

NISGA'A EMPLOYMENT, SKILLS & TRAINING



Nisga'a
Employment,
Skills &
Training

Final Report

March 2015



Greetings:

We congratulate you for very productive year.

Nisga'a Employment, Skills and Training (NEST) have been operating since November 2013. We're very happy to have been a part of your employment or business journey. For the duration of the entire NEST program we've assisted 403 Nisga'a citizens.

NEST Events for period April 2014 – March 2015:

1. Collaborated with NLG Economic Development to coordinate applications to training hosted by NWCC - Marine Emergency Duty A3 (MED A3), SVOP
2. Engaged with UA Pipefitters to discover opportunities and training paths through the union
3. NEST hosted BCIT Entrepreneurship Program in Laxgalts'ap – 10 day practical training to jump-start Nisga'a entrepreneurs and their business plans.
4. Hosted Employment & Contracting information sessions for Avanti Mining project in Terrace and Gitwinksihlkw.
5. Hosted Construction Safety Officer training, Security Training, Environmental Monitoring training, partnered with others to present Environmental Monitor's assistant training, summer student programs in Prince Rupert, Gingolx, Laxgalts'ap, Gitwinksihlkw and Gitlaxt'aamiks.
6. Hosted a NEST 360 event in Terrace in partnership with the Federal Government departments of Transport Canada and Major Projects Management Office – WEST (MPMO-West) to offer a two day multi-plenary sessions on pipeline and marine safety as well as explore business opportunities available from the pending LNG projects.



For the reporting period NEST Employment Advisors assisted Nisga'a individuals to acquire employable and demand driven training including but not limited to:

1. Heavy Equipment Operator
2. Occupational First Aid Level 3
3. Arborist Training
4. Environmental Monitoring Technician
5. Environmental Monitoring Assistant Training
6. Information Technology
7. Construction Safety Officer training
8. Introduction to Construction
9. Introduction to trades
10. Professional Cook
11. Driver training
12. MED 3A, SVOP
13. LNG & Mining related supply chain training
14. Security – advanced/drug testing capabilities
15. Home support
16. Traffic control
17. Electrical safety
18. Truck driving
19. Airbrakes endorsement
20. Nisga'a Entrepreneurship Program X 2
21. Canadian Firearms Safety Wildlife Monitor and PAL
22. S-100
23. Chainsaw Safety X 2
24. Youth Summer Programs
25. Mining Fundamentals Program
26. Basic Security Training
27. Air Brakes certification
28. File Maker Pro
29. Records and Information Management Project Management
30. ATV Operator safety
31. Drill Core Technician
32. Career Fire Fighter Program
33. Emergency Medical Responder
34. Future Hero's – Youth Fire Fighters

For the reporting period and of the NEST clients that report back to NEST we've assisted 71 individuals acquire employment.

This past year we provided training for those with self-directed employment plans, supported community or Village Government training programs, partnered with post-secondary institutions to provide accredited training and supported our youth via summer student training programs.

We are very proud to see that the available labour pool in our service area is highly skilled, trained and ready for employment opportunities.

This year of the two-hundred and ninety (290) funded training applications; we assisted eighty-nine (89) Nisga'a clients complete their industry certified training and seventy-nine (79) occupational skills certificates. In the context of the pending projects in our area, the Nisga'a workers are poised to maximize participation in the major projects being proposed or started. Other funded training included administrative, employment retention or expansion, targeted wage subsidies creating new employment mobility and personal protective equipment subsidy.

NEST and NLG are pleased with this year's results; we've exceeded our targets and intend to continue the growth and connection to industry. Nisga'a citizens will realize a competitive advantage as NLG leadership position the Nisga'a worker at the forefront of projects proposed within Nisga'a Interests and NEST provides the training required to pursue those employment or contracting opportunities.

We're extremely proud of our clients' progress collectively. All NEST clients are very dedicated to improving their skill-set and acquiring new training. We are very proud of your progress.

We've successfully hosted seminars and information sessions with the proponents in the private sector. We're very pleased with the results and look forward to additional NEST 360 events including a career fair and a business to business seminar to connect Nisga'a businesses with other businesses to foster Nisga'a growth, feasibility and sustainability.

NEST in partnership with NLG Economic Development will continue to support and mentor entrepreneurial development via business planning, training and business development activities including promoting all Nisga'a businesses.

NEST and NLG thanks all employers that hired Nisga'a workers, all employers that accessed our program to hire Nisga'a people and the training vendors that trained our Nisga'a people.

This upcoming year we're looking forward to advancing the Nisga'a worker with targeted training in the resource sector, entrepreneurs and the supply chain of the resource sectors. This advancement will be made possible with the very cooperative proponents and their respective employees and prime contractors that are tasked with identifying the available skill-sets that are in our region for the purpose of designing their respective work-force plans.

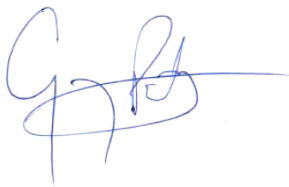
If you are considering entering the labour market, upgrading your skills or acquiring new skills:

1. **CALL** NEST
2. **COMMIT** to your success plan
3. You will **SUCCEED**.

On behalf of the NEST team it has been an honor to be a part of your training, your growth and your success. We look forward to working with you in the future as you work towards your goals.

Take care and safe travels always.

