

# Tribal Resources Investment Corp.

tricorp employment skills  
and training services  
report 2015

[www.tricorp.ca](http://www.tricorp.ca)

• tricorp load fund • employer benefit program • entrepreneurship programs



• bladerunners • employment assistance services • first citizen's fund •

P: 250.624.3535 • TF: 1.800.665.3201 • E: [tricorp@citywest.ca](mailto:tricorp@citywest.ca)



# Success Stories





TRICORP assisted Tanya Nyakas with Tuition Costs for CSO Certification

**Tanya's Testimonial:**

*"Good morning Collette,*

*Please see attached copies of my certification and new designation as SSC for BC Hydro's Bear Mountain DCAT project in Dawson Creek. The Bear Mountain DCAT project is an expansion of the existing terminal and is part of the DCAT (Dawson/Chetwynd Area Transmission) BC Hydro program. My role at this project is ensuring the day to day safety of IDL Projects crew and, subcontractor forces at the BMT DCAT terminal, coordination with client and other Subcontractors for multi-employer contracts, and developing task specific safe work procedures with all supervision and crew foremen. I would like to thank Tricorp and you Collette for providing the sponsorship to obtain the CSO certification I needed to further my career in Industry. Your program is fantastic and provides a vital resource for community members, to prepare for the upcoming industrial boom we are about to see in Northern BC! If I can provide any further information about my work, or anything at all, please feel free to contact me at your convenience, I would be glad to help out such a wonderful program such as Tricorp's!"*

*Cheers,*



Tim Naziel came in the DAY of his letter of offer as a First Aid Attendant, so we as a team got his application for work and safety gear approved and he was able to have the necessary work gear for his new position.

**Message from Tim:**

“Hi it's Tim my cell number is \*\*\*  
\*\*\* \*\*\*\* Thank u for the great  
boost. I am working in Houston as  
a first aid 3 attendant n bob cat  
operate here is a pic of me at work  
your awesome thanks”

**Sam Brown**

**Richard Williams**

**Both clients were successful in obtaining full time employment through our Targeted Wage Subsidy at Haida Gwaii Forestry, they were trained in Sawmill Supervisor positions & are now full time employed at the new sawmill in Haida Gwaii.**



**SUCCESS STORY:**

Skyler W. Collison (23) completed the 150 Tons Master Program through Western Maritime Institute with the help of Tricorp funding (\$12,000.00). He is now employed full-time with O'Brien and Fuerst Logging as a Captain. Here is a photo of Skyler at work running a tug boat – the Capital 'C'.



### **SUCCESS STORIES:**

- Delores Alfred (56) was funded by Tricorp for a Technology Education course through the University of Northern British Columbia and she is now working full-time for School District #54 in Telkwa, BC.
- Randolph W. Cowpar (25) was funded by Tricorp for his Class 1 license with Airbrakes. He successfully completed his courses and is now working full-time for Bear Creek Contracting in Prince Rupert, BC.
- Jeremy White (24) was funded by Tricorp for an Air Brakes course through Hecate Strait Development Society. He successfully completed his course and is currently employed full-time at Bandstra Transportation Systems Ltd. in Prince Rupert, BC.



# ECONOMIC SELF-RELIANCE

## TESTS Program



**Mamie Lawson, Senior Program Officer/EAS Coordinator**

TRICORP Employment Skills and Training Services (TESTS) continues to create strong partnerships with our communities, employers, industry representatives, funding agencies, industry training institutes in the public and private sectors respectively. The TRICORP visits the communities and urban areas within our region to meet and discuss upcoming opportunities for employment, and the type of skills they are looking for in an employee; our goal is to match our clients with potential employers to secure long term employment.

TESTS programs are marketed by:

- attending trade/career fairs, upon invitations from the surrounding communities in our region (all requests should be submitted at least two weeks prior to event date);
- community visits – for client follow up, financial monitoring for the Community Projects, Employment Assistance Service Worker, FNICCI, & BladeRunner programs; as well as presentations to Band and Administration when requested;
- providing information through the EAS Workers in the communities – changes/new program information, dates that TESTS/TRICORP employees will be in the communities...we are available for general public inquiries if there is a need; and
- advertising through various local newspapers & radio broadcasting.

Our team has worked diligently to visit every community in our service area and introduce the guidelines to TESTS programming that is available. Contact is made with a community representative to discuss opportunities for the team to visit; and/or are open to invitations from the communities for presentation of services available.

TESTS provide funding for training/skill development; work & safety gear; mobility and targeted wage subsidy. Our team is continually pursuing economic opportunities to complement and benefit our communities and aboriginal people in the Northwest region. Together we are striving to ensure that our people within the region are prepared for and have the opportunity to acquire those demand jobs. We provide employment counseling services to our clients to advise them of upcoming changes in the labour market and recommend as to what steps are needed to take advantage of the upcoming opportunities.

In 2016/17 we will be revising the EAS program to better suit our clients' needs. We have decided to be more strategic in the delivery of EAS services and provide the remaining EAS workers with more training in the area of employment counselling and support for unemployed community members. It is our goal to form a tight team of EAS workers that will work in community areas. This will mean a decrease in EAS workers, but the workers will be full time and focussed solely on working with TRICORP to

access funding support for individuals and community projects. The EAS workers will work closely together to offer quality employment services.

As large projects and multi-national industries finalize their project plans in the Pacific Northwest we will have increased opportunities to partner with contractors and sub-contractors. With a full time dedicated EAS Worker, our communities will have increased capacity to respond to programs and training packages being offered by both the colleges and private training institutes that stand to profit off the increased demands that accompany these opportunities.

The relationships we have and continue to establish provide the capacity to achieve what may not otherwise be achieved; by working together in partnership, we can deliver better outcomes for the communities we offer services to.

The best results from a strategic partnership generally occur when each partner delivers excellence in service areas that are different but related to the other partner(s) and where the partners are not adversarial in the marketplace. That way, by partnering up, each partner can focus on its strengths, whilst having reliable people in other organizations to cover the areas outside its expertise.

The relations that we have and continue to establish provide the capacity to achieve what may not otherwise be achieved; by working together in partnership, we can deliver better outcomes for the communities we offer services to and provide clients with unique resources and benefits.

Our clients have a few challenges to face when exploring their options to become skilled & employable; one of the biggest challenges is finding a living allowance during longer term training purposes; another is living in remote areas that do not have access to training institutes. Most of our clients are not eligible for funding through their bands, for the living allowances as funds are delegated to Post Secondary training. We need to work together to find resources to solve this problem.

## **Community Projects**

### **Bess Leeson – Community/Special Projects Officer**

Community project applications are an annual Request for Proposal (RFP), which allows communities to target training initiatives that will address current economic opportunities for employment. Every year we encourage that submissions be targeted towards Industry Driven Skill Development, which is an industry that is significant and local to your community.

An example is the partnership established between TRICORP, Prince Rupert Port Authority (PRPA), Ridley Terminals, Inc., SAAM Smit Marine and Northwest Community College (NWCC) to deliver a training initiative targeted to meet the demands of the local marine industry. The program curriculum was made up of 16 high end courses of operating certification and emergency duties related to the marine industry. Of the 12 students, 9 were of Aboriginal ancestry. Overall, the program was a success with 100% completion and achieved certification of all 12 participants. After completion, 6 of the 9 Aboriginal participants accepted employment with the Prince Rupert Port Authority, SAAM Smit Marine, Ridley Terminals, Inc., and North Co-Corp. respectively.

As we move forward, we are placing a high emphasis on partnerships. Working together in partnership, organizations can deliver better outcomes for the communities they operate in. We believe that the combination of TESTS, community involvement and partnerships will help our Aboriginal people prepare for and find high-demand, long term employment.

Every year an application package is mailed and addressed to each band administrator in April of the fiscal year. Included in the package is:

- TESTS Funding Application
- Schedule B: Project Budget Forecast
- Schedule C: Project Training Plan

We also request that the application be accompanied with a Band Council Resolution that assures that the training initiative is meeting the community needs.

The next phase is review of the overall application, where we ensure that the training initiative is meeting the mandate of TESTS within a reasonable budget.

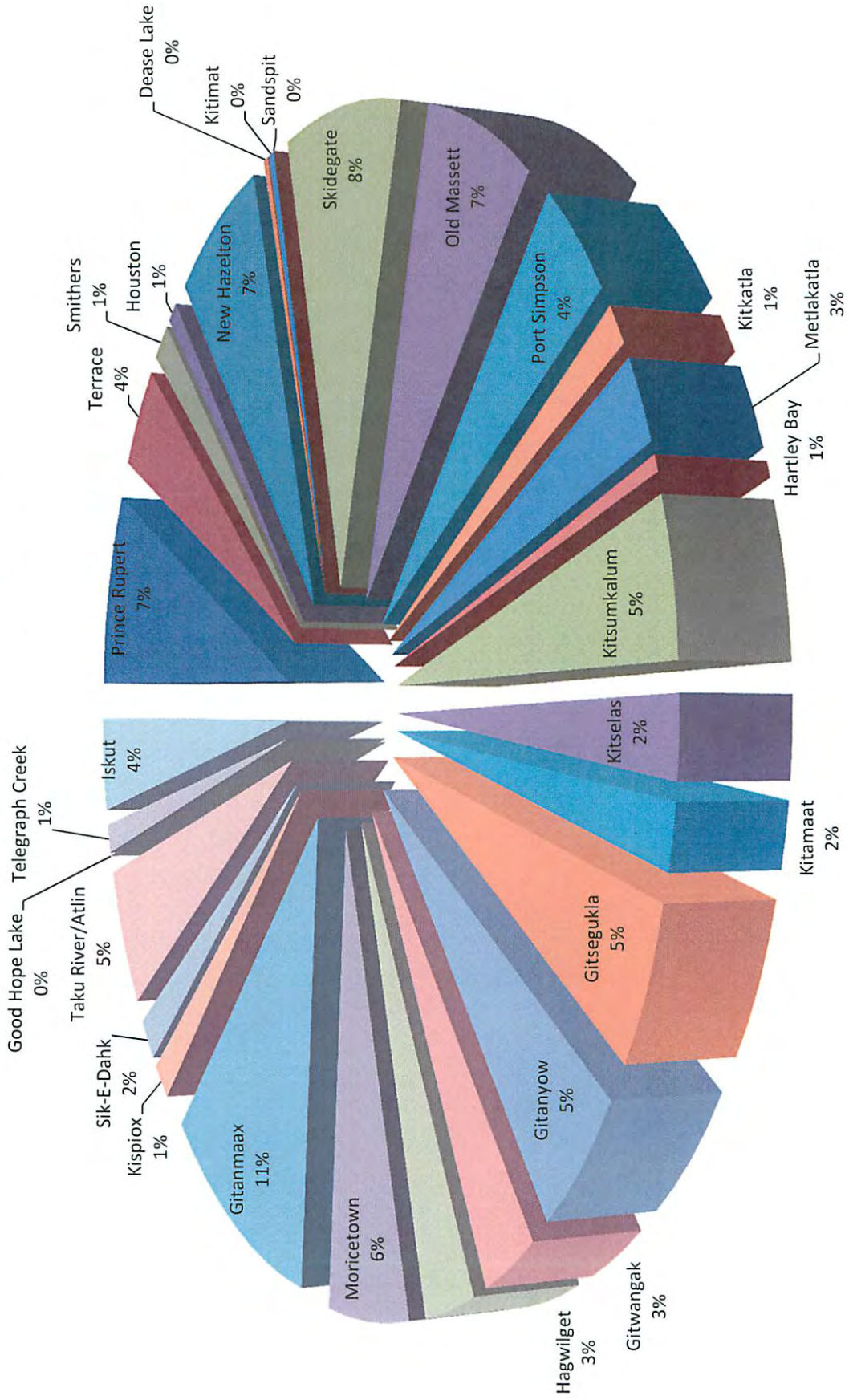
When we are in receipt of an application, some of the items that we look for in a proposal are:

- What industry the training initiative is targeting?
  - o Is it feasible for the location of the community?

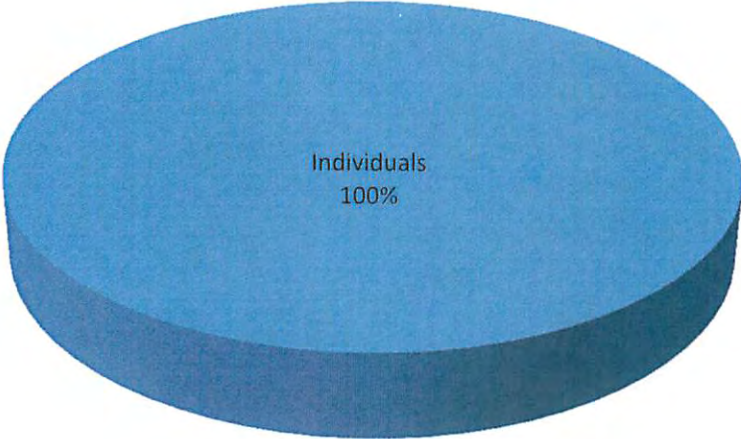
- What partnerships have been established? If any?
  - o What type of contributions are being made? And by who?
  - o Please note: identifying your partner(s) and their contributions does not affect the approval/non-approval decision made by TESTS. It is strictly to ensure that the overall project being proposed will be feasible.
- What type of employment has been identified?
- Is it potential or secured employment?
- How many jobs/positions are available?
- Does the training initiative meet the scope of employment?
- Are the courses certified?
- Is the institution accredited to deliver the training?
- Is the budget feasible?

As an ASETS agreement holder, we are accountable to ensure that the training initiatives are meeting the mandate of the overall program.

# Expenditures by Community



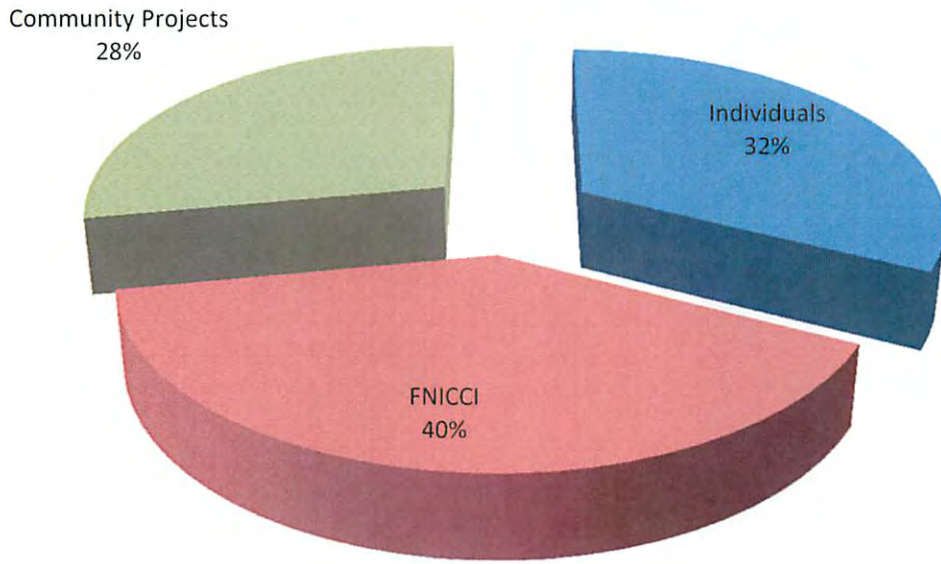
# Dease Lake



Individuals \$7,121.38

Total \$7,121.38

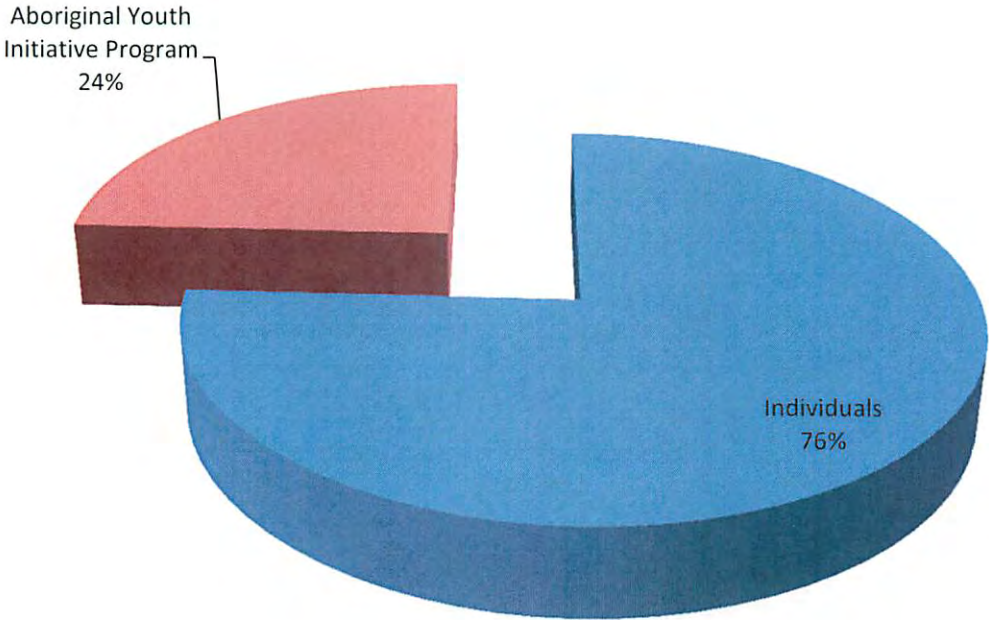
# New Hazelton



Individuals	\$44,860.00
FNICCI	\$54,821.16
Community Projects	\$38,810.00
Total	\$138,491.16



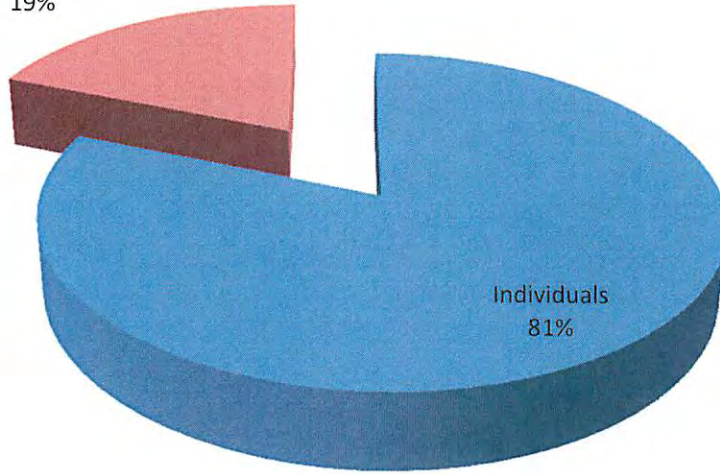
# Houston



Individuals	\$12,699.65
Aboriginal Youth Initiative Program	\$4,082.63
Total	\$16,782.28

# Smithers

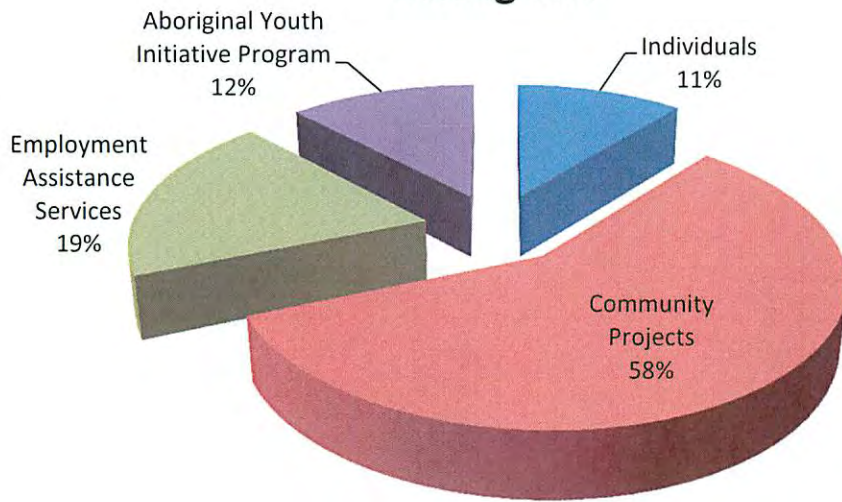
Aboriginal Youth  
Initiative Program  
19%



Individuals  
81%

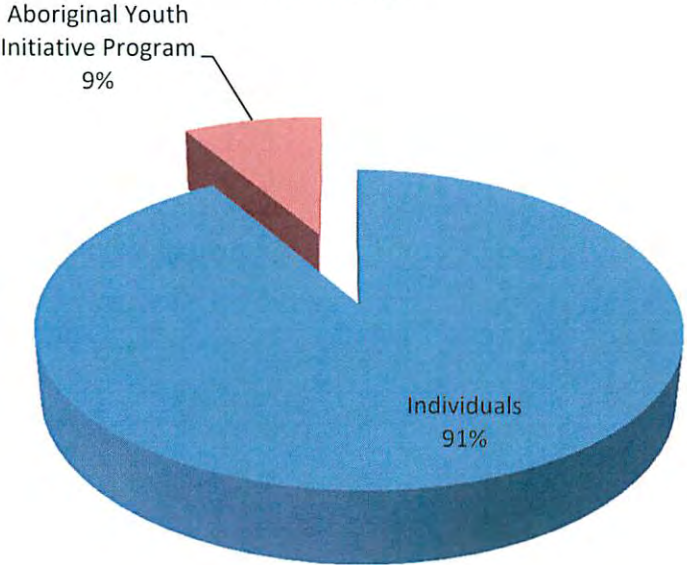
Individuals	\$24,404.27
Aboriginal Youth Initiative Program	\$5,720.00
Total	\$30,124.27

## Gitsegukla



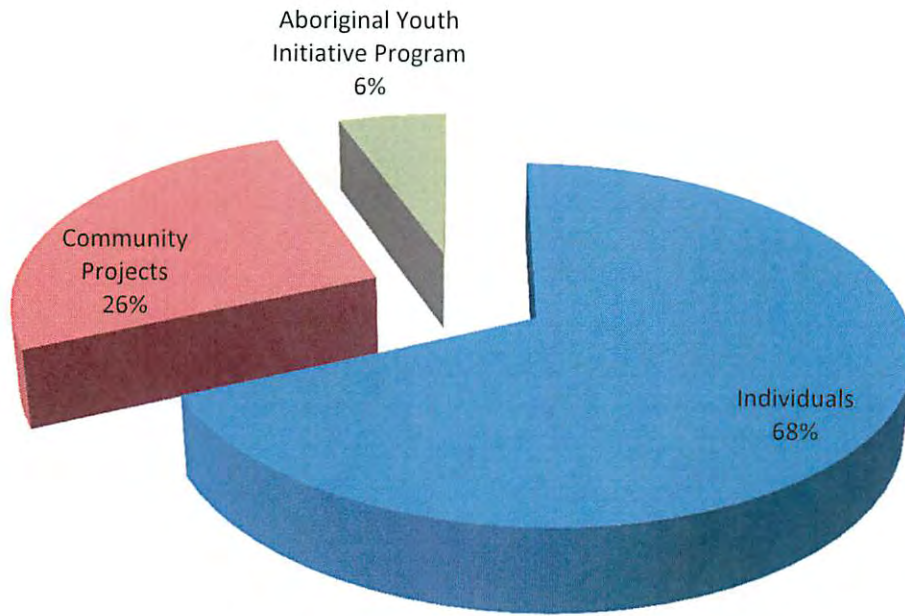
Individuals	\$11,319.29
Community Projects	\$59,766.00
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$12,548.79
Total	\$103,634.08

# Terrace



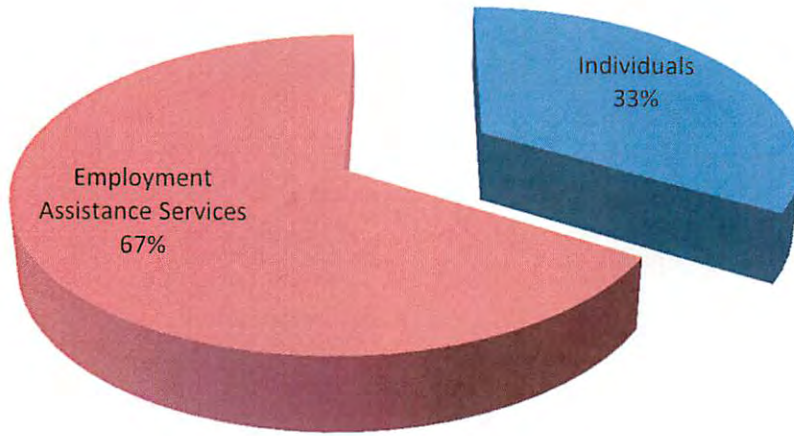
Individuals	\$74,653.66
Aboriginal Youth Initiative Program	\$7,020.49
Total	\$81,674.15

# Prince Rupert



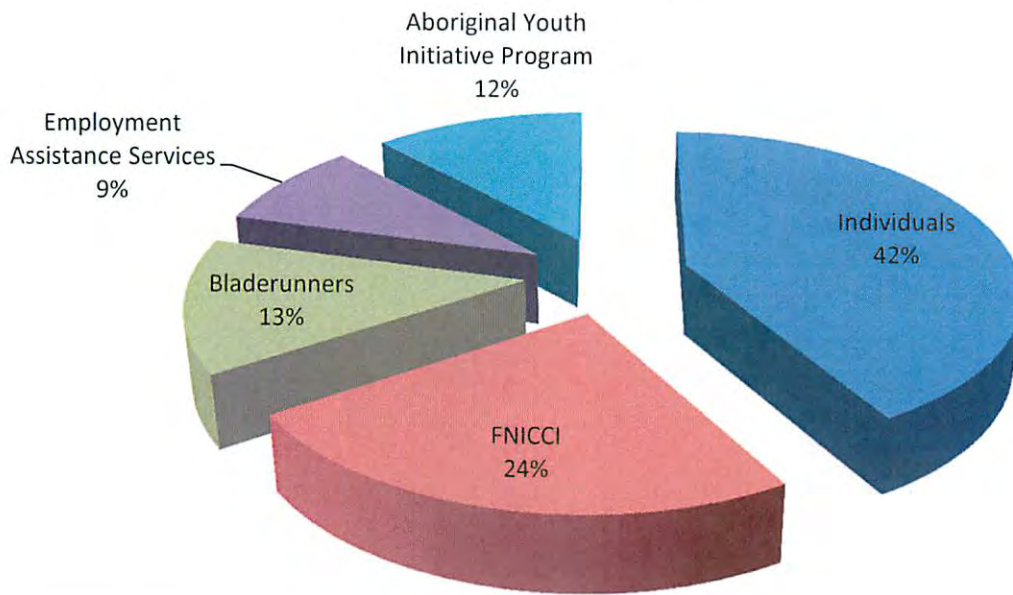
Individuals	\$104,885.35
Community Projects	\$40,244.00
Aboriginal Youth Initiative Program	\$8,715.70
Total	\$153,845.05

# Kispiox



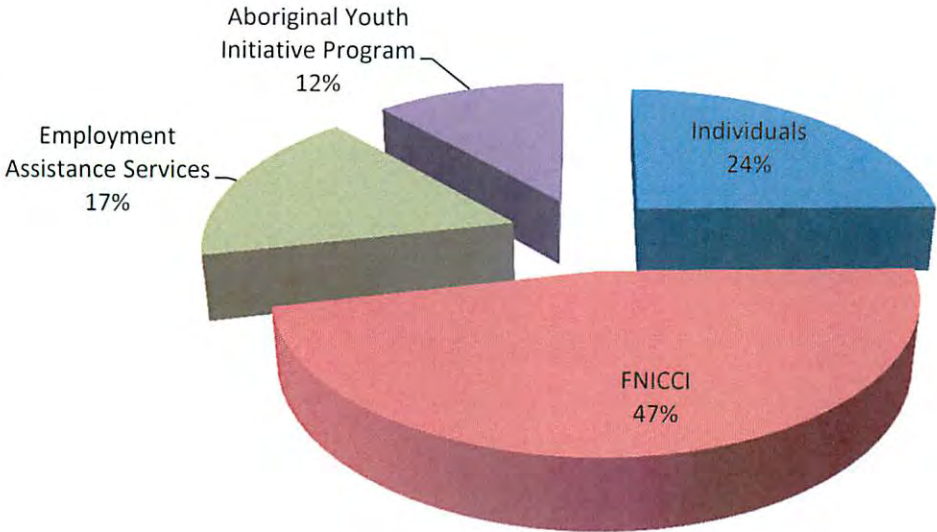
Individuals	\$9,988.05
Employment Assistance Services	\$20,000.00
Total	\$29,988.05

# Gitanmaax



Individuals	\$94,455.55
FNICCI	\$54,821.16
Bladerunners	\$30,600.00
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$27,440.00
Total	\$227,316.71

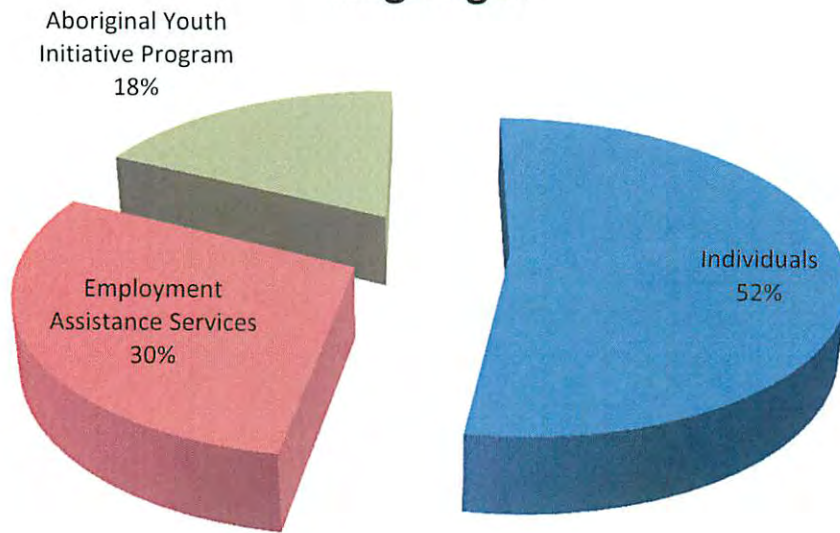
# Moricetown



Individuals	\$28,771.34
FNICCI	\$54,821.16
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$117,312.50



# Hagwilget



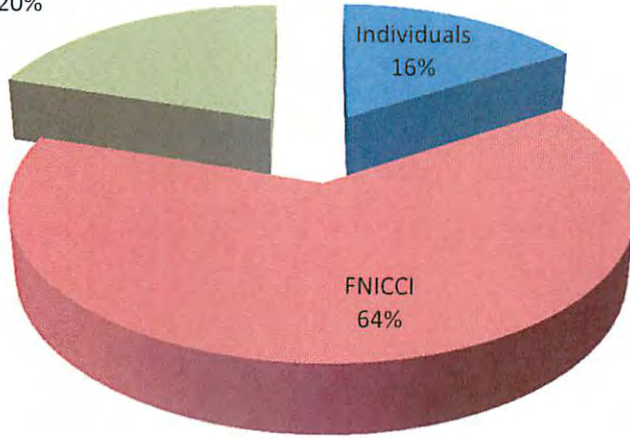
Individuals	\$35,561.65
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$12,214.54
Total	\$67,776.19

# Gitwangak

Aboriginal Youth  
Initiative Program  
20%

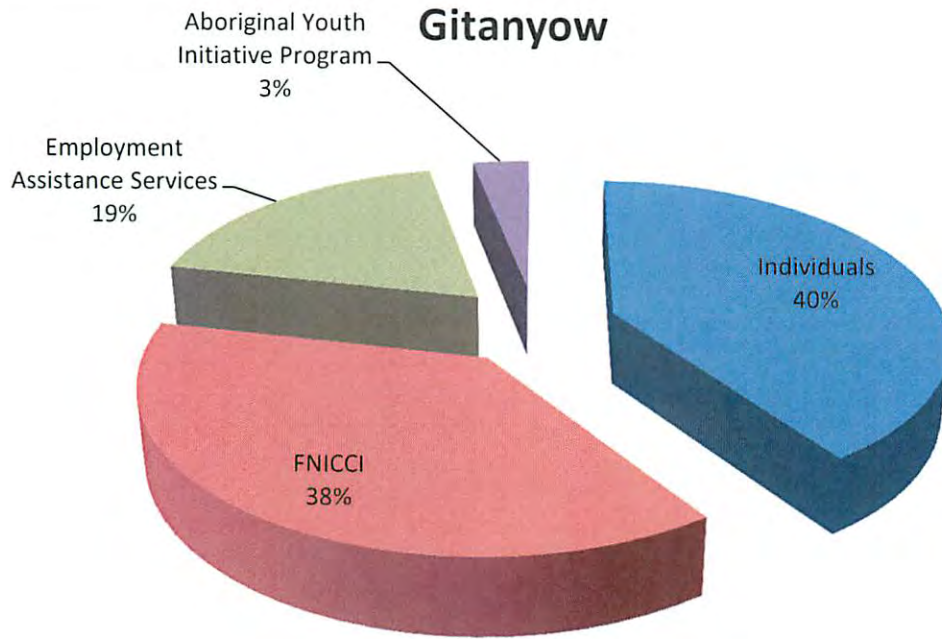
Individuals  
16%

FNICCI  
64%



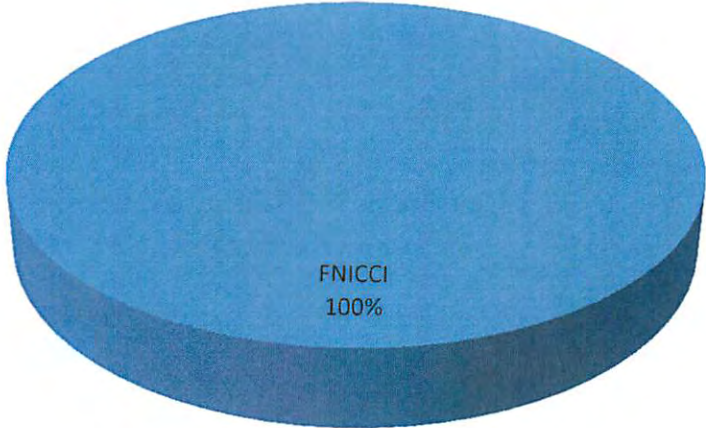
Individuals	\$10,824.75
FNICCI	\$43,856.92
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$68,401.67

# Gitanyow



Individuals	\$43,544.77
FNICCI	\$41,115.88
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$3,499.18
<b>Total</b>	<b>\$108,159.83</b>

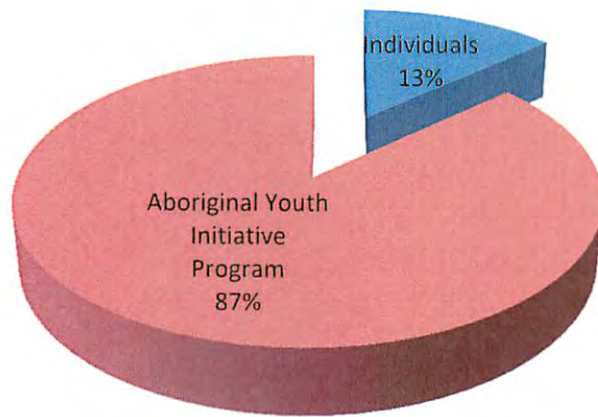
# Kitamaat



FNICCI \$41,155.88

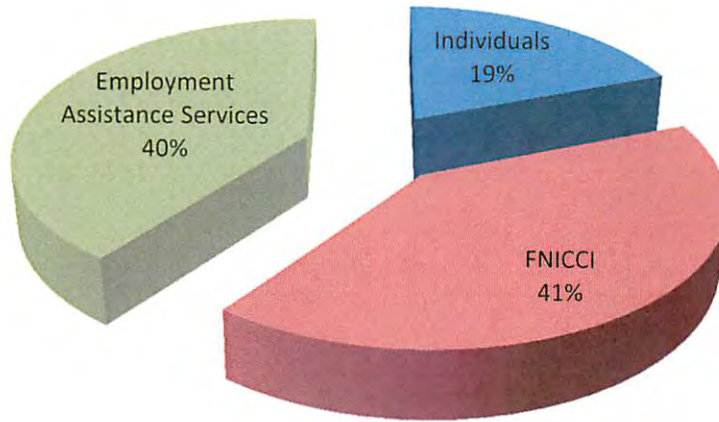
Total \$41,155.88

# Kitimat

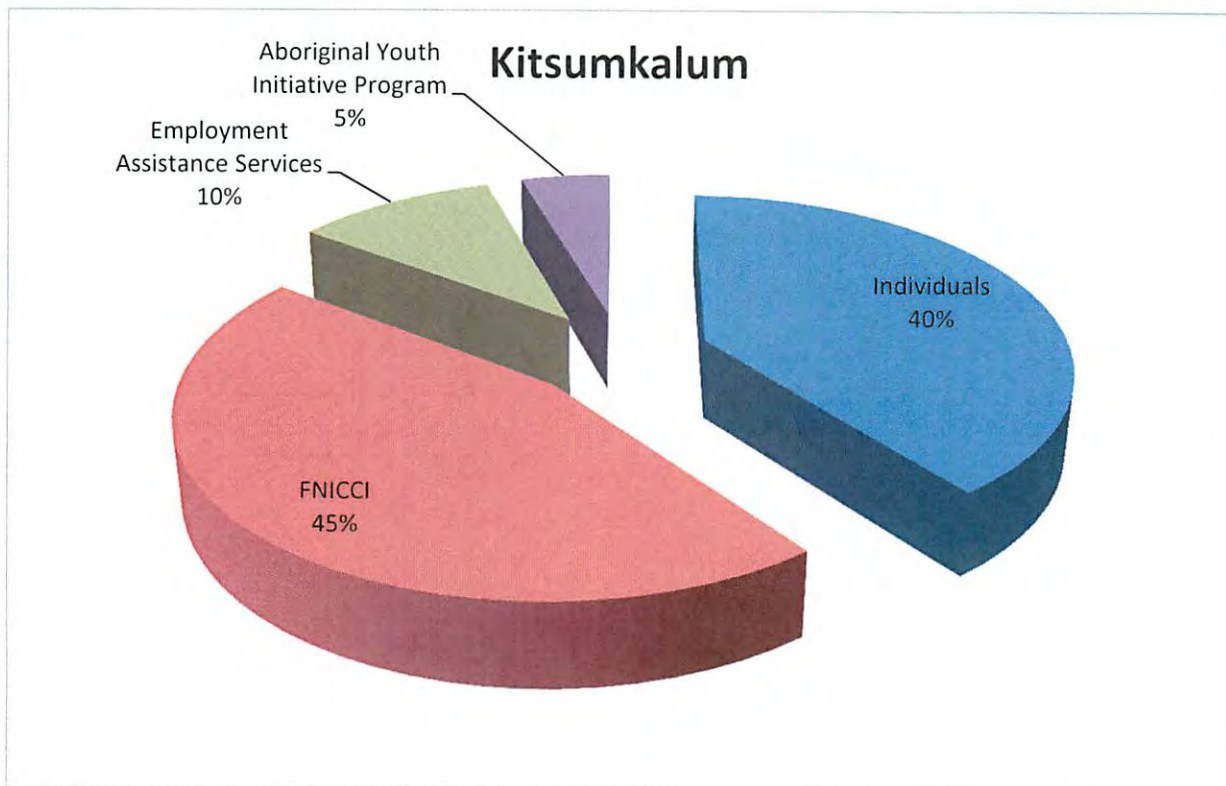


Individuals	\$1,054.87
Aboriginal Youth Initiative Program	\$6,905.36
Total	\$7,960.23

# Kitselas

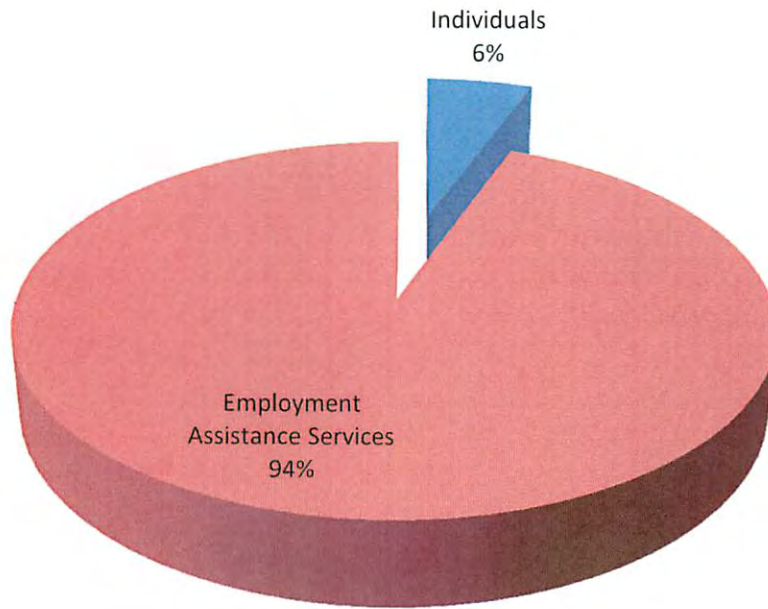


Individuals	\$9,521.01
FNICCI	\$20,557.94
Employment Assistance Services	\$20,000.00
Total	\$50,078.95



Individuals	\$38,076.83
FNICCI	\$43,856.92
Employment Assistance Services	\$10,000.00
Aboriginal Youth Initiative Program	\$4,497.78
Total	\$96,431.53

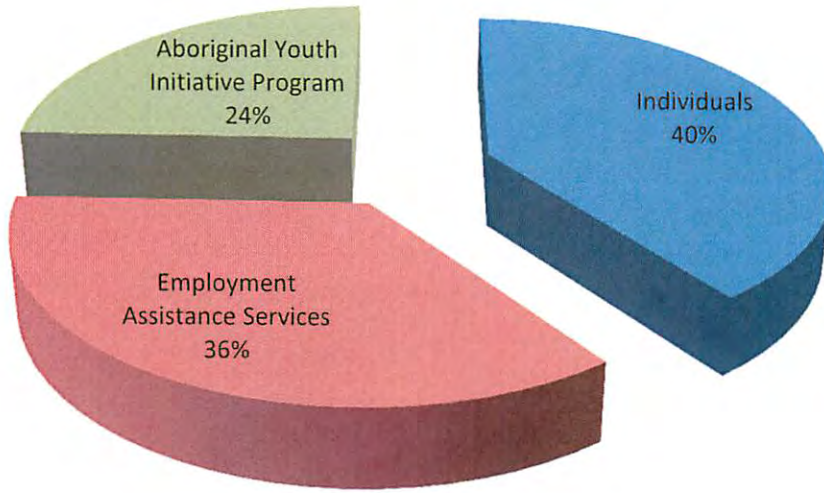
# Hartley Bay



Individuals	\$592.00
Employment Assistance Services	\$10,000.00
Total	\$10,592.00

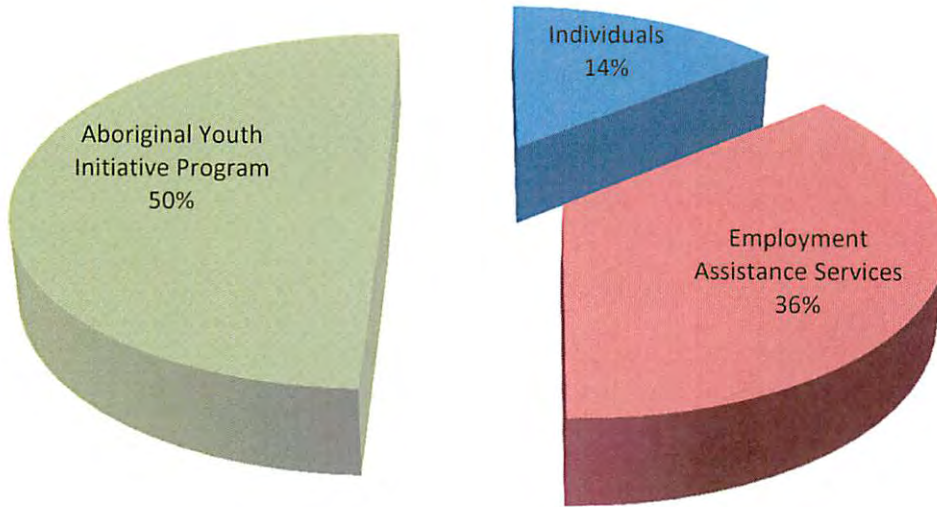


# Metlakatla



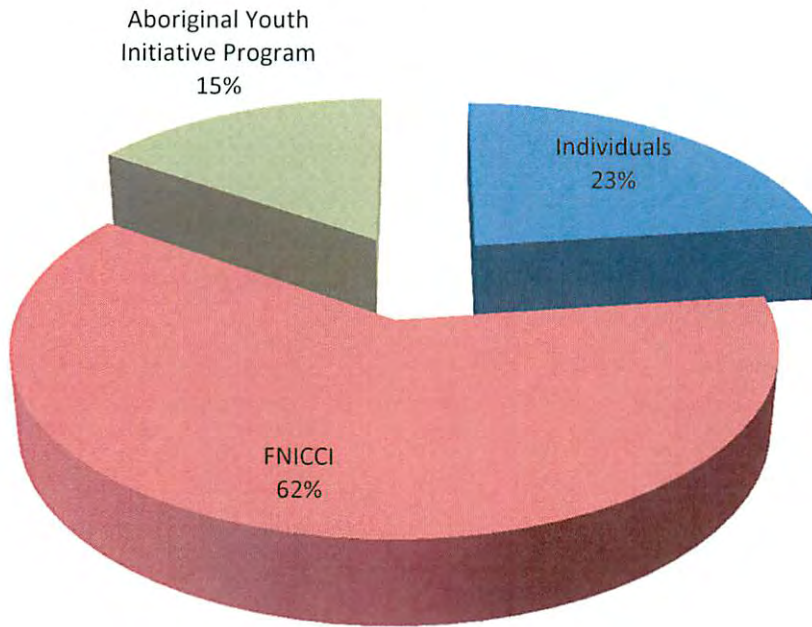
Individuals	\$22,131.16
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$55,851.16

# Kitkatla

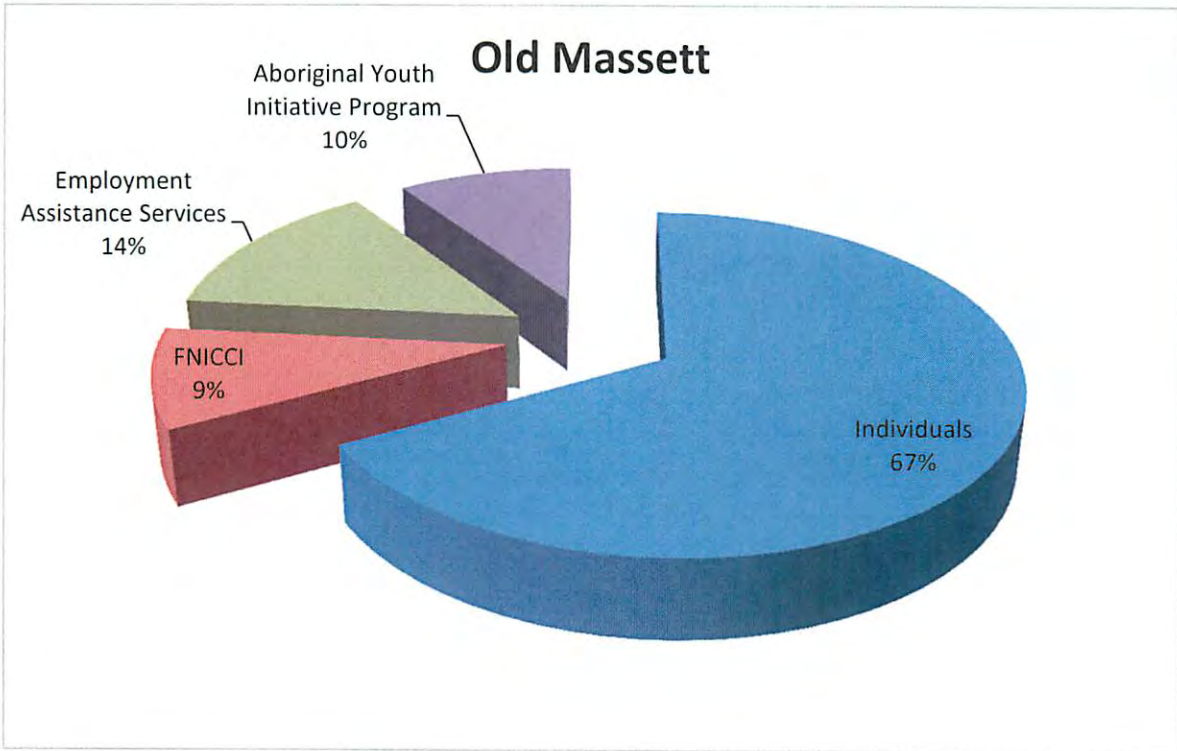


Individuals	\$3,930.00
Employment Assistance Services	\$10,000.00
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$27,650.00

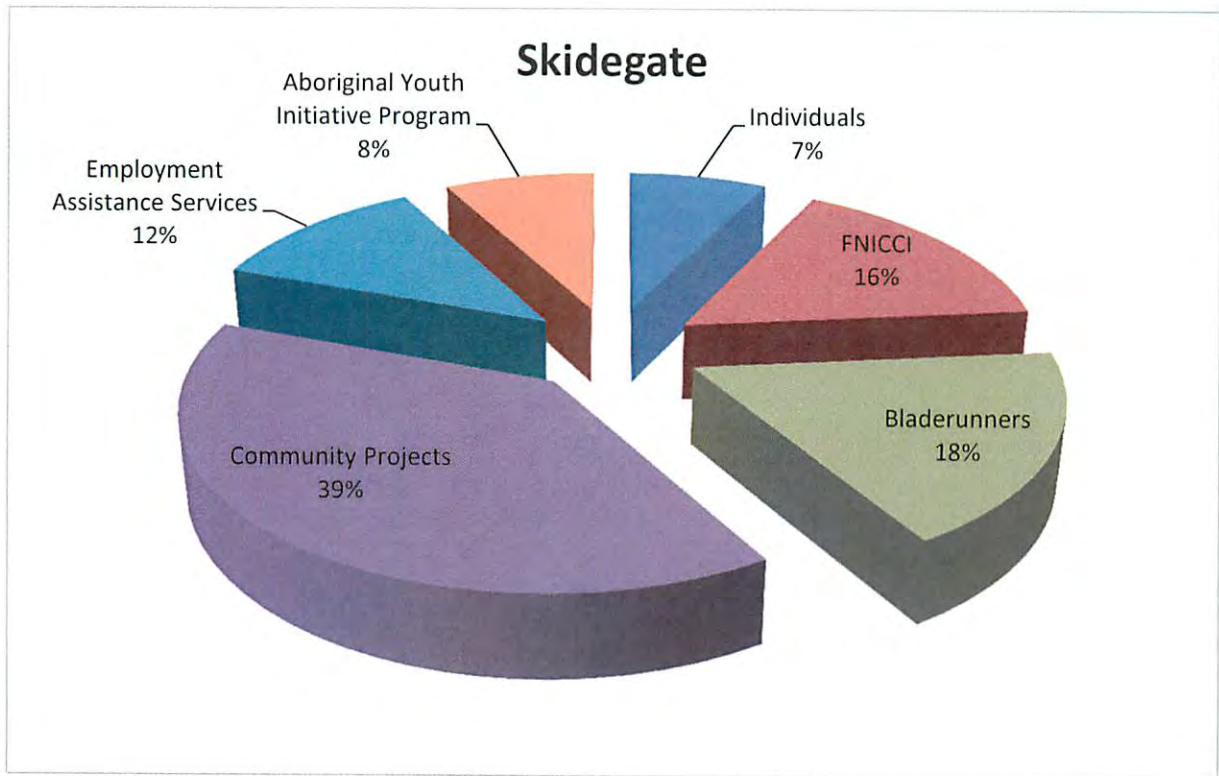
## Port Simpson



Individuals	\$20,230.60
FNICCI	\$54,821.16
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$88,771.76

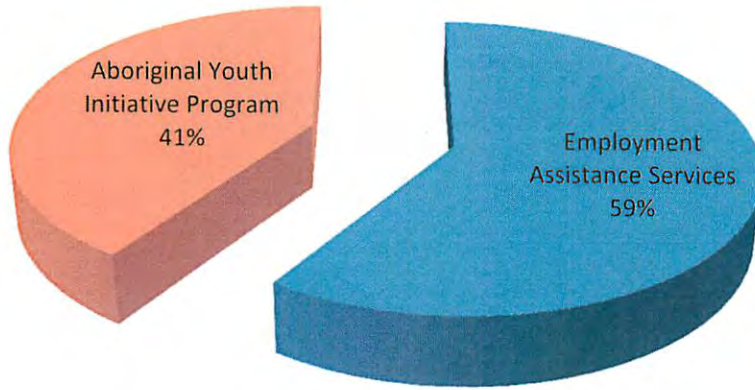


Individuals	\$96,155.21
FNICCI	\$13,705.30
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$143,580.51



Individuals	\$12,611.50
FNICCI	\$27,410.58
Bladerunners	\$30,600.00
Community Projects	\$66,850.00
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$171,192.08

## Sik-E-Dakh



### Individuals

FNICCI

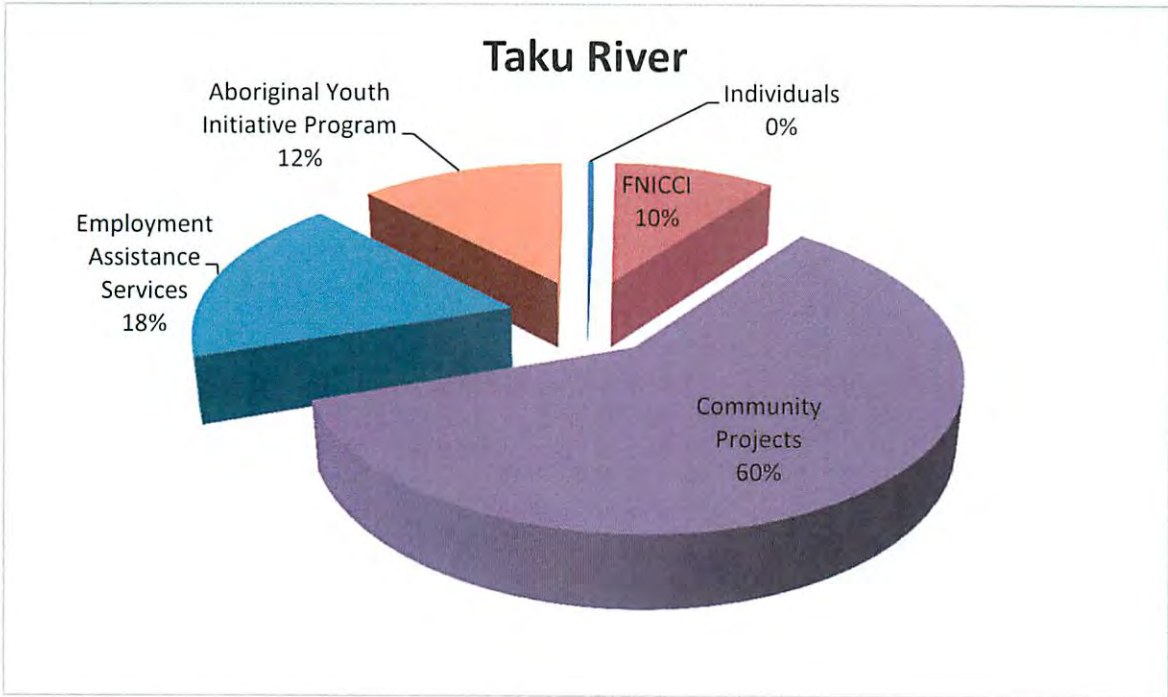
Bladerunners

Community Projects

Employment Assistance Services      \$20,000.00

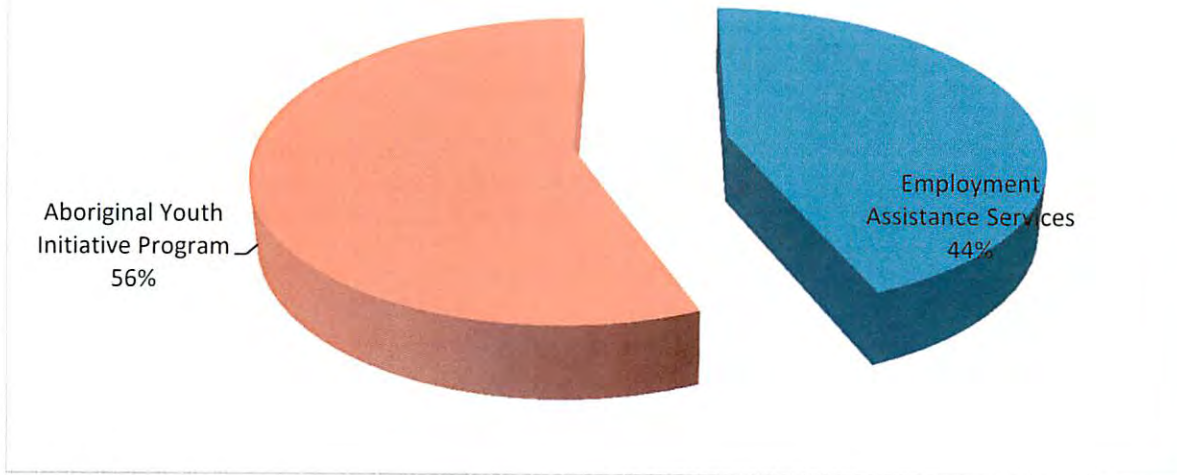
Aboriginal Youth Initiative Program      \$13,720.00

Total      \$33,720.00



Individuals	\$423.99
FNICCI	\$10,964.23
Bladerunners	
Community Projects	\$66,047.84
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$13,720.00
Total	\$111,156.06

## Telegraph Creek



Individuals

FNICCI

Bladerunners

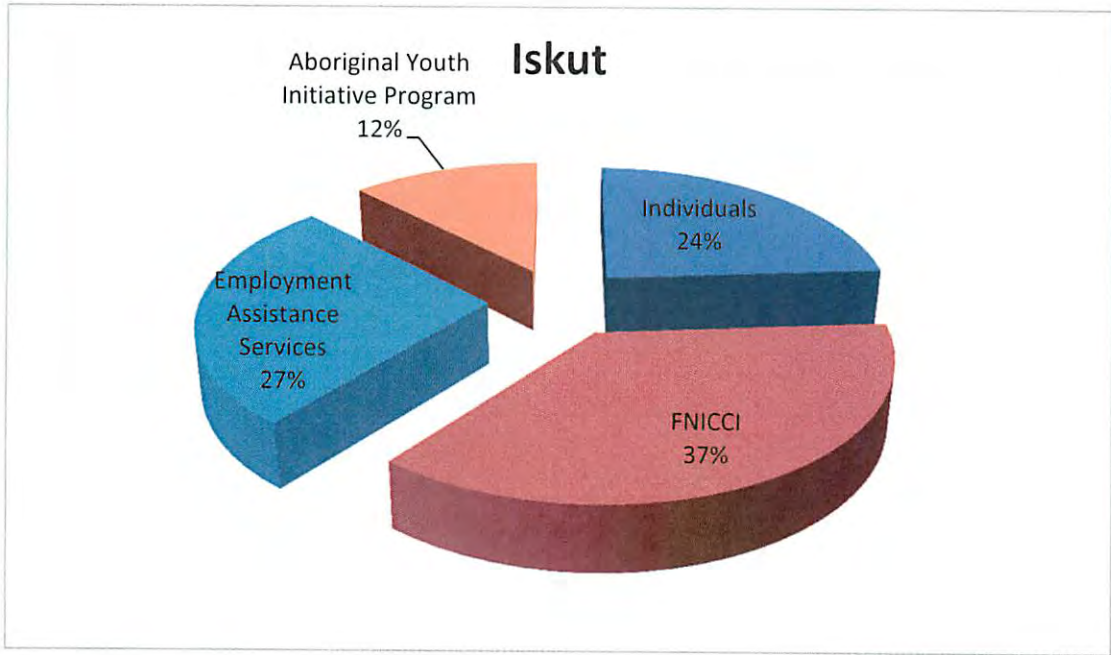
Community Projects

Employment Assistance Services      \$10,000.00

Aboriginal Youth Initiative Program      \$12,857.60

Total      \$22,857.60





Individuals	\$17,654.60
FNICCI	\$27,410.58
Bladerunners	
Community Projects	
Employment Assistance Services	\$20,000.00
Aboriginal Youth Initiative Program	\$9,260.06
<b>Total</b>	<b>\$74,325.24</b>

Historical  
2012 - 2015



## **2012 – 2015 Community Projects**

When TRICORP signed their contract to be the designated agreement holder for Aboriginal Skills, Employment and Training Strategy (ASETS) in 2012, it was our goal to ensure fairness and equality for all Aboriginal people to apply for program funding. We designed the core programs to be delivered on an individual basis, allowing applicants to access funding to participate in training initiatives when they were ready rather than attempting to host in-house or group sessions.

TRICORP Employment, Skills & Training Services (TESTS) went a step further to introduce specialized programs like; the Northwest Aboriginal Canadian Entrepreneur (NW-ACE) program in January 2013, The Northwest Canadian Aboriginal Management Program (NW-CAMP) in March 2013, the Employment Assistance Services (EAS) Coordinator subsidy in October 2013, and the Northwest Empowering Aboriginal Generation of Leaders & Entrepreneurs (NW-EAGLE) program in March 2015.

In the charts that follow, you will see a complete breakdown of program funds that have been accessed by each community, as well as individuals from the community. This does not include the specialized programming listed above, except for . There are line items that are not applicable to all communities, like the First Nations & Inuit Child Care Initiative (FNICCI), which is a program that was established prior to the implementation of ASETS and is grandfathered to the agreement holders to maintain.

Our community programs, Community Projects; Employment Assistance Services Subsidy; and Aboriginal Youth Initiative; are all available through our application process. The communities are provided with the opportunity to apply through a proposal call every year and include the criteria that fall within our mandate. They are:

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

TESTS recognized very early on that establishing partnerships with training institutes, industry and local businesses would be significant in moving forward as an ASETS agreement holder for the Northwest region. As we have progressed, we have seen numerous funders offering similar services, allowing us to utilize our programs to focus on individuals securing employment and pursuing entrepreneurial based training. By partnering with industry and supplementary funders, TESTS is able to reach even more Aboriginal people in meeting their education and career goals.

2012 – 2015

<b>Program</b>	<b>3 Years Apr 2012 – Mar 2015</b>	<b>Extension April 2015 to March 2017</b>
Consolidated Revenue Fund (CRF)	\$10,988,165	\$3,155,389
Employment Insurance (EI)	\$5,131,851	\$1,504,665
FNICCI (Childcare)	\$3,207,274	\$931,764
	<b>\$19,327,290</b>	<b>\$5,591,818</b>

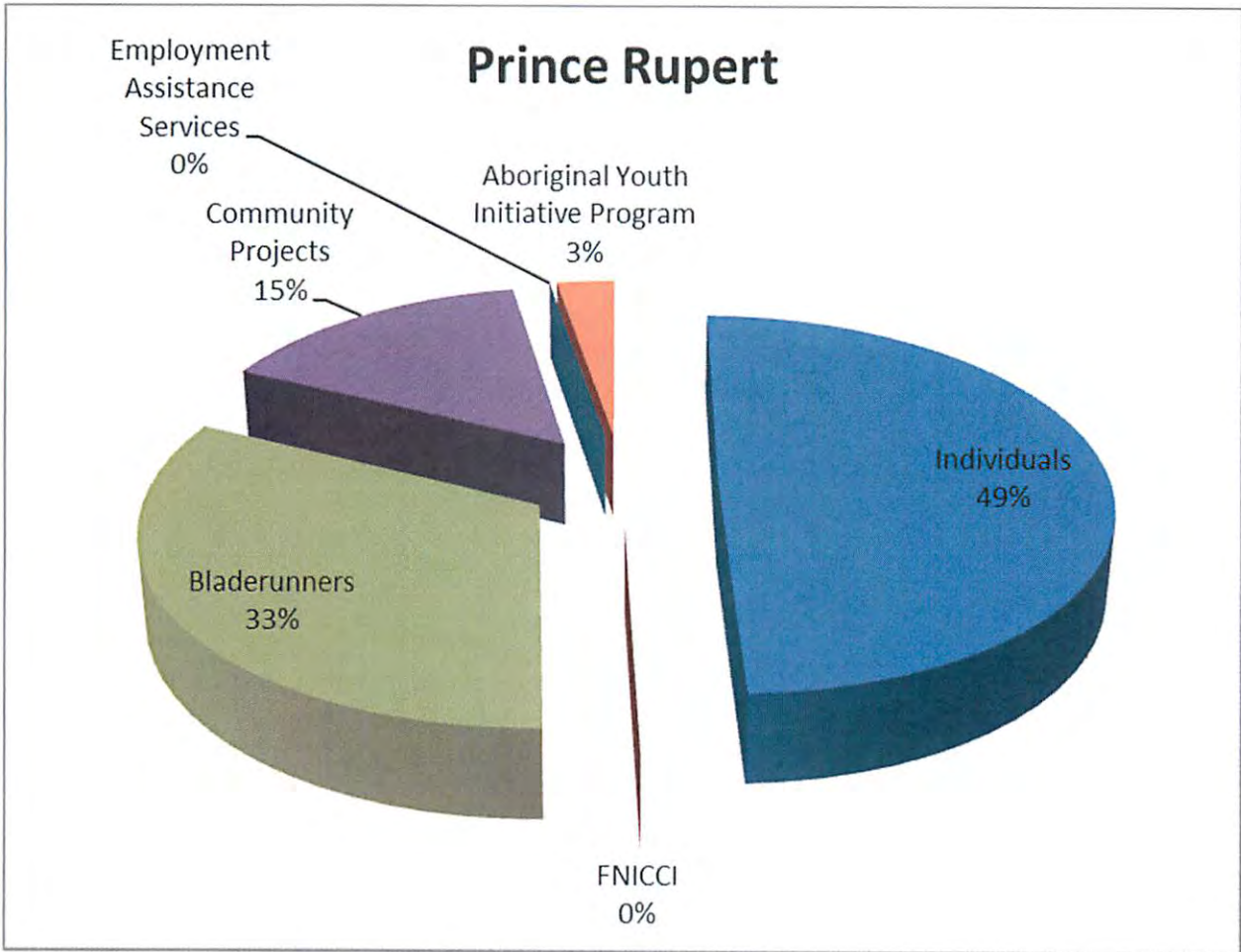
Funding disbursed from April 1, 2014 to March 31, 2015:

<b>CRF</b>	<b>EI</b>	<b>CHILDCARE</b>	<b>TOTAL</b>
\$3,303,241	\$1,616,775	\$931,764	\$5,851,780

CRF = Consolidated Revenue Fund EI = Employment Insurance

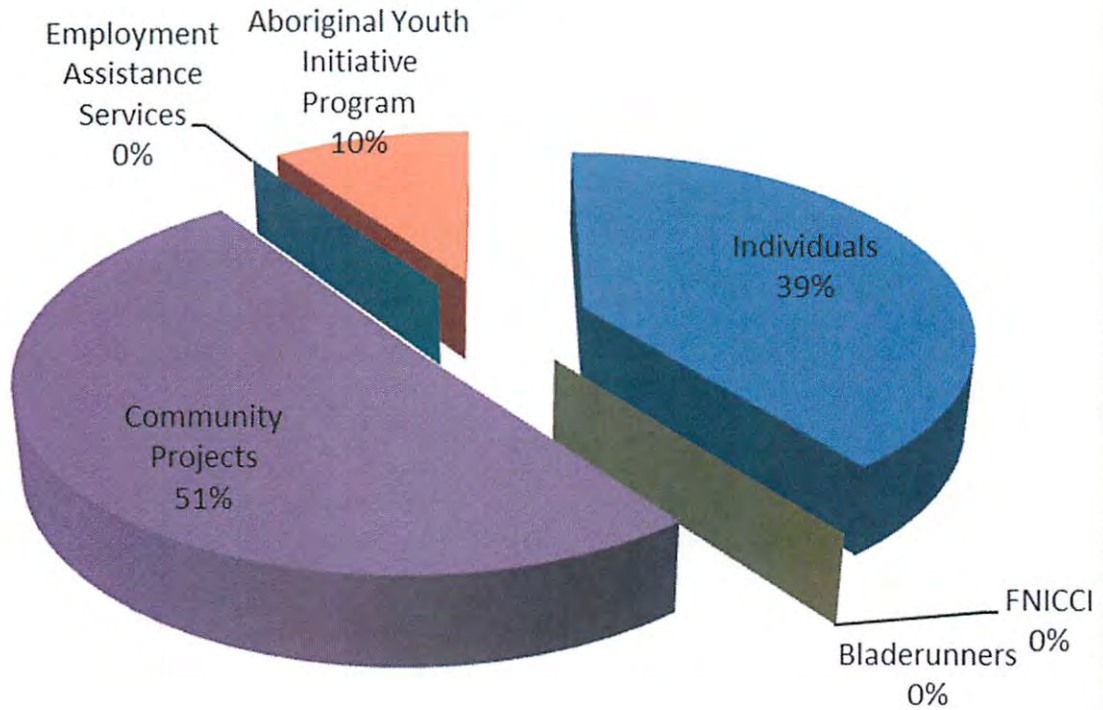
<b>Program</b>	<b>Amount</b>
Community Projects	\$1,153,120.00
Employment Service Workers (Community)	625,954.00
Aboriginal Youth Initiative & Program Rollup	243,246.00
Northwest ACE Program	358,861.00
Canadian Aboriginal Management Program	49,596.00
Trades & Apprenticeships	496,652.00
Short Term & Long Term Courses	558,230.00
Targeted Wage Subsidy	39,165.00
Mobility	46,996.00
Work Gear	39,712.00
Core Program Services	626,027.00
Partnership Development	34,275.00
Daycare Centers (13)	872,022.00
Administration	707,924.00
<b>Total</b>	<b>\$5,851,780.00</b>





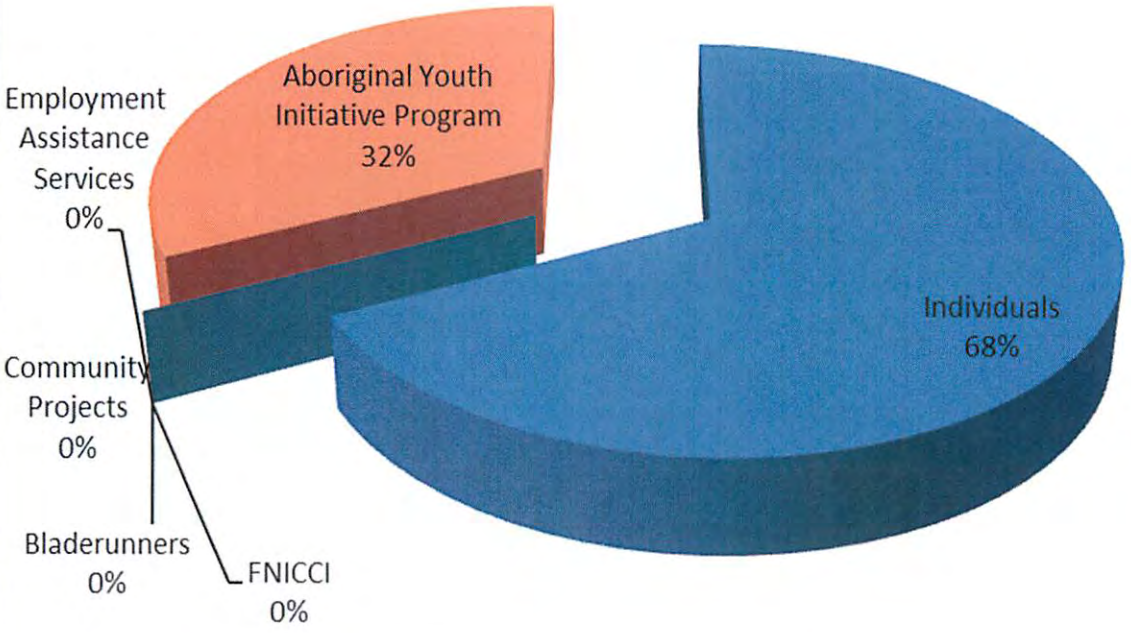
Individuals	\$138,621.52
FNICCI	\$0.00
BladeRunners	\$91,343.00
Community Projects	\$42,539.48
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$7,856.99
Total	\$280,360.99

# Terrace



Individuals	\$130,900.78
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$168,506.30
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$32,405.04
<b>Total</b>	<b>\$331,812.12</b>

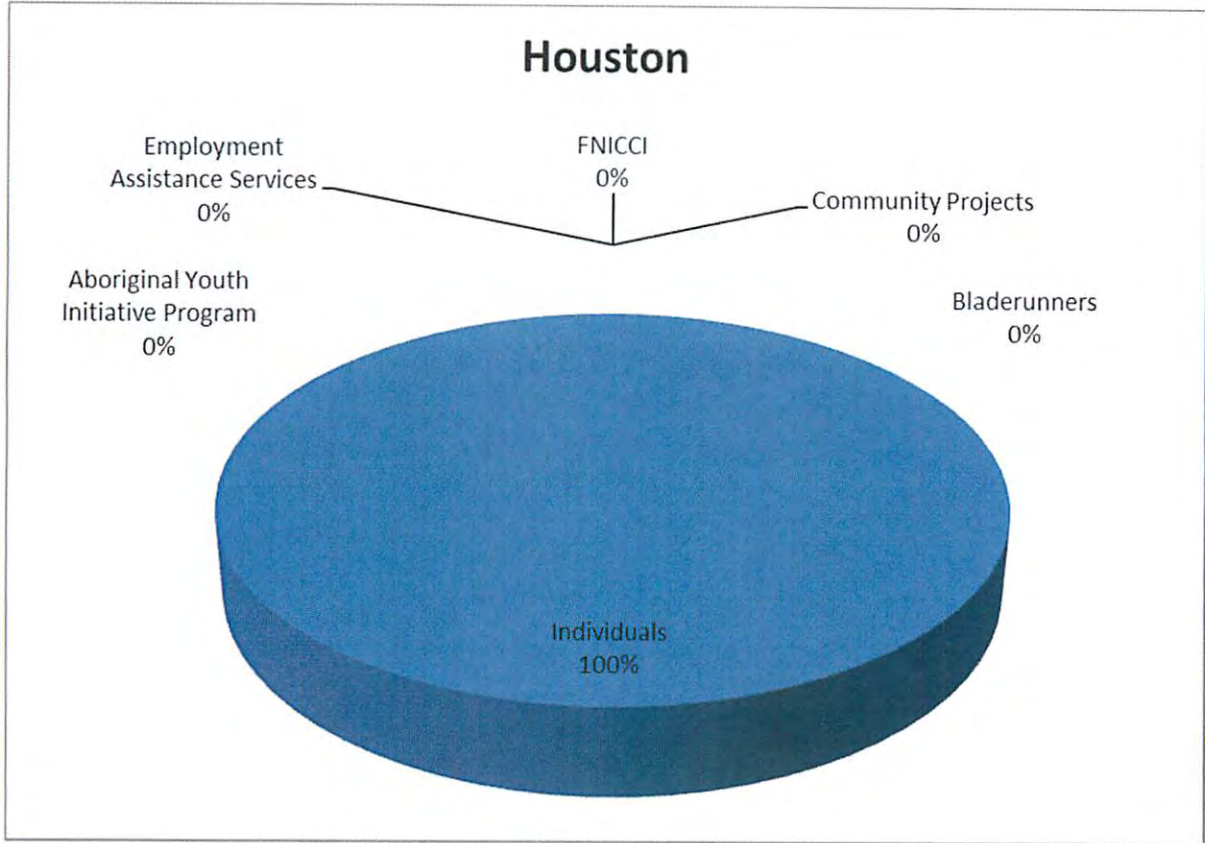
# Smithers



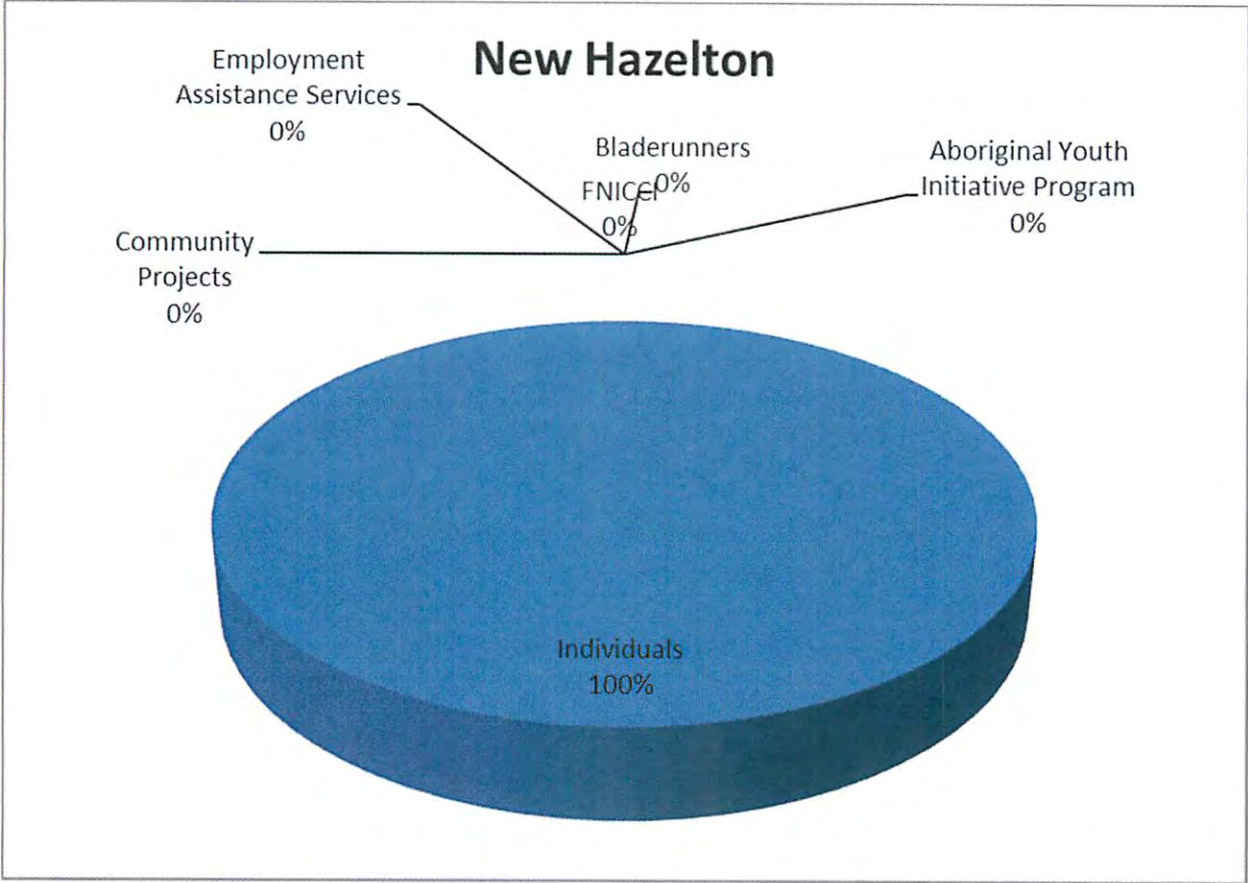
Individuals	\$30,115.08
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$14,494.73
Total	\$44,609.81



# Houston

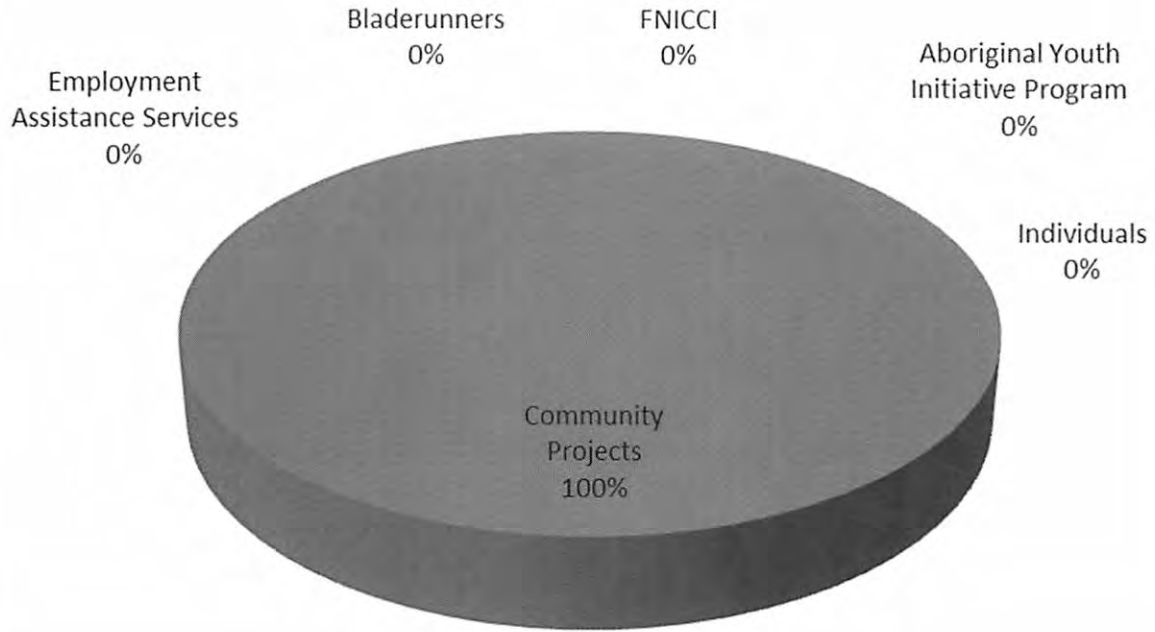


Individuals	\$36,203.13
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$0.00
Total	\$36,203.13



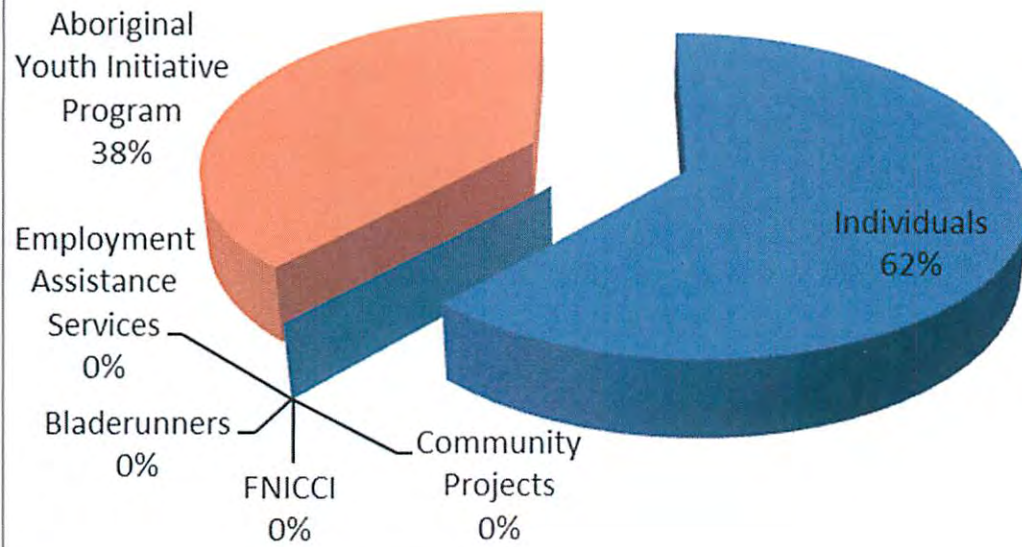
Individuals	\$21,881.30
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$0.00
 Total	 \$21,881.30

# Dease Lake



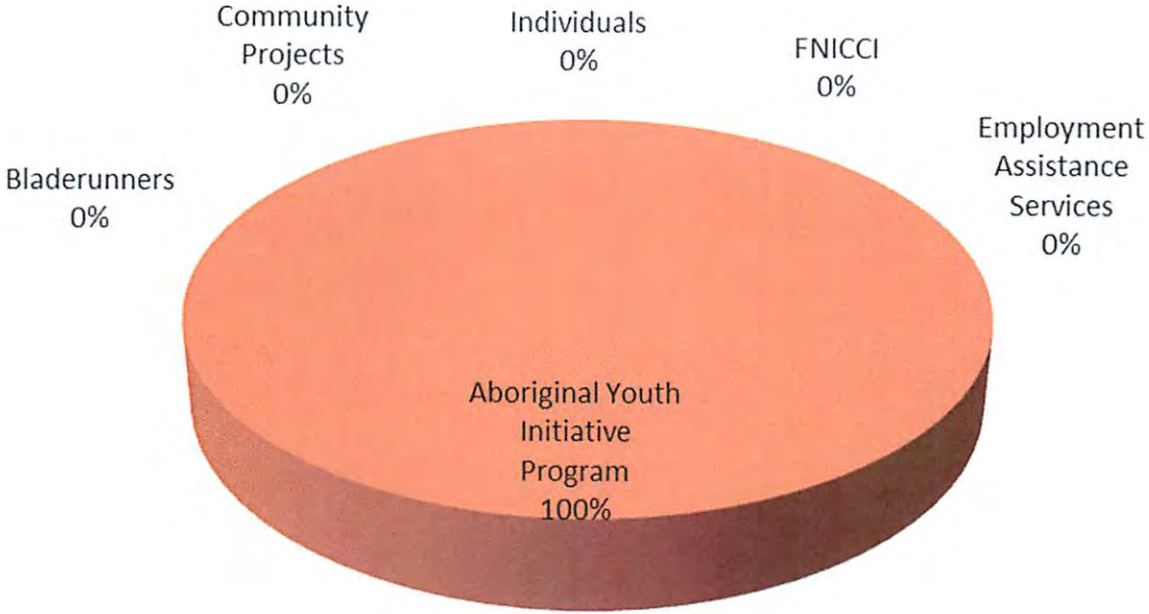
Individuals	\$0.00
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$380,943.93
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$0.00
Total	\$380,943.93

# Kitimat

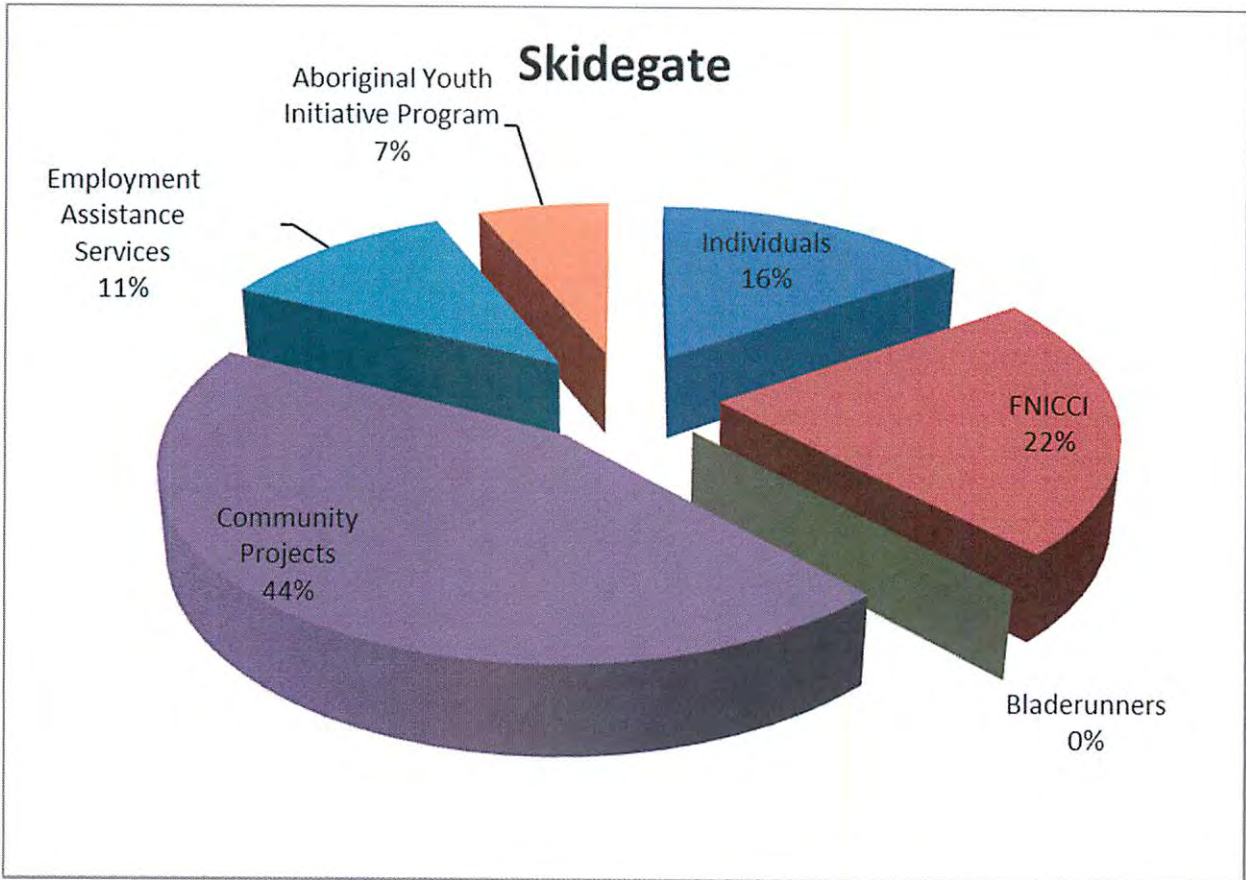


Individuals	\$9,180.40
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$5,688.93
<b>Total</b>	<b>\$14,869.33</b>

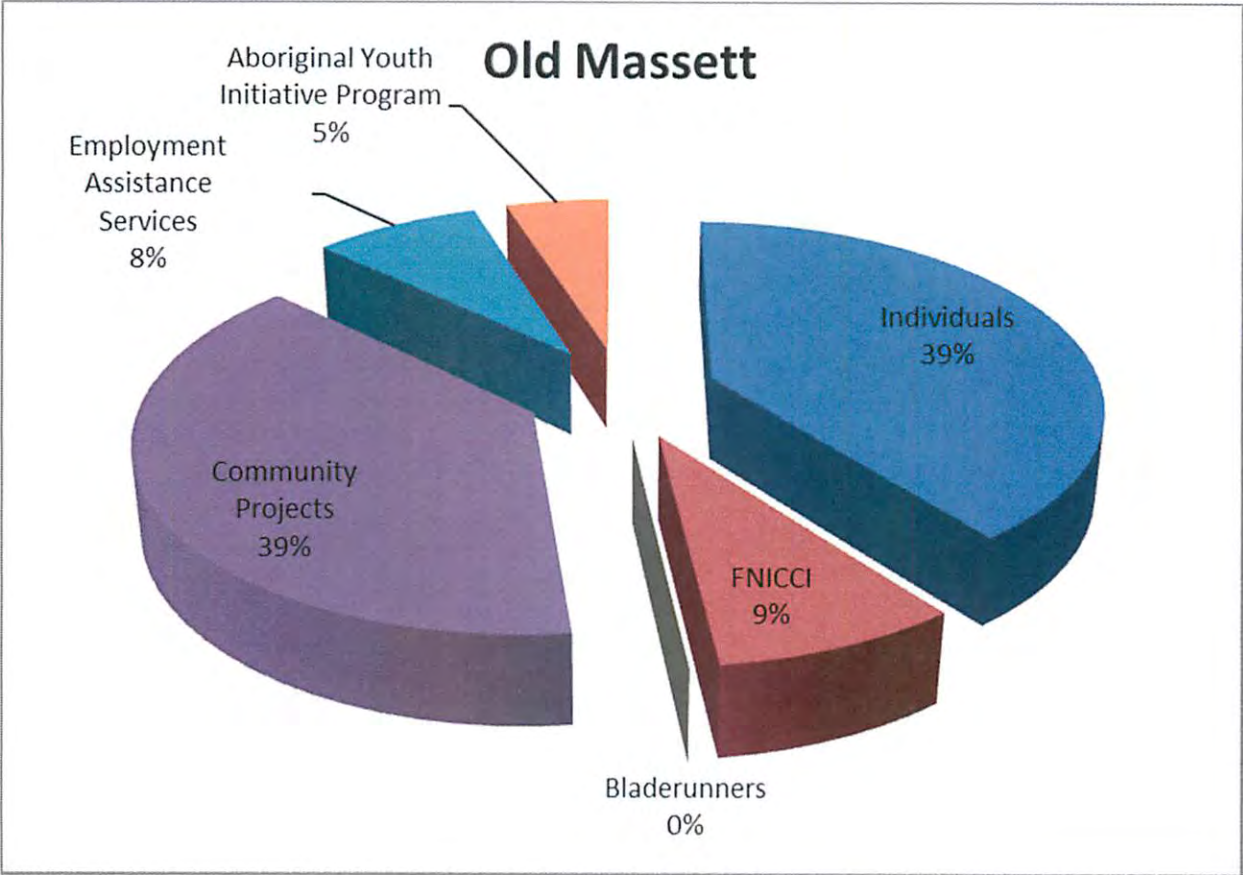
# Sandspit



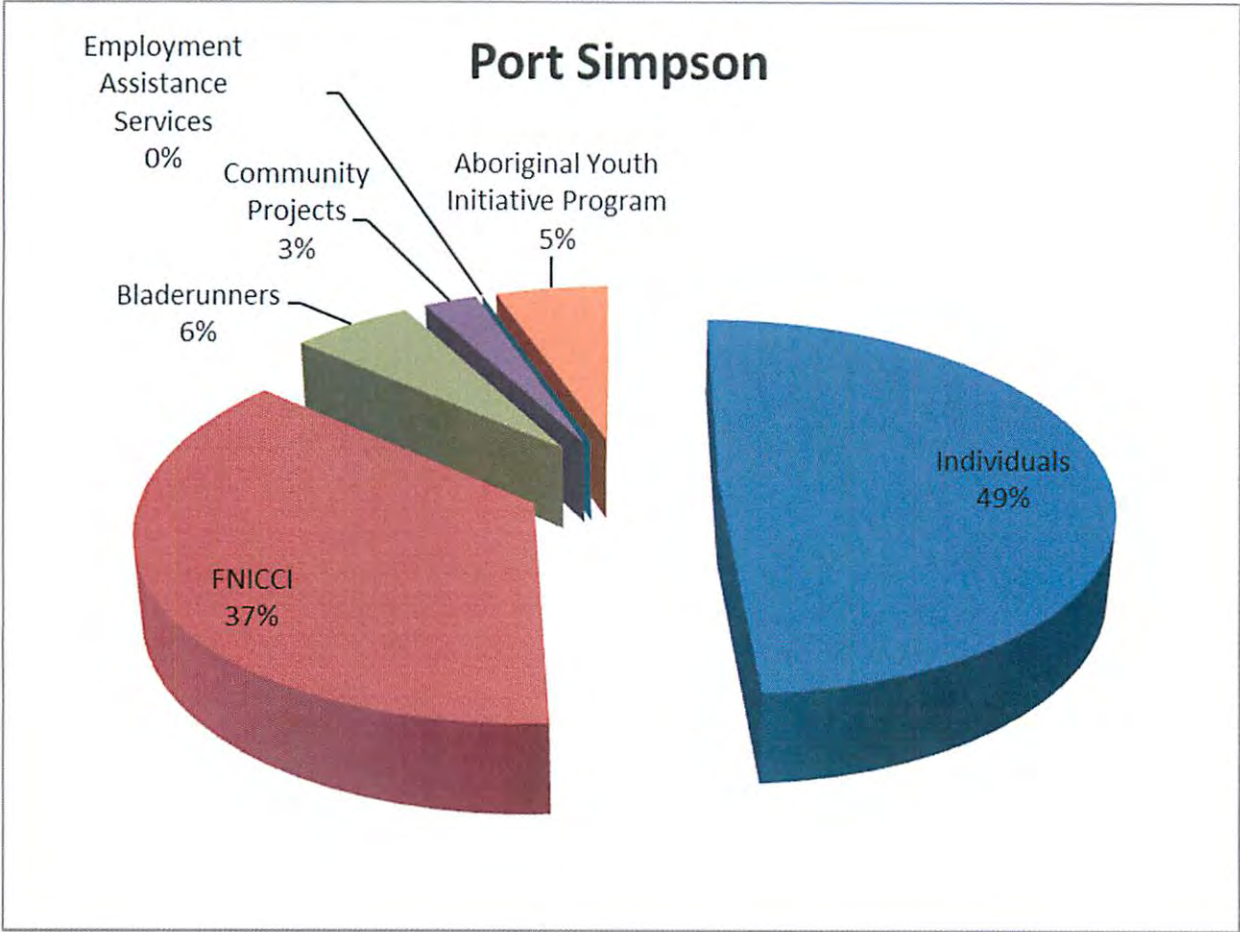
Individuals	\$0.00
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$9,280.26
Total	\$9,280.26



Individuals	\$96,582.98
FNICCI	\$140,024.46
BladeRunners	\$0.00
Community Projects	\$277,583.89
Employment Assistance Services	\$71,020.94
Aboriginal Youth Initiative Program	\$40,024.86
Total	<b>\$625,237.13</b>



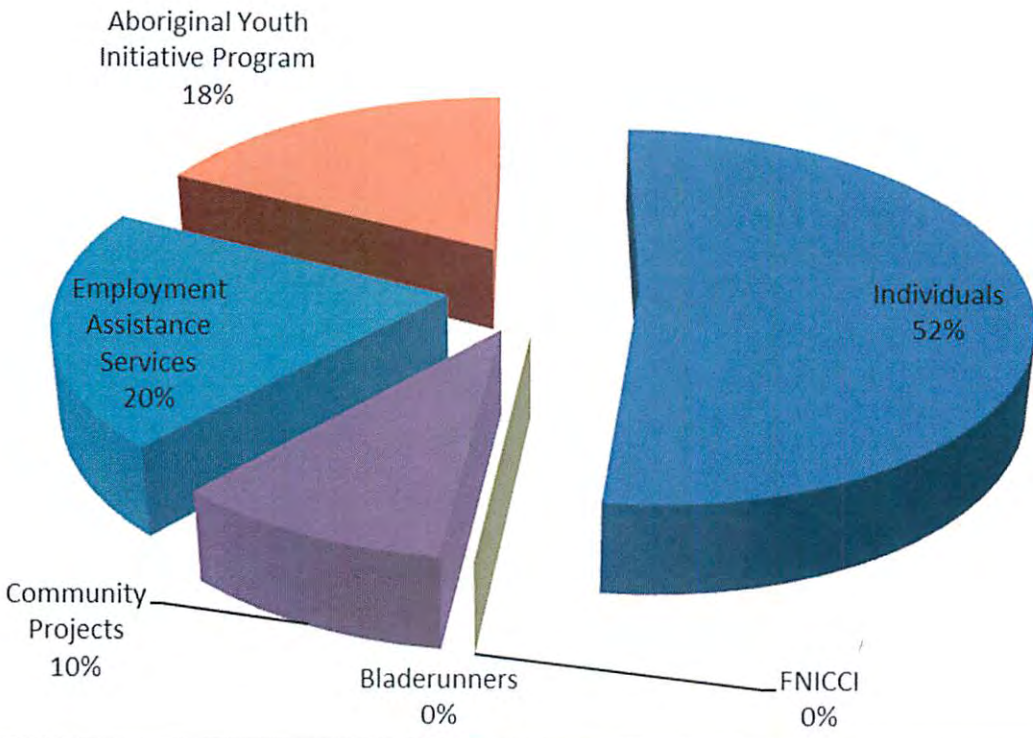
Individuals	\$321,656.22
FNICCI	\$70,039.39
BladeRunners	\$0.00
Community Projects	\$315,262.13
Employment Assistance Services	\$65,699.44
Aboriginal Youth Initiative Program	\$41,160.00
Total	\$813,817.18



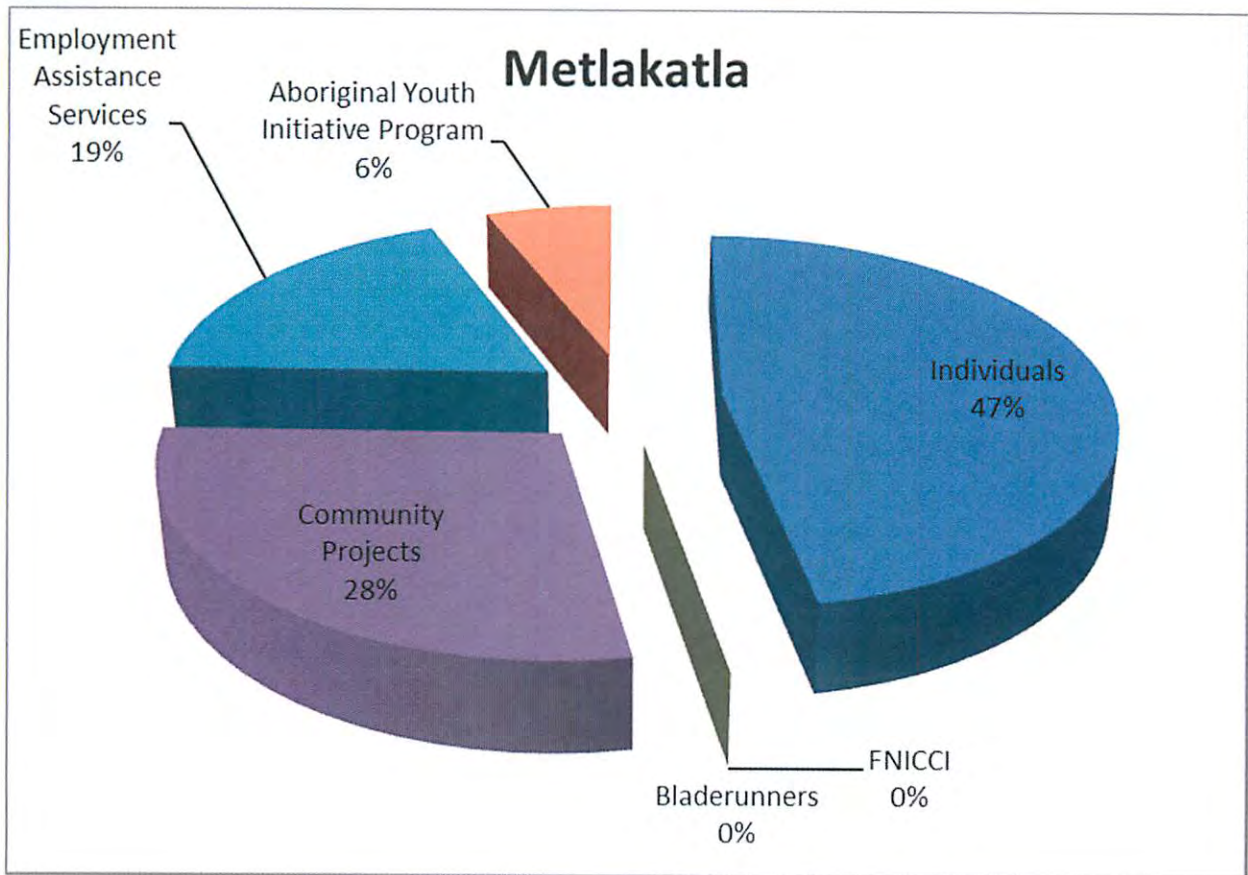
Individuals	\$368,724.17
FNICCI	\$280,156.93
BladeRunners	\$43,572.00
Community Projects	\$19,272.80
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$41,160.00
 Total	 \$752,885.90



# Kitkatla

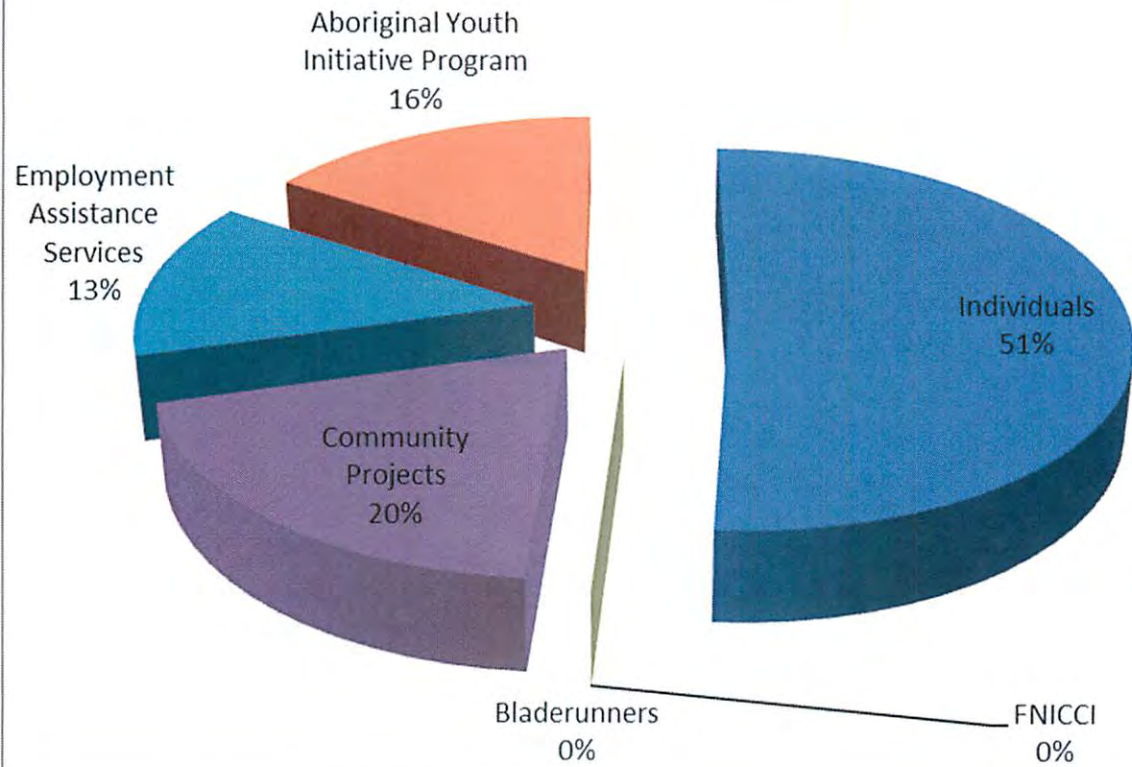


Individuals	\$103,519.83
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$19,716.42
Employment Assistance Services	\$41,000.00
Aboriginal Youth Initiative Program	\$35,421.39
<b>Total</b>	<b>\$199,657.64</b>

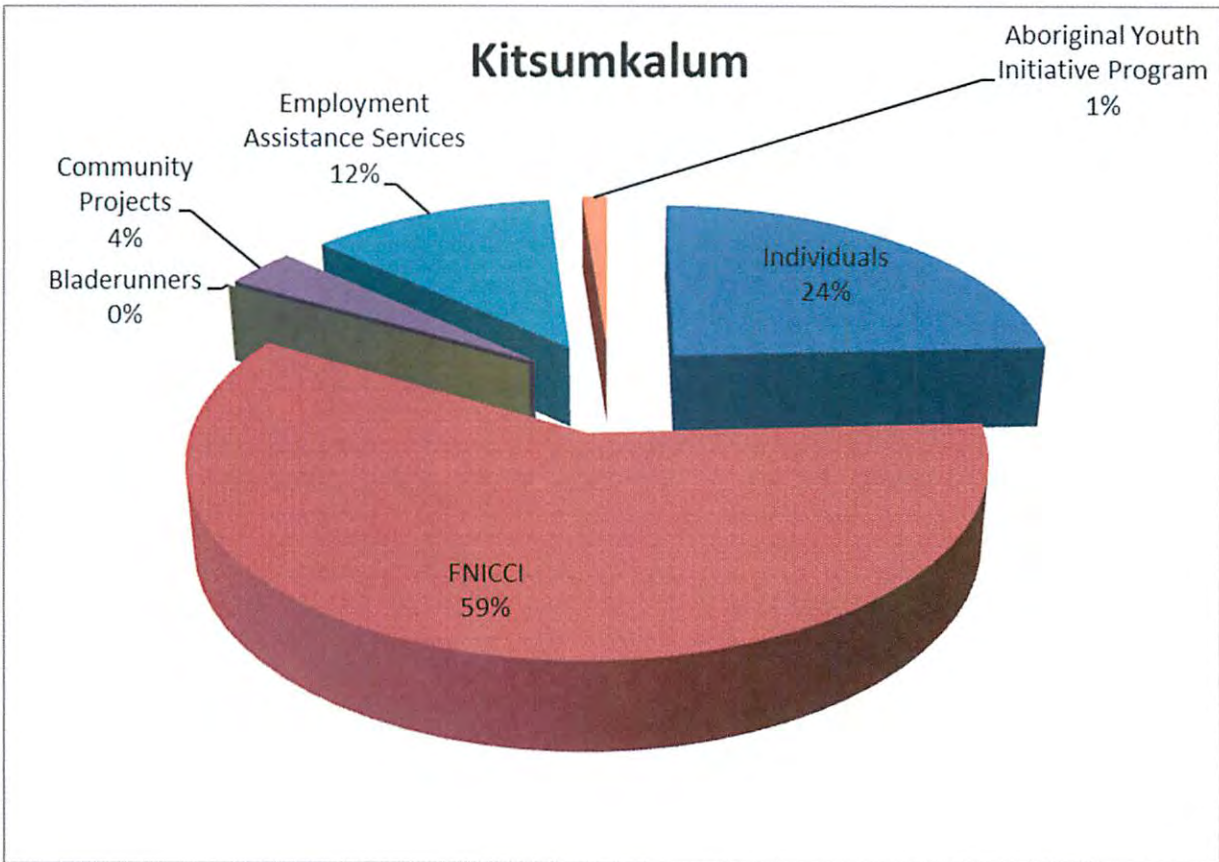


Individuals	\$104,525.08
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$62,538.33
Employment Assistance Services	\$41,000.00
Aboriginal Youth Initiative Program	\$13,720.00
Total	<b>\$221,783.41</b>

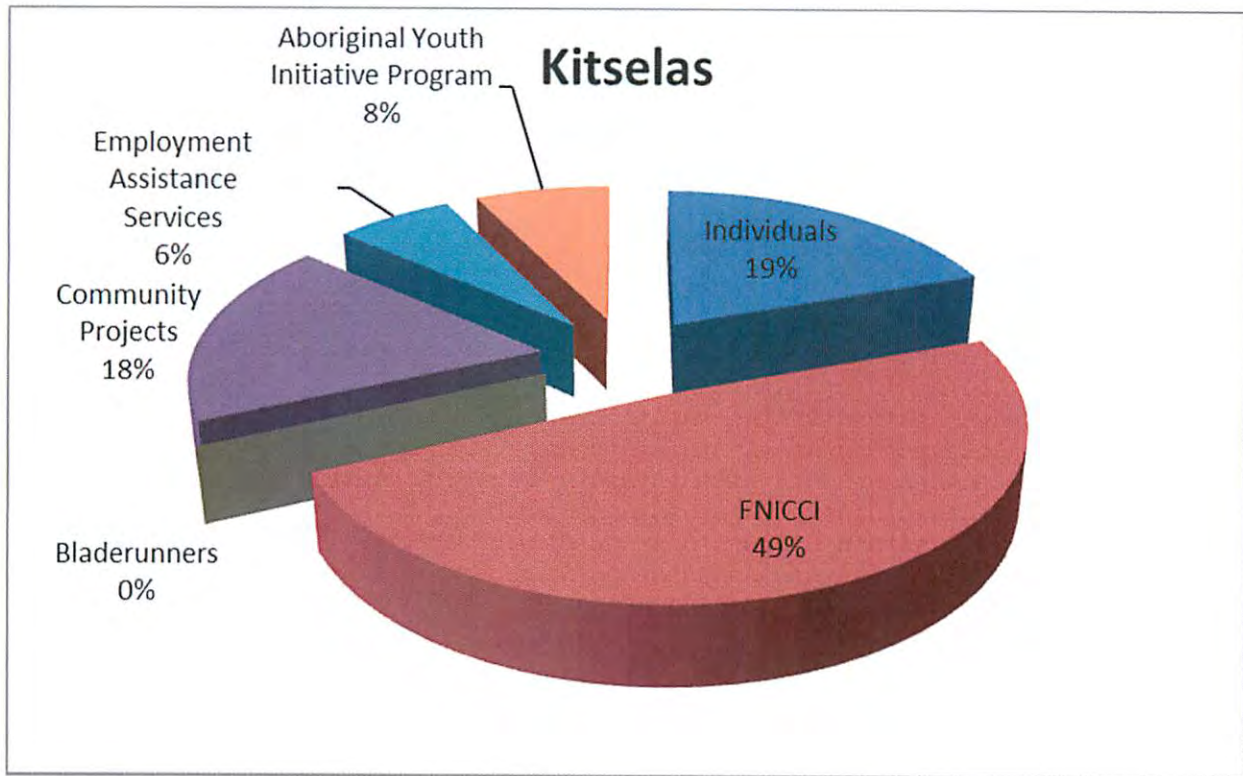
## Hartley Bay



Individuals	\$130,825.44
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$50,000.00
Employment Assistance Services	\$34,344.00
Aboriginal Youth Initiative Program	\$41,028.18
<b>Total</b>	<b>\$256,197.62</b>

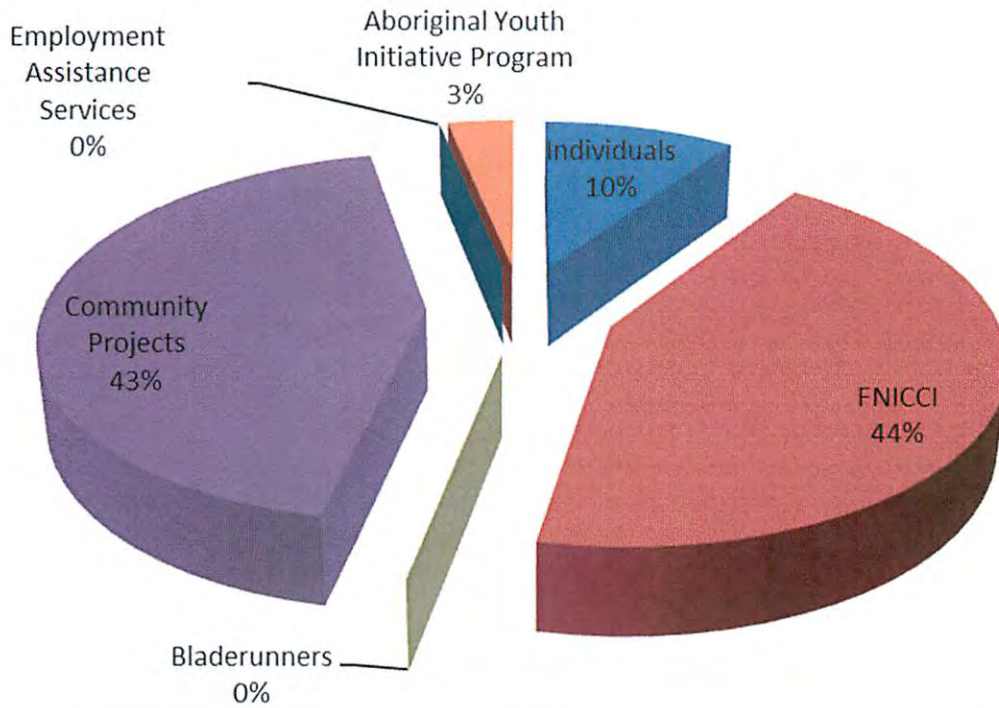


Individuals	\$82,202.58
FNICCI	\$200,585.78
BladeRunners	\$0.00
Community Projects	\$11,736.24
Employment Assistance Services	\$41,000.00
Aboriginal Youth Initiative Program	\$4,236.24
<b>Total</b>	<b>\$339,760.84</b>



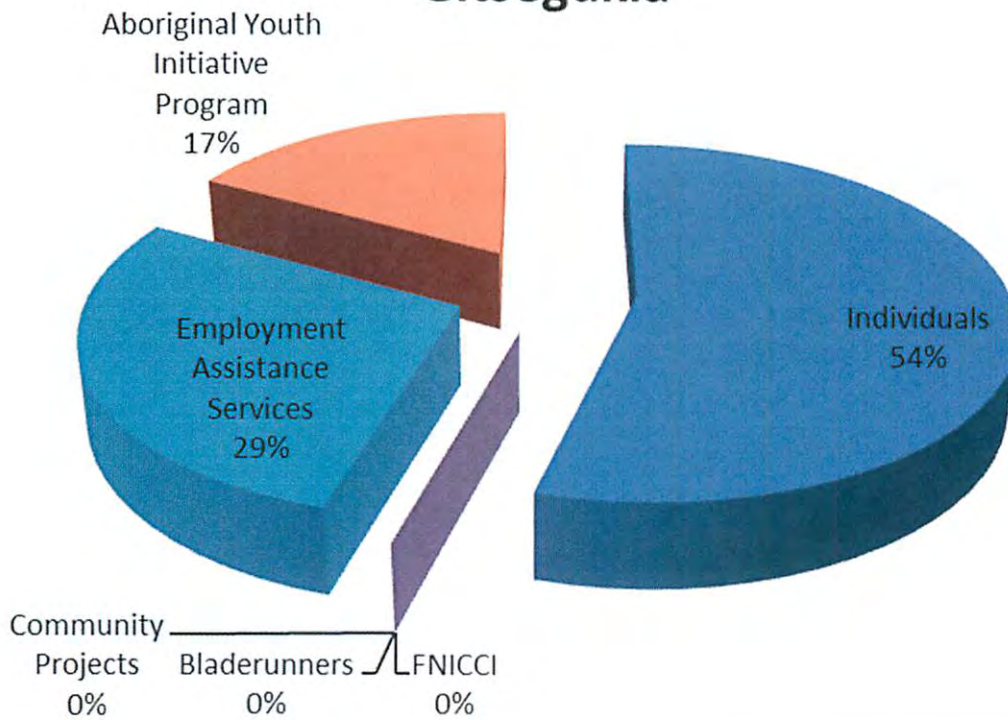
Individuals	\$83,633.56
FNICCI	\$210,117.70
BladeRunners	\$0.00
Community Projects	\$77,377.24
Employment Assistance Services	\$27,666.00
Aboriginal Youth Initiative Program	\$32,106.00
<b>Total</b>	<b>\$430,900.50</b>

# Kitamaat

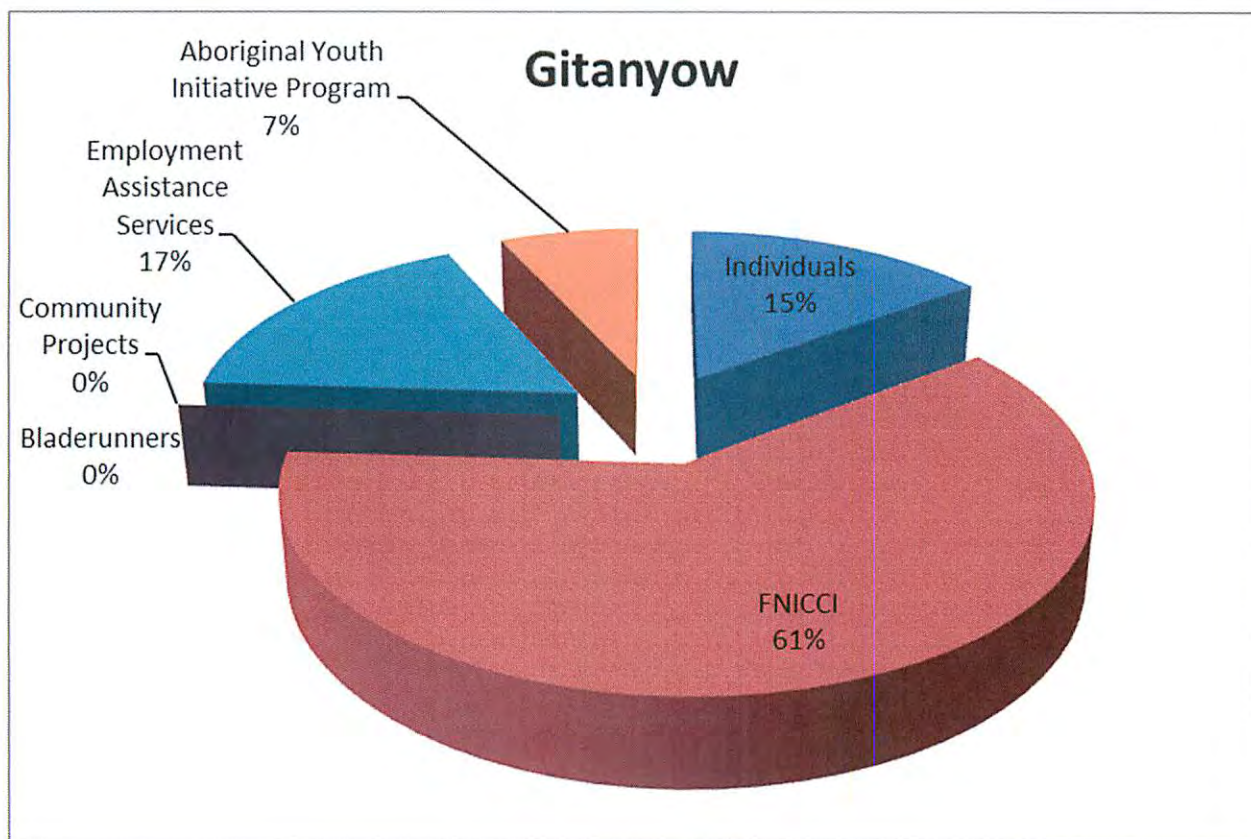


Individuals	\$51,302.34
FNICCI	\$233,657.46
BladeRunners	\$0.00
Community Projects	\$233,385.87
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$17,661.00
<b>Total</b>	<b>\$536,006.67</b>

# Gitsegukla

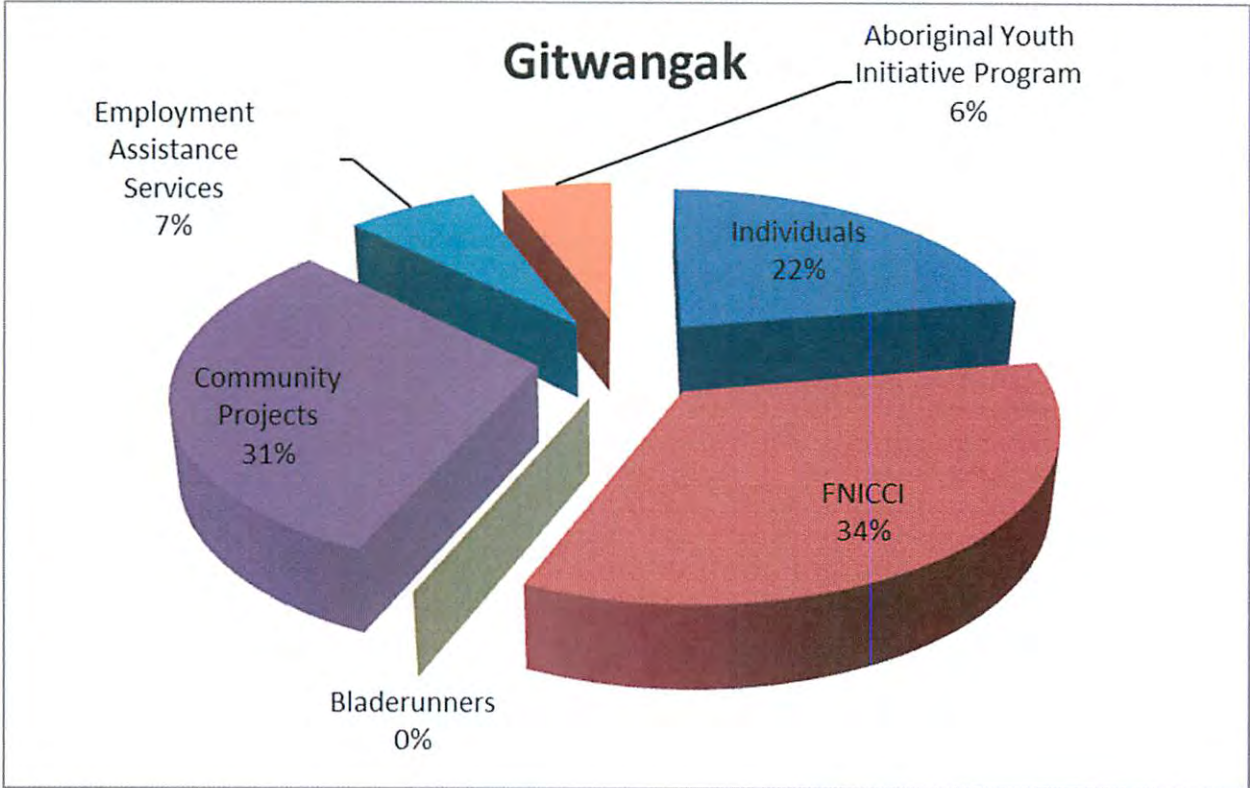


Individuals	\$119,388.93
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$62,425.27
Aboriginal Youth Initiative Program	\$37,594.40
<b>Total</b>	<b>\$219,408.60</b>



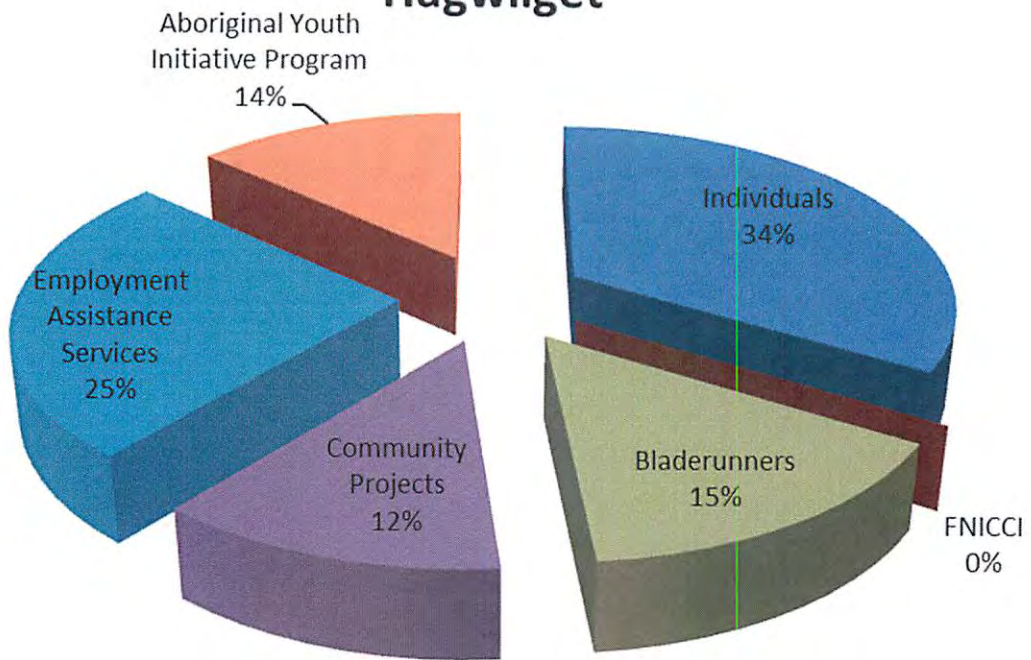
Individuals	\$50,811.37
FNICCI	\$210,117.75
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$58,889.88
Aboriginal Youth Initiative Program	\$23,695.67
<b>Total</b>	<b>\$343,514.67</b>





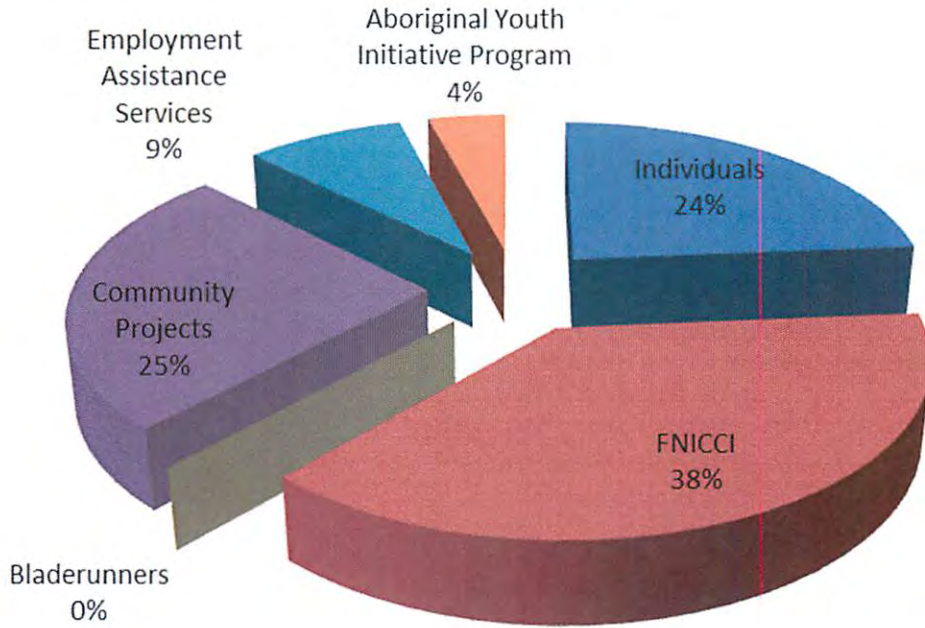
Individuals	\$145,241.55
FNICCI	\$224,125.55
BladeRunners	\$0.00
Community Projects	\$200,853.91
Employment Assistance Services	\$45,758.58
Aboriginal Youth Initiative Program	\$38,855.87
Total	\$654,835.46

# Hagwilget



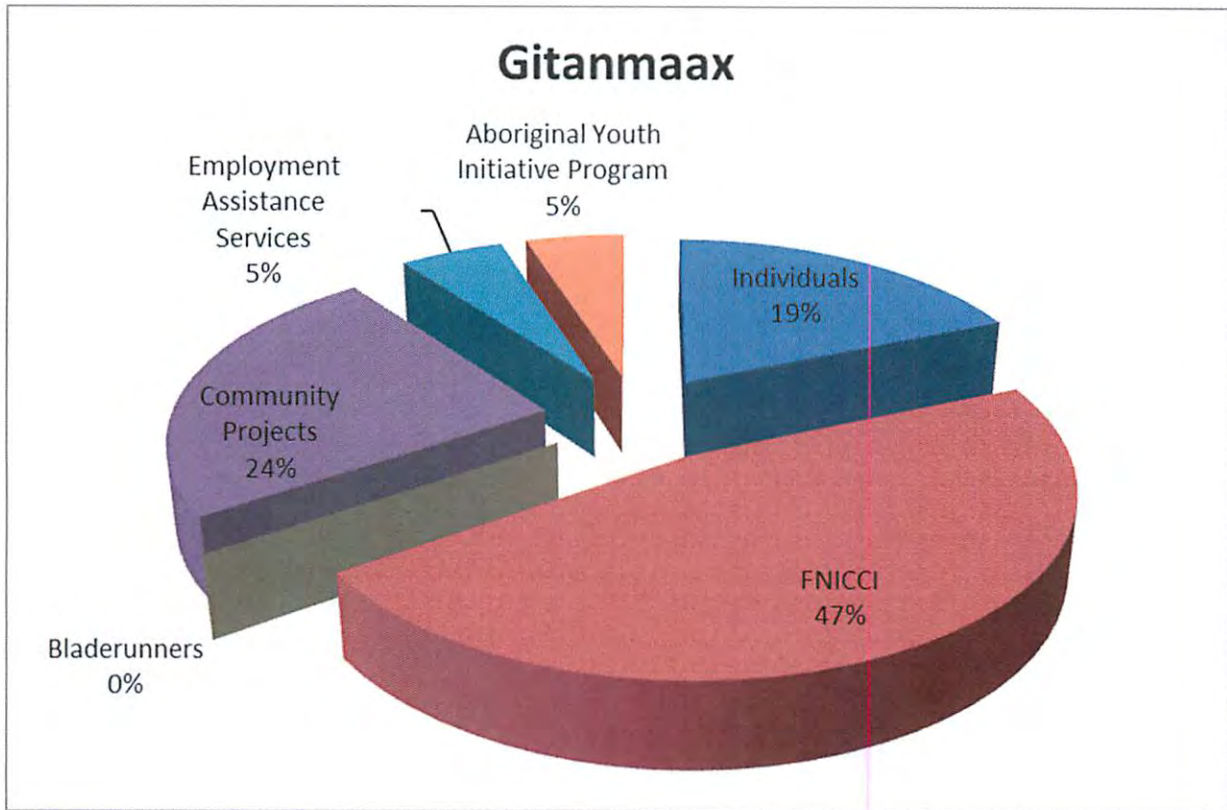
Individuals	\$83,182.44
FNICCI	\$0.00
BladeRunners	\$37,084.20
Community Projects	\$30,732.26
Employment Assistance Services	\$63,255.22
Aboriginal Youth Initiative Program	\$33,578.01
<b>Total</b>	<b>\$247,832.13</b>

## Morictown



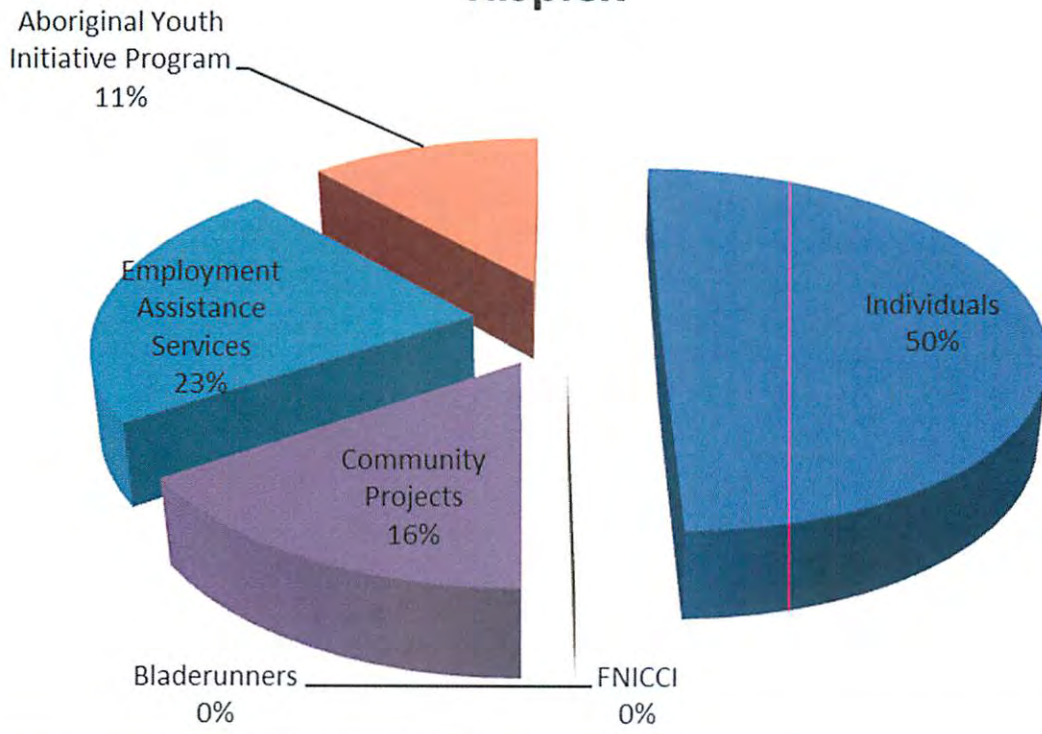
Individuals	\$173,124.77
FNICCI	\$280,156.93
BladeRunners	\$0.00
Community Projects	\$187,199.99
Employment Assistance Services	\$62,699.13
Aboriginal Youth Initiative Program	\$31,053.26
<b>Total</b>	<b>\$734,234.08</b>

## Gitanmaax



