

TRICORP

SUCCESS STORIES

2021/22

Tribal Resources Investment Corporation





TRICORP SUCCESS STORIES

Tribal Resources Investment Corporation (TRICORP) has been delivering numerous Employment, Skills & Training initiatives since April 2012. With our service area extending from the South of Hartley Bay (Gitga'at) to the BC/Yukon border (Taku River Tlingit), and from the West of Haida Gwaii to Houston, covering 21 Indigenous and 13 Urban communities respectively, TRICORP hosts one of the largest regions in BC. TRICORP provides a variety of funding opportunities for the 21 Indigenous and 13 Urban communities we service in the Northwest. Our programs consist of but are not limited:

- ***To individual course purchase***
- ***Group industry certification training***
- ***Youth-based work experience***
- ***Community-supported training projects***
- ***Essential skills***
- ***Trades training***
- ***Assisting clients who are returning to the workforce with work/safety gear***

TRICORP is very proud of all its clients, whether they take training in a group or individually. Many of whom have overcome barriers and challenges to complete their training, and we feel it is essential that they get acknowledged for their achievements. Every milestone an individual accomplishes, big or small, takes them much closer to their goals or lifetime career. In this book, you will read about student's journeys that detail their barriers, struggles, and sacrifices, but you will also learn about their accomplishments and where it has taken them today. TRICORP would like to congratulate all our students who are working toward their educational and career goals.

SUCCESS STORIES



TRICORP & CFNR

The First-Ever Video, Radio, & Digital Training Course.

A Tremendous Success.

Almost since the first day I met CFNR back in 2014, we have talked about the possibilities of training.

A small part was that every year we have needed camera operators to assist with our coverage of the All-Native Basketball Tournament. Typically, we would get some of our staff to help operate the cameras, but they all had their day jobs, and so we needed to recruit help from people available in Prince Rupert. Many had never done anything camera operation like that before, and so I would always have to train them, with no guarantees they would be available next year. But over the years video has become a growing part of ours and our client's needs.

But overall, I have always loved the idea of CFNR training in some capacity, and while in theory it was a great idea, collectively, we knew that it would be a lot of work to successfully coordinate and pull off. So, it has since remained just an idea. Fast forward to 2020 and the MMIWG Totem Pole raising, I was now full-time at CFNR and I met an

experienced and talented Video Cameraman/Director of Photography shooting a documentary for the MMIWG organizers. Michael Bourquin had recently moved back from Vancouver to Hazelton and had talent and great experience. I thought, "Wow, he would be great to help teach videography to Indigenous students." He and I chatted about the possibilities of a training course and his participation in it. He thought it was an awesome idea and said he would indeed be interested.

I spoke to CFNR's Sales Manager, Ron Bartlett about Michael and recounted his experience and background, and how I thought he might be a great fit to help teach in a training program for video. We were both excited and talked more about a training program, but were also daunted by the process.

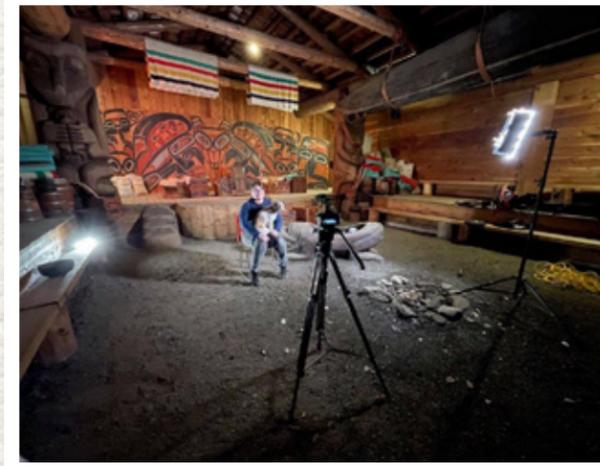
Ron put some further thought into it and that TRICORP might be the perfect partner for this idea, but we were definitely apprehensive. We knew that the scope of any training was huge.

But then Ron connected with Bess Leeson.

Bess was tremendous. She listened thoughtfully and conferred with TRICORP CEO Jacquie Ridley, and much to our delight, they said "yes", and the CFNR Video, Radio, Digital Training course was a go.

TRICORP was obviously vital in making this Training Course a success. Bess and Jacquie offered insight and suggestions that made the training so much more than I think Ron or I thought possible.

So, the journey began, with massive details to figure out.



Besides the training facility/location and instructors, there were accommodations, travel, food, and transportation for the mixture of in-town and out-of-town students to consider.

We bought MacBook Pro computers, mice, card readers and protective bags.

Then, there was the video gear, and getting it up from Vancouver to Terrace and back again from the video rental house. Cameras, lights, lenses, tripods, microphones, memory cards, stands, bags and more. We built two giant 6-foot-long wood crates to safely transport the gear to and from.

Then there was COVID. We had to initiate safety plans, PPE, and sanitization procedures, along with provincial guidelines, and the staff to facilitate it.

But we were underway and started our radio promotion applications on the as well as online.

We received twenty-five very good applications, and with Bess very much involved in the interview process we accepted six eager students into the course.

We sent out congratulations, and also regrets, to those that didn't make it into the training. We had two enrolled students drop out, and two grateful stand-by students take their place.

The successful applicants were Gitksan, Iskut, Tsimshian, Tahltan, and Haida with only one residing in Terrace. All greatly appreciated all the travel, food and accommodations that were provided.

We postponed once due to COVID restrictions, causing all sorts of issues with availability and accommodations. It was definitely hard work. But we pulled it off. The course was a smashing success. Looking back, we couldn't be more pleased.

Overall, it was an incredibly rewarding experience. All of the students are using their new skills in some capacity or another. One of the students is teaching their traditional language to children through video and animation.

We hired a Video Assistant afterwards from the course on a subsequent two-year Apprenticeship Program (TRICORP sponsored).

We also hired a Radio position from the class, with an unexpected on-air vacancy. We are thrilled about how it all turned out. All of these students can use their new Video, Radio and Digital skills for many modern needs and endeavours, including assisting with Band Communications, or companies or corporations.

For me, the process was enjoyable rather than a burden. The above-and-beyond attitude that Bess and Jacquie at TRICORP showed made all the difference in the world. We at CFNR, and the graduating class of the first-ever training program, thank you TRICORP. The work you do is outstanding.

You can see the student videos here: www.cfnrfm.ca/2021/04/02/cfnr-training-course-video-radio-digital/

Sincerely,

Rob Young

CFNR Director of Digital & Content



TESTS TEAM

**Jean Nelson, Colette Stephens,
Tia Robinson & Shelley Clifton**

With restrictions lifting, our TESTS team is happy to be back to in-person training & visits with the communities we serve. However, we must continue the partnerships we have built and keep communication open to do customized training for each local labour market; this has proven to be successful in creating economic opportunities within our region.

Although the Covid-19 Pandemic continued to impact our training and employment services in 2021, our team worked diligently to contact every community in our region to provide training programs in the community. Our team was invaluable during this process and did their part in rethinking how we could conduct training and employment services while adhering to the health and safety Covid-19 guidelines.

Our team continually strives to have an open mind and discussions that benefit our communities and Indigenous people in the Northwest region. Together we work diligently as a team to ensure our clients are prepared for and have the opportunity to acquire the employability skills needed to succeed in their chosen career paths. Witnessing the success of our clients reaching their career goals and endeavours is our team's reward for the hard work that goes into each file and project we approve.

In this past fiscal year ending March 31, 2022, training institutions such as Obrien's Training Ltd., Coast Mountain College, Irwin Safety, Philcan Professional Driving School, Strickly Flaggging, Estilo Lash & Nicola Valley Institute of Technology have made the transition to online and "In Community Training" possible. It made clients feel safe during the Covid-19 pandemic while having support from their community and keeping the family bubble safe.

We continue to search for partnerships and available resources to assist our clients to find solutions to one of their biggest challenges, which is living allowances. We have noticed more communities

teaming up with Tricorp by sharing costs and having the ability to serve more members while remaining within their budgets and meeting clients' needs.

To build capacity, we need to continue building relationships with employers, industry and most importantly, our communities. Working together in partnership will deliver better outcomes for our communities and provide clients with unique resources and benefits.

On behalf of the T.E.S.T.S. team, we would like to thank the communities within our region for trusting us in developing partnerships with training institutes that can deliver programs geared toward future employment opportunities. We are excited about the possibilities for 2022-2023.



Kelly Clifton

As a Ts'msyen artist and educator, my goal is to inspire our youth to learn about and celebrate all aspects of Indigenous knowledge. Thanks to support from Tricorp, I recently received my teaching certification (through SFU) and my Sm'algyax Language certification (through UNBC). These two programs have helped shape who I am as a teacher and I look forward to applying my new skills in the classroom.



Gitwangak Community Project

Heavy Equipment Operator (10 Week Program)

O'Brien Training Ltd. Delivered a Heavy Equipment Operator Course fully sponsored by Tricorp all 14 individuals completed the course & are certified on 5 machines, some have moved on to full time employment in local camps, private companies and one also continued her education and is in her first year of Heavy Equipment Mechanic, this program was very beneficial to the individuals as well as the local economy.



Kitselas First Nation

Carpentry Apprenticeship Program

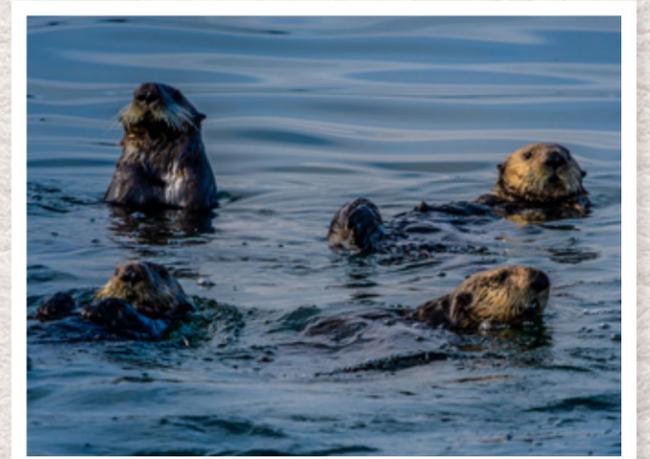
In 2021 Kitselas approached Tricorp to partner up and deliver a Carpentry program. The program consisted of 10 Kitselas members. In this program the students learned to read plans and use instruments, assemble and erect forms for concrete, wood and metal frame construction, and install interior and exterior finishing for residential, commercial and industrial projects. Learners developed carpentry skills while working on practical projects,

such as constructing a foundation and frame for a house.

This full-time, 24 week program took place in the Kitselas community, in partnership with Coast Mountain College and Tricorp. It was based on a major practical projects such as building a foundation and house frame using standard platform or timber frame construction. Other projects included building garden sheds, garages, small cabins and other small structures.



The group is currently working on gaining apprenticeship hours and then will complete the next level of Carpentry. The local labour market in the Kitselas area will be in need of qualified carpenters. Tricorp is happy and proud to have been a part of making this happen for Kitselas and their members.





Kristen Williams, Dennis Gladstone & Hailie Williams-Gladstone

HEO

Kristen Williams, Dennis Gladstone with their daughter Hailie Williams-Gladstone from Gitsegukla; Gitksan Nation who have all taken the O'Brien Training Heavy Equipment Operators Course sponsored by Tricorp. Since the course we have obtained employment as a Mother, Father, Daughter Trio operating Rock Trucks together.

"I am a mother of 4. I've worked in camp as a chambermaid since 2016 and wanted more for my family. Making a change was a bit scary not knowing what to expect. This was the best choice by far. I thought I was just being a role model to my children



Mandi Campbell, Kitsumkalum

Target Wage Subsidy

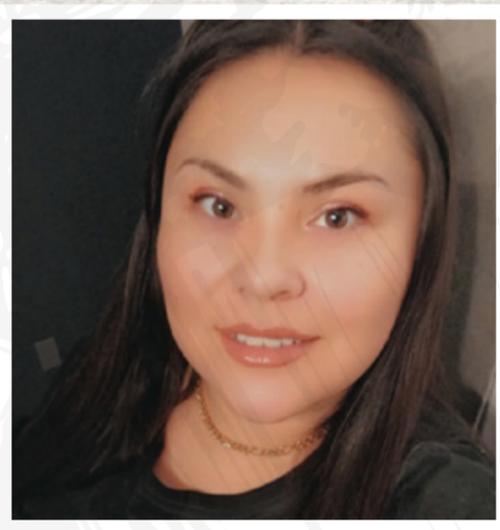
Mandi received employment with Kitsumkalum Fish & Wildlife as a Guardian with the assistance of Tricorp Target Wage Subsidy Program. Mandi was very excited to begin her desired career path, she feels as though it opened many doors, she was missing a few tickets towards her goal of becoming

a full time employee as the Fish & Wildlife Guardian and has since completed the certification and was able to take on other positions, she recommends anyone out there looking to achieve their education goals to contact Tricorp it has worked in her favor in achieving her dream Career Path.



Stephanie Sampson

Special Education Teacher's Assistant



I am from Hazelton/Gitanmaax BC. I completed the Special Education Teachers Assistant program. I had to overcome a few obstacles while in this program such as Covid and childcare, but everything worked out. Since I am finished this program I feel like a better

person all together, like life will be better. I am definitely thinking of continuing my education, but for now I'm going to enjoy my new job. I would like to tell the people who are scared to fail or try that they should just go for it. They should follow their hopes and dreams and never give up, also that it is ok to ask for help no matter how independent you are. Completing this course with the kind help of Tricorp gave me a new positive outlook on life. I would like to thank Tricorp for all they have done to help me get where I am at today. I will be forever grateful for the opportunity they gave me, thank you very much Tricorp. I found Tricorp's service to be very pleasant and helpful. I would definitely recommend others to seek Tricorp's assistance. Thanks again



Alvin Seymour



Alvin completed his Harmonized Carpentry levels 3 and 4 and successfully gained employment as a Journeyman Carpenter at IDL Projects Inc. "I recently completed my carpentry apprenticeship; I did my schooling through coast mountain college. I'm from Terrace, so it was great being so close to home for my training. Throughout my apprenticeship, I gained great work experience in industrial and residential carpentry. I think the trades are often overlooked as a career option, but it's a great path to take, and once you get your red seal ticket, you are guaranteed a good wage wherever you go. I am currently working for IDL as a journeyman carpenter. Carpentry is a great choice if you enjoy working with your hands and building things. There

are so many aspects in trades that you can find what you enjoy and focus on. I highly recommend going with a trade; even if you don't want to do it for the rest of your life, it's something that you could always fall back on."



RAINBOW Chrysler



Left to Right
Brian Musgrave - Owner/General Manager, Jayliegh Shaw - Detailer, Kayla Robinson - Detailer, Steven Helin - Tire Storage/Shuttle Driver

Since Rainbow Chrysler Dodge Jeep Ltd. opened their doors in 1987, they have always strived to bring quality vehicles to Prince Rupert and throughout the Northwest.

As we all know, when the Covid-19 Pandemic restrictions started to lift, companies like Rainbow Chrysler Dodge Jeep Ltd. were looking for employees to fill vacant positions. Tricorp offered a Targeted Wage Subsidy to Rainbow, to train these new employees in their new positions. Tricorp also helped them purchase Work & Safety Gear, as they needed the gear in order to be on their new worksite.

"Rainbow Chrysler Dodge Jeep Ltd. Is Very Pleased with all of the financial assistance from TRICORP in placing new employees in our business.

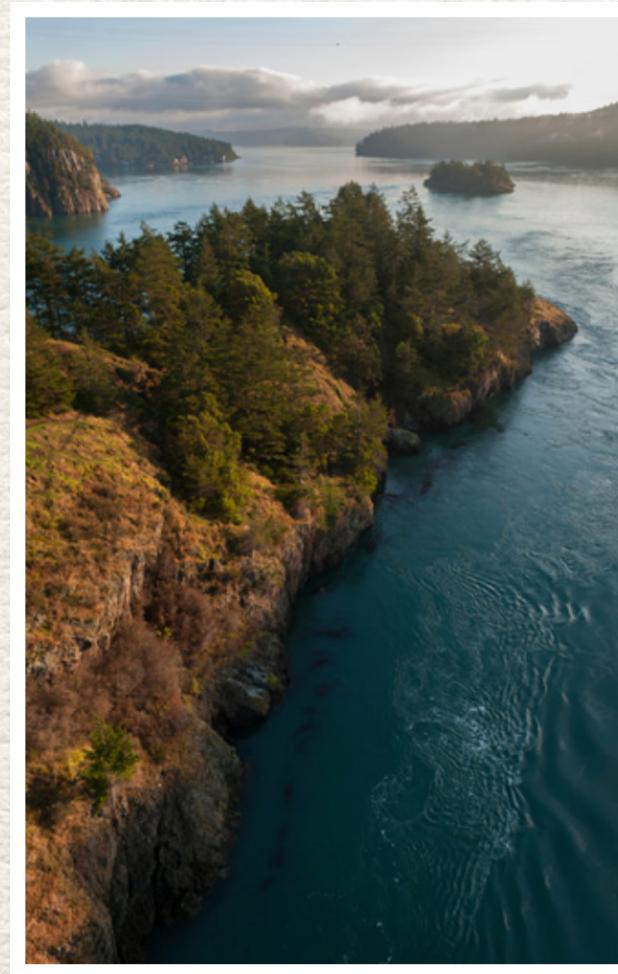
Jean Nelson has been instrumental in making this a simple method from both sides. We look forward to working together more in the future and would recommend TRICORP's Targeted Wage Subsidy Program".

Rhythm Donkersley

Biology – College New Caledonia

Rhythm is currently employed with Kitsumkalum Economic Development as an Executive Assistant

“Working with Tricorp was simple and accommodating. Their services covered my tuition costs for University despite my status application still being processed while having a parent with status. They were quick to respond to any concerns I had and were flexible on their services offered.”



Indigenous Community Development Program

Women Taking the Lead in the Northwest

In November 2021, TRICORP sponsored a group of 12 driven women leaders from our region who began a journey together, learning how to develop projects and programs in their communities and how to bring in the funding to make them a reality. They quickly realized there are many moving parts to consider when developing successful projects and programs, and it's not just about the money.

The Indigenous Community Development Program is designed specifically to support Indigenous lead-

ers in all aspects of community development and capacity building within six comprehensive courses. They started by building a solid foundation of leadership skills and self-management, then explored the importance of and how to undertake strategic and operational planning. From there, they moved into learning about research, assessing community needs, and all the intricacies of developing a successful proposal. Finally, the last few months covered the critical components of monitoring, evaluation, reporting, and how to manage their projects and programs effectively. Throughout the seven-month journey together, they developed new relationships with like-minded leaders, researched and designed a project of their choice, and shared ideas and concepts to make their projects rock solid.

This holistic program covered the development of projects and programs and the adversity and challenges they may face along the journey to success. In addition, it covered all they needed to understand when starting new initiatives, especially looking through the lens of historical and current trauma and its effect on community projects. Finally, it also showed how critical self-care is for us as we work and live in our communities.

Working together, these women supported each other in developing exciting new projects and programs you will soon see in your community. Over the summer, the group finishes their primary assignments and will officially graduate on or before September 16, 2022. Congratulations to this group of dedicated leaders. With leaders like these in your community, your community is poised for future success.



Andrew Creyke, Funeral Director

Tahltan Funeral Director In The Making

28 year old Andrew Creyke is a proud Tahltan member. He came to Tricorp seeking financial assistance to help him reach his career goal of becoming a Funeral Director and opening up his own Funeral Home in his territory, Dease Lake.



part in this seventy (70) hour training program. This advanced first aid training is designed for large and/or high-risk workplaces that are more than twenty (20) minutes from a hospital. The students were prepared for most common workplace injuries, including falls, cardiac emergencies, shock, bleeding and more. They learned how to make transport decisions, as well as packaging patients and patient care during transport.

Tricorp is happy to report, four (4) of the participants completed the course with one of them getting a promotion and increase to pay at work as Cook/First Aider!

Andrew completed an 8 month Funeral and Embalming training program. He completed this training while working and gaining experience in a funeral home in Smithers, BC. Tricorp Employment Skills and Training Services partnered up with the Tahltan Central Government to provide funding for Andrew to attend this unique trade. Tricorp is very proud of Andrew and will continue to support him achieving his career goals.

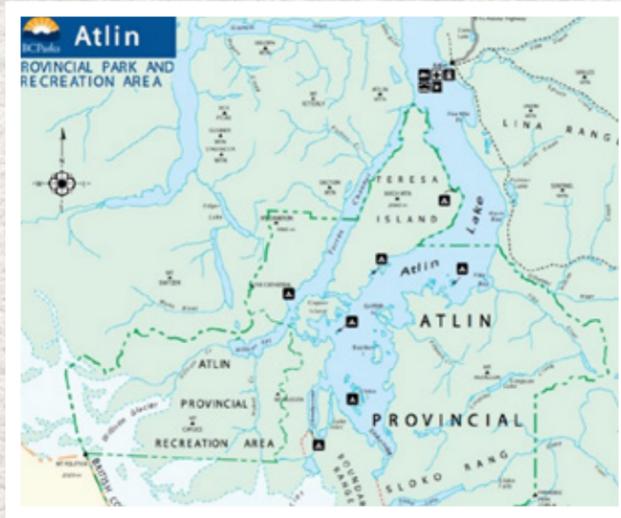


Photo Cred: www.discoveratlin.com



Atlin Community Program

Atlin is a community in northwestern British Columbia, Canada, located on the eastern shore of Atlin Lake. In addition to continued gold-mining activity, Atlin is a tourist destination for fishing, hiking and Heliskiing. There are approximately 477 permanent residents.

In 2021 Tricorp partnered up with the Atlin and ALERT First Aid to deliver an Occupational First Aid Level 3 in-community. According to Atlin's local labour market, the members required this training to gain employment in the area's Camp worksites.

Tricorp Employment Skills and Training Services provided funding for five (5) Atlin members to take



BELINDA WILSON, Paramedic

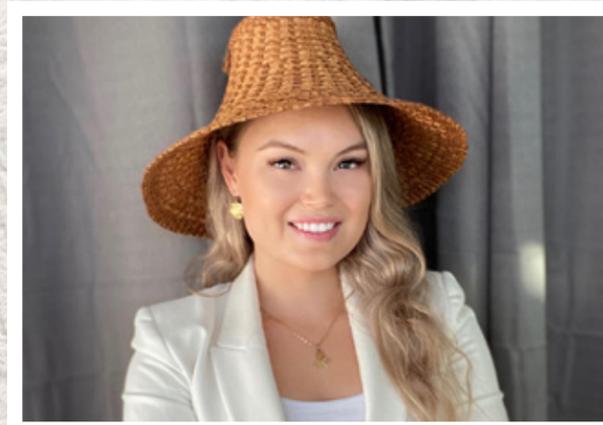
Belinda Wilson, a 20 year old Lax Kw'alaams member, started her Primary Care Paramedic (PCP) training program in 2021. With Belinda's strong underlying passion for health and safety/first aid, she completed the first step to becoming a PCP, which is an Emergency Medical Responder training program. She travelled to Victoria to complete her paramedic training. Belinda completed 600 hours of PCP instruction and next she will need to complete 12 ambulance shifts. This is the start of Belinda's journey to be a qualified paramedic. Way to go Belinda! Tricorp is very proud of your accomplishments!



Brandon Gibbard, Class 1 & Mobility Program

Brandon completed Class 1 and successfully found employment in another town and was also able to utilize Tricorp's Mobility program to assist him with his moving costs, Congrats Brandon!

"Awesome, you guys are the best Colette. I love TriCorp! Made this a whole lot less stressful to begin my new journey, I appreciate it so much"



Chelsea Gladstone, Lawyer Student

"My name is Xanjuu Gwang which translates to "traveling around" in my ancestral language. My English name is Chelsea Gladstone. I am a mem-

ber of the Haida Nation, Ts'aahl eagle clan. I grew up on my reserve in Skidegate, Haida Gwaii and my main inspiration for pursuing post-secondary school is my community and ancestors.

I am currently entering my third year of law school at the Peter A. Allard School of Law (UBC) with a focus on business law and aboriginal law. Upon completion of law school, I hope to serve Indigenous communities as an advocate for Indigenous rights and be a leader in negotiating strong agreements for Indigenous economic development. I hold Bachelors of Arts degree from UBC in First Nations and Indigenous Studies as well as Gender, Race, Sexuality and Social Justice. In 2019, I became the first person in my immediate family to graduate from university and did so with UBC's first ever Lieutenant Governor Award Medal winner.

I always knew that I wanted to be a lawyer but I didn't know how I would make it happen. Being a first-generation university student, I needed to be resourceful and rely on organizations such as Tri-Corp for support. I encourage all Indigenous youth to be courageous and try new things. The most important thing to consider is following a pathway that aligns with your values and personal goals. There are many roads to success and it's okay to be the first in your community or family to pursue something new.



Cheylene Jubb, Early Childhood Education

I just want to start off by saying how this has been a life changing journey for me. I started my first course March 14th, 2019, just over two years ago. Wow, two years of my life I have been dedicated to completing my Early Childhood Educator. Just typing those words bring me so much joy and complete satisfaction. I Cheylene Jubb mother of 3, full-time worker, can accomplish anything. I just want to say that over this last few years it hasn't been easy, but was it worth it? Yes! I have had the amazing opportunity to decide to change careers. An opportunity for me to join the Beanstalk Daycare and be part of the team is something that just fell into place



ing team be able to work with, is something that I am forever grateful for. Tricorp has worked with me from day 1, with allowing me to take on class at a time, and also being able to accommodate things to help me obtain my schooling. If it wasn't for Tricorp and the opportunity I had by receiving funding, I don't think that my dreams of becoming an Early Childhood Educator could of been met. I am truly thankful for all that has been done to help me make this dreams a reality, and can't wait to continue my career as an Early Childhood Educator. Thank you so much!!



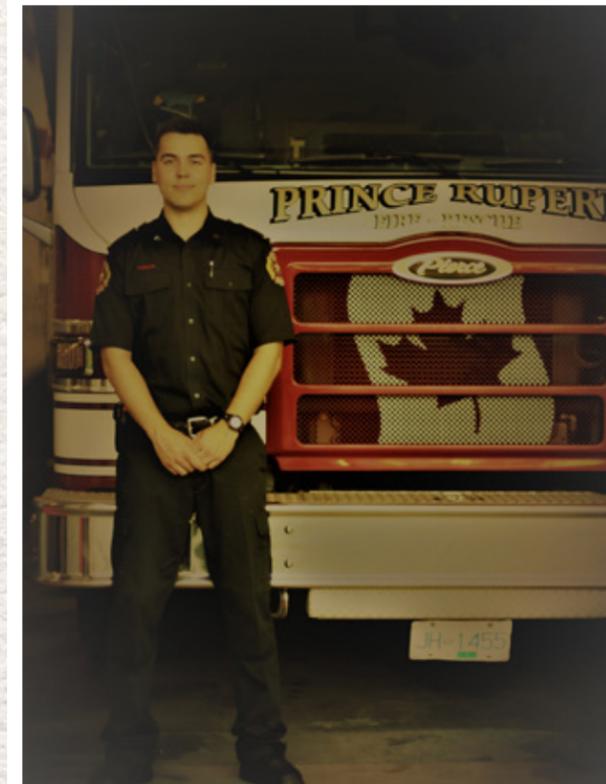
Community Project, Gitanyow

Cooks Helper (14 Week Program)

Gitanyow approached Tricorp for assistance to deliver a Cook's Helper Training as they had a partnership with a local Mining Camp that agreed to hire a good handful of the successful participants. Tricorp was able to come in and fully sponsor this program that was delivered by Coast Mountain College. All participants enjoyed the program and many have since moved onto employment. As a bonus the program was able to provide many lunches to the local school with all the amazing food they were taught with the Chef's assistance.



at the right time. I have been looking over my courses and assignments and analyzing myself and what it is to be an Early Childhood Educator. Most of all what it is like for me, as an Early Childhood Educator. When I first started taking my course, I think that I was more timid and nervous, and at points not even sure if this is something I could do. One of my mentors and co-workers has been doing this for the last 20+ years. I thought to myself, am I to old to do this? Am I truly capable at this age, to come into a new career and succeed at it? Will I ever get to the point where she is at? The answer to all of this is yes and no! That might sound confusing, but to me it makes absolute sense. I will never be the same as someone else is no matter how hard I try. I am me. I really enjoyed learning so much helpful information from Pacific Rim. I was so happy that I could enrol in each course and take it at my own pace. I am someone who struggles in a classroom, and easily gets lost. My brain sometimes wanders and gets distracted, so for me being in a busy class was just something that I couldn't do. Being able to sit at home, in a space that is comfortable, and still be a mom definitely worked for me. This is something that was so important to me and by being able to get funded through Tricorp and have their amaz-



Stephen Fodor

Emergency Responder/ Firefighter Program

Hello my name is Stephen Fodor, I am from the Tsimshian (Lax Kw'alaams) Nation, and I live in Prince Rupert. I took the Emergency Medical Responder program offered in Prince Rupert and I later went to the Firefighter Training Academy offered in Kimberley BC through the College of the Rockies. I took these courses because they were essential to achieving my goal of becoming a full-time career firefighter.

On the first day of training I was nervous and excited. It was a great feeling knowing that I was in a position where I could work and train as hard as I could to give myself a good chance of getting hired when I was completed. During this course, I did struggle with finding accommodation, but thankfully the college and Tricorp assisted me in finding a suitable accommodation for my 6 months at the

academy. My favorite moment during the course was the live-fire training. It was awesome to finally feel the heat and conditions that firefighters will encounter on the job.

Without Tricorp none of this would have happened for me. The assistance in getting my applications ready and the funding provided to me made this all possible. The work done by Tricorp and the TESTS program (especially from Program Officer Colette Stephens) was professional and timely. I am very grateful for the work and services provided as it allowed me to achieve my dream and work as a firefighter. Tricorp's application process was very smooth thanks to the help of the staff at Tricorp. Any questions or problems I had could be solved with an email or phone call to Tricorp.

Now that I have completed this training I have been employed as a Firefighter for the City of Prince Rupert for 1 year. To anyone who wishes to take some training courses through Tricorp I recommend taking any program you are interested in. You never know what connections you will make through that course and it may even lead to your dream job.

Huge thank you to Tricorp for the assistance provided to me and others. Tricorp allowed me to work toward achieving my goals and changing my life.



“The beautiful thing about learning is that no one can take it away from you.”

- B.B. King





YOUTH EMPLOYMENT & SKILLS STRATEGY (YESS)

TRICORP's Youth Employment and Skills Strategy (Y.E.S.S.) program will provide seven (7) weeks of essential skills, addressing key topics such as numeracy, reading text, document use, and digital technology. The course will also address soft skills and life skills necessary for personal development, employment readiness, and workplace specifics, including certificate training.

During the Y.E.S.S. Training, participants learn how essential skills are the foundational skills that all employers expect employees to have to get and keep a job. Participants will also learn that strong knowledge of these fundamental skills makes learning technical and job-specific skills easier. Essential skills are the skills needed for work, learning, and life.



Also, during the training period, participants will learn why soft skills are essential and what it takes to strengthen them. Participants will also learn how soft skills relate to essential skills in preparation for better team performance, a safer work environment, and a more energetic and busy workforce. Last, participants will review life skills focusing on the benefits of examining financial matters.

Once the clients have completed the seven weeks of training, they move into an area of employment

they would be interested in. Our Job Coaches work directly with the clients to pair them with employers that fit their skill level and interest. Before securing the position, each client must also go through the interview process with the employer to ensure they fit the job. We want to ensure that they are compatible, making their seven weeks of employment successful.



Corey Wesley

Youth Employment Skills Strategy Testimonial



My Name is Corey Wesley and I currently live in Lax Kw'alaams, BC. I heard about the Y.E.S.S. program through word of mouth and how it can help individuals with improving essential skills and how to prepare themselves for employment opportunities. The Y.E.S.S. program helped me get into a learning environment and think about further education. It provides a solid foundation and can only benefit you by the amount of effort you put into it. I enjoyed working with the instructors and classmates. A Personal 'Thank you' to my instructor Julie, and my Job coach Lesley, as they were both great to work with. I went into the program unsure of myself and finished the program with a positive outlook on my future. I would recommend the Y.E.S.S. program to anyone that may want to seek further education or a new career path as they can work with you to work towards great opportunities. My work placement will be at Contact North BC in Lax kw'alaam's BC. Which will focus on IT development.

Amelia Clifton, Prince Rupert, BC

I heard about the Y.E.S.S. program through Facebook and my mother. The Y.E.S.S. program has helped me with employment barriers by breaking me out of my shell and becoming more confident with myself. Julie's teaching was the most enjoyable thing about the program. My experience with the program was that it wasn't very long and the transition from the online zoom classes was quick and smooth to the work experience portion, yet I gained a lot of skills to help me with the barriers I have. It was a short and easy program that helped me gain confidence, self-esteem, and certificate training. I will most definitely recommend the program to friends. My work placement is at the Ice-house Gallery, which is a very artsy environment. And I will be transferring to the Yaga café for full-time long-term employment, which was my goal!



Brianne Mason, Kitkatla, BC

I heard about the Youth Employment Skills Strategy program from the continuous Learning Center in Kitkatla. The Y.E.S.S. program has helped me with my employment barriers by helping me learn a lot more things in the work environment; It has really helped me come out of my comfort zone. I enjoyed the refresher on all things I have previously learned in school and new things such as soft skills and certificate course training. My experience was great, and the delivery through zoom made it a lot easier for me as I am very shy. I found all the information very helpful, and the instructor was very helpful when it came time to do things I didn't fully understand. She made it so I would, and she was very nice, making it much easier to finish the program. I would most definitely recommend this program to others. I think it is an excellent program to take, especially after being out of school for so long. It was excellent information to learn and has helped me ease into the working environment.

After finishing the seven-week online zoom class sessions, I started my work experience at the Continuous Learning Center. Before I even finished the seven-week experience there, I got a job at the Lach Klan School in Kitkatla as the Receptionist!

Since starting to work, I have learned more about working with Microsoft Excel, alone or with others. I have gained more skills with online databases, and communication is a big part of the job. I am getting more comfortable with it and very much enjoy working here.



Alysha Haldane

I took this program amid the pandemic and wasn't leaving my house very much. It was great to interact with people while learning new skills to help me find and keep a new job. Julie Jagoda was an enjoyable and kind instructor to be working with, and I was excited to go to class every day. As well, Craig Bolton was just such and very instrumental in me getting the job I've currently held for the last couple of months. It was convenient for me to be doing the classes over zoom. The materials we went over were beneficial; as I said, it was a good refresher on school work I hadn't done and years. It taught me a lot about being a valuable employee in the workplace. The work placement was difficult as we were at the tail end of the pandemic after my coursework, and things were starting to open up again. Still, Craig and Julie kept in communication with me and eventually found me a work placement I enjoy.



Shayna Russell, Gitanyow, BC

I heard about the YESS Program posted on Gitanyow's Facebook site through my community. The program has helped me prepare to apply for a job and helped me a lot with my emotional intelligence and how to respond in workplace situations. What I enjoyed most about the program was the mock interviews; they helped me with what to expect from what an employer would ask me. My experience in the YESS program was excellent! I felt more confident in applying for a job after taking this program. I would recommend the program to my friends! My workplace is Receptionist at Gitanyow Chief's. I have learned that you need to remember many people and upcoming events in this job and know about technology as the computer and office printer will be used daily.

Jodilynn Tait-Bolton, Kitkatla BC

I heard about the YESS program from my sister. The YESS program helped me with my barriers, I was nervous about applying for a job, but the program totally helped me out and brought me out of my shyness. I enjoyed participating in the program as I learned a lot from it. My experience was great! I was terrified and shy to start the course at first, but I'm glad I did. I would recommend this program to anyone. My work placement is in a café called the Loaf of Bread Café, and I like it and learning a lot about cooking.



Aiden Adams, Prince Rupert, BC



My name is Aiden Adams, and I live in Prince Rupert, BC. My mother showed me the advertisement for the YESS program, and I was interested. The YESS program helped me build confidence in speaking with others. It also taught me many transferable skills that

are important and useful for any job. The work experience I went through was exciting, and I feel like I learned a lot about the environment. I enjoyed the variety of different topics that the program covered, such as workers' rights and motivation tactics. Being spoken about a wide range of things that affect your work life felt especially helpful and informative. My experience was very positive. The instructor and job coach were both supportive and kind. I enjoyed the Zoom aspect of the course as it felt like a comfortable way to transition into a work environment. Using Zoom itself was a helpful new skill for me.

The work placement was also a positive, helpful experience and a significant step forward in my professional career. So, yes, I would recommend the YESS Program to my friends. I believe the YESS Program is a fantastic opportunity for anyone seeking help transitioning into the workforce before pursuing their post-secondary education. I worked for the Prince Rupert Aboriginal Community Services

Society in their office. I learned a lot while speaking to their Justice Coordinator, Kyle Green. Kyle explained his role and shared his knowledge about the justice system. He explained the processes of the law that he goes through with clients, such as Restorative Justice, Gladue Reports, and case files, and how those are facilitated in his work. The Executive Director, April McLean-Collart, was very kind to me, and I appreciate the opportunity she and TRICORP have given me.



Ryder Martin, Prince Rupert, BC



My name is Ryder Martin, and I live in Prince Rupert, British Columbia. I had heard about the YESS program through the TRICORP Facebook page. The YESS program helped me

clean up my resume to look more professional and added some skills that I had picked up from the YESS program. The program enabled me to work on my soft and transferrable skills to become a better employee. I enjoyed working with the instructor, Julie Jagoda, as well as meeting the other classmates that were taking the program as well. I was the only attendee from Prince Rupert, while the others were from other communities. It was great to interact and work with others throughout the program. It was a great experience participating in the YESS program. Attending the program over Zoom at home was more convenient than attending in-person during the pandemic. The instructor was quite clear in giving out the coursework and outlining what needed to be done. I would highly recommend the YESS Program to my friends and family members. I currently work at the Prince Rupert Aboriginal Community Services Society office. I have learned more about the organizational duties required in office work. I used to work part-time for the previous receptionist but have since received full-time hours here in the middle of February.



PRE-EMPLOYMENT SUPPORT PROGRAM

We started our program with the pre-employment supports in March 2019, we visited our assigned communities, held meet and greets with Band council, members and staff.

These were successful, we were able to establish a client base in the communities. The Band Social development workers were able to send us 122 referrals to date, we were able to meet with and assess 98 of them, with 92 of them signing action plans.

After we met with clients, made assessments, established action plans we were able to start assisting in their education & training.

After we started working and assisting with clients, building relationships through visiting communities periodically, the clients were comfortable and willing to participate in what we were offering, then we were hit with the pandemic of COVID-19.

With the challenges of the pandemic, we did adjust our ways of offering our programs, workshops, & training courses. Thankfully Indigenous Services Canada provided a budget for laptops. We were able to supply our clients with laptops who needed them under our lending agreement program. We also provided funds for Internet costs while they participated in our workshops via zoom.

Here is an example of the workshops we offered:

- **Drum Making**
- **Vision Board**
- **Soft Skills**
- **Motivational**
- **Essential Skills**
- **One On One Job Coaching**

Our facilitators through these workshops were amazing, we had a number of clients participate in all of them and it gave them incentive to continue on to other education and training.

A few clients had barriers in reading, writing and basic computer use. One community had a literacy program and offered to assist our clients one on one.

We did coordinate and set up courses on a smaller class scale, we offered:

- **Wildlife Monitor**
- **Food Safe Level Two**
- **Shotgun Use**
- **Food Safe Level One**
- **Possession and Acquisition License (PAL)**
- **WHMIS**
- **OFA 1**
- **Transportation of Dangerous Goods (TDG)**
- **Transportation Endorsement**

With the pandemic, we had only a small number of seats to offer, and of course some of clients were still reluctant to participate due to COVID.

Even with the pandemic, we had roughly 62 of our clients that obtained certificates, with 24 moving onto employment. One client started her own business out of her home to offer her eyelash extension services and one relocate for full time employment, we have to very enthusiastically announce our pride in a few of our client's success!

In closing, we are truly honoured to assist clients in their passion to learn, build relationships find their strengths, see their talent and potential because each person we meet has something to offer. We are always very happy to meet and assist them in their path to success!!



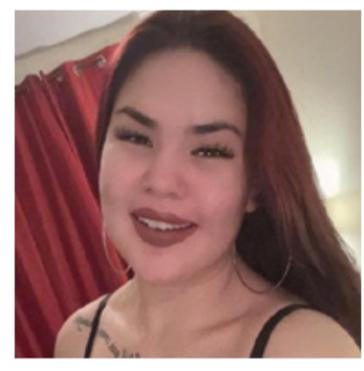
Client 1



A Client started with our program, we met with them, and their main passion is in media; video and photography. They were accepted into a university in Toronto, they relocated and that was not a choice that worked for them. The stress of a larger town had an effect on their mental health that required medical attention, later they were diagnosed with anxiety and depression. At that point they realized the city does not work for them and moved back home. After a lengthy discussion, we discussed some ideas of how we would like to proceed and if he would be willing to participate in some workshops for example; the essential skills, soft skills and then a motivational workshop, he agreed. They very excitedly shared their experience in the workshops and how much of a positive effect it had on them. One really stood out of “how to deal with stress and anxiety”. We are very happy to share that they no longer have to be medicated for their condition and they have now exited our program with a full time job. They expressed their gratitude to TRICORP and they would not be where they are if it wasn’t for the opportunities. We have expressed how proud we are of our client and we are still here if they ever need us.



Client 2



Another client signed up for our program they had amazing energy, this client had multiple barriers, single parent of two, with addiction issues. They disclosed that our timing could not have been better. They wanted to change their life for themselves and their family. They really did not know what career or field of work they were interested in so we suggested they do a career cruising test after they completed the workshops, they agreed. While attending the workshops, one of the facilitators saw their natural talent and encouraged the client to possibly become an essential skills facilitator herself. She was very happy with suggestion and is currently attending courses to be certified.



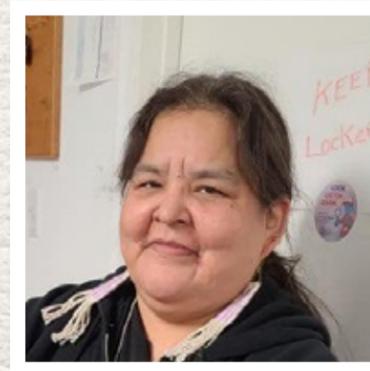
Client 3

This client we would like to present to you is from one of the newer communities we work with. This client was eager and enthusiastic right from the beginning of signing up with our program. The client recognized the barriers he needed to overcome and set off to do that. He was interested in improving a few essential skills and certificates he obtained previously that have expired. He first participated in our life skills workshop and added to his already amazing list of abilities of the skills required to be successful in obtaining and maintaining employment, and life. Next the client participated in 5 Industry recognized certificate courses. These certificate classes helped the client to renew the certificates

that had expired. The client contacted us to inform us recently, that he is now employed full time and is grateful for TRICORP and the PESP program for supporting him to get back to being employed. This client was a joy to work with and we are honored and humbled by his success and praises. We wish him all the best on all his future endeavors.



Client 4



One client came to our program with a number of challenges, with a lot of time constraints; her responsibilities with her spouse who has Parkinson’s (who recently lost his battle – our sincerest condolences) and required around the clock care, as well as an adult child with special needs. She has her own health issues that she tries to manage while taking such amazing care of her family.

The client did not complete High School. In fact, they had to quit at a young age to go to work at a Seafood Processing Plant to help contribute to the household.

Despite all of the barriers the client endured, she had an amazing attitude and a willingness to learn and participated in everything we offered.

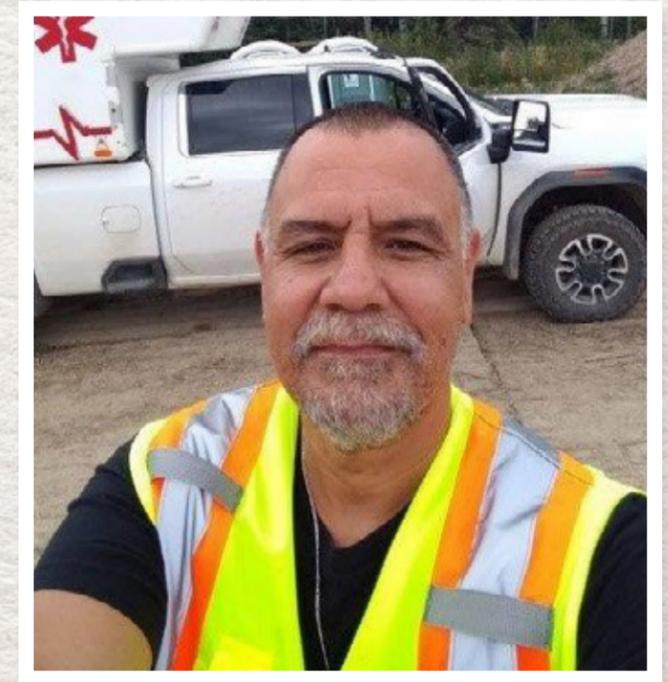
We are inspired by her outlook on life and determination to better herself for herself and her family.



Client 5

TRICORP would like to congratulate our client on his achievements, he participated in our Pre-Employment Support Program, completed his Level 3 first aid, and defensive driving course. He successfully obtained employment in Fraser Lake, B.C.

Client: “Thank you Christina and Memory for always supporting me. It took a lot of patience to get me here, I am here now. I really believe my mom was looking out for me, many things had to go right for me to be here. Time to start taking it in. Hawaa”



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