Nisga'a Employment, Skills & Training
Nisga'a Lisims Government



Gary Patsey
Manager

Results Report
5428000 - ASETS - NEST
April 2014 to March 2015

Result	Clients
Employed	<u>71</u>
No longer in workforce	<u>1</u>
Ret to School	<u>46</u>
Self-Employed	<u>1</u>
Unemployed	<u>28</u>
Unknown	<u>16</u>

Results

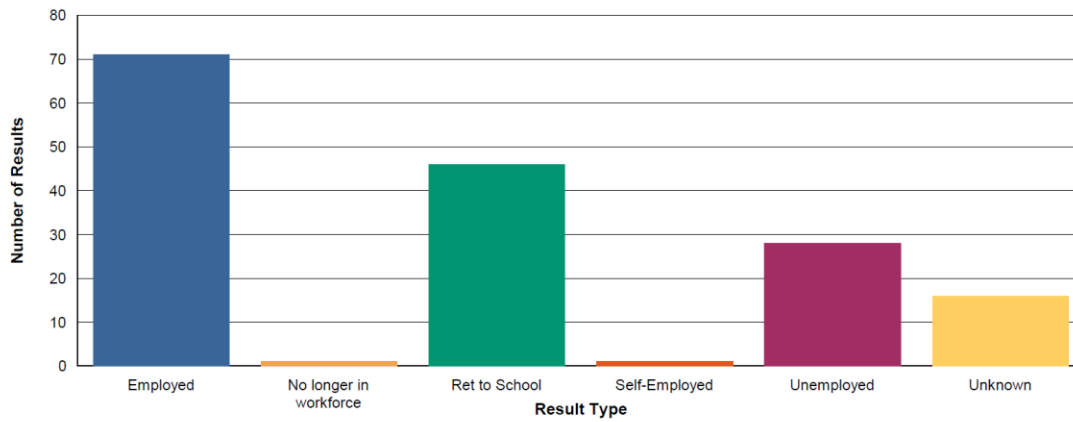


Figure 1

**NEST Statistics - Raw
2014-2015**

	Interventions	New Starts	In Progress	Incomplete	Complete	Total
Career Research and Exploration	2	0	1		1	2
Client Assessment (ASETS/SPF/FNJF)	334	1	2		331	334
Diagnostic Assessment	1	0		0	1	1
Employment Counseling	27	22	1		6	27
Employment Retention Supports	8	6		0	5	11
Job Search Preparation Strategies	6	1		0	5	6
Job Starts Supports	33	3		0	30	33
Occupational Skills Training - Apprenticeship	12	7	1		4	12
Occupational Skills Training - Certificate	91	14	1		79	94
Occupational Skills Training - Degree	1	1	0	0		1
Occupational Skills Training - Diploma	0	0		0	1	1
Occupational Skills Training - Industry Recognized	141	53	9		89	143
Self-employment / Entrepreneurial	18	0	13	3	2	18
Work Experience - Job Creation Partnerships	6	0		0	6	6
Work Experience - Student Employment	38	0		0	38	38
Work Experience - Wage Subsidy	14	0		0	14	14

GENDER	
Male	225
Female	151
Unspecified	0

Disability	2
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Visible Minority	0
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AGE (as of start of reporting period)	
Under 15	7
15-24	93
25-39	145
40-54	93
55 and over	36
Unspecified	2

Aboriginal Group	
First Nations	165
Metis	0
Inuit	0
Aboriginal - Unspecified	209
Not Aboriginal	0
Unspecified	2

Highest Level of Secondary Education Received	
Less than grade 9	6
Some highschool	197
Highschool graduation	115
Unspecified Secondary Education	58

Highest Level of Post-Secondary Education Received	
1 Year Diploma/Certificate	29
2 Year Diploma/Certificate	3
3 Year Diploma/Certificate	0
1 Year No Diploma/Certificate	5
2 Year No Diploma/Certificate	1
3 Year No Diploma/Certificate	1
Bachelors Degree	4
Masters Degree	0
Doctorate	0
No Post Secondary	4
Unspecified Post Secondary	329

Clients receiving funded interventions	290
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Clients receiving only non-funded interventions	86
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Figure 2

Definitions

Demand Driven Training – May provide certificates of completions, tickets, and/or licenses which may be professionally recognized, but are not normally recognized by post-secondary institutions or counted as academic credits.

Self-directed employment plans- Assistance may include providing support for training in business start-up and development from accredited business school, assistance with business plan development, for professional advice for marketing, accounting and financial management.

Employment Retention – Funded assistance to enable a client with a job to continue working in that job. Assistance should be extraordinary and temporary in nature and not lead to continuing dependence on the ASETS program.

Targeted Wage Subsidy – is an employment program that provides employers with financial assistance towards wages of eligible Nisga'a individuals whom they hire. The program encourages employers to hire eligible Nisga'a individuals whom they would not normally hire in the absence of a subsidy.

Mobility- Provides clients who need support getting to their work site

Personal Protective Equipment – Safety equipment issued to help employees in protecting themselves from the hazards of their work environment

Supply Chain - A supply chain is a system of organizations, people, activities, information, and resources involved in moving a product or service from supplier to customer.

Proponents - Advocates of a theory, proposal, or project

Prime Contractors- Chief contractor who has a contract with the owner of a project or job, and has the full responsibility for its completion

Work-force- All the people working or available to work, as in a nation, company, industry, or on a project

Client Assessment - the evaluation or estimation of the nature, quality, or ability of the client.

Diagnostic Assessment - Used to diagnose strengths and areas of need in all students.

Visible Minority - Persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour.