	331,983
Prepaid expenses and deposits	38,876	106,738
	667,556	1,496,208
<b>Capital assets (Note 4)</b>	<b>3,585,817</b>	<b>2,057,245</b>
	4,253,373	3,553,453
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals (Note 5)	543,661	541,317
Deferred contributions (Note 6)	148,256	929,252
	691,917	1,470,569
Term loans subject to refinancing (Note 7)	988,216	-
	1,680,133	1,470,569
<b>Credit arrangements (Note 8)</b>		
<b>Commitments (Note 9)</b>		
<b>Net Assets</b>		
Investment in capital assets	2,547,600	2,057,244
Unrestricted	25,640	25,640
	2,573,240	2,082,884
	4,253,373	3,553,453

Approved on behalf of the Board

  
Director

  
Director

The accompanying notes are an integral part of these financial statements

**North East Native Advancing Society**  
**Statement of Operations**

*For the year ended March 31, 2016*

	<b>2016</b>	<b>2015</b>
<b>Revenue</b>		
Grant revenue	<b>10,962</b>	44,324
Interest and sundry	<b>599</b>	3,153
Other funding	<b>252,004</b>	300,342
Health Canada	<b>332,200</b>	356,293
Western Economic Diversification Canada	<b>-</b>	23,003
Loan proceeds	<b>1,000,000</b>	-
Deferred revenues recognized	<b>390,865</b>	-
Revenues deferred	<b>(114,752)</b>	-
<b>Employment and Social Development Canada</b>		
Consolidated Revenue Funds	<b>1,419,263</b>	1,147,561
First Nations Child Care Funds	<b>172,225</b>	172,225
Employment Insurance Funds	<b>654,591</b>	654,591
Skills and Partnership Funds	<b>-</b>	2,385,221
Funding repayable	<b>-</b>	(54,243)
Deferred revenues recognized	<b>192,079</b>	703,929
Revenues deferred	<b>-</b>	(192,079)
<b>Province of British Columbia</b>		
Ministry of Children and Family Development	<b>304,168</b>	505,392
Deferred revenue recognized	<b>332,816</b>	-
Revenues deferred	<b>(2,319)</b>	(332,816)
	<b>4,944,701</b>	5,716,896

*Continued on next page*

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

**North East Native Advancing Society**  
**Statement of Operations**

*For the year ended March 31, 2016*

	2016	2015
<b>Expenses</b>		
Administrative	48,926	33,320
Advertising	3,819	21,745
Bad debts	-	74,080
Capital purchases	1,896,671	55,865
Conferences and retreats	-	33,436
Materials and supplies	106,917	247,584
Office supplies and expenses	32,346	74,884
Professional fees	16,346	5,081
Renovation materials	-	23,413
Rent and occupancy costs	50,650	156,127
Repairs and maintenance	6,593	13,729
Salaries and benefits	375,584	896,789
Special projects	-	691,819
Travel and transportation	18,467	91,541
Tuition	-	1,213,581
<b>Employment and Social Development Canada</b>		
<b>Agreement holder programs</b>		
Community programs - proposal driven	587,994	460,576
Core program services	880,323	682,554
Job supplement - skill development - non-trades	226,664	233,525
Youth initiatives - work experience, youth centre	183,169	115,715
<b>Childcare programs</b>	146,391	202,391
<b>Partnership initiative</b>	77,309	80,585
<b>Agreement holder administration expenses</b>		
Salaries, wages and related costs	168,141	56,291
Non-salary operating costs	132,802	154,528
Professional fees	35,589	97,737
<b>Total expenses</b>	<b>4,994,701</b>	<b>5,716,896</b>
<b>Deficiency of revenue over expenses</b>	<b>(50,000)</b>	<b>-</b>

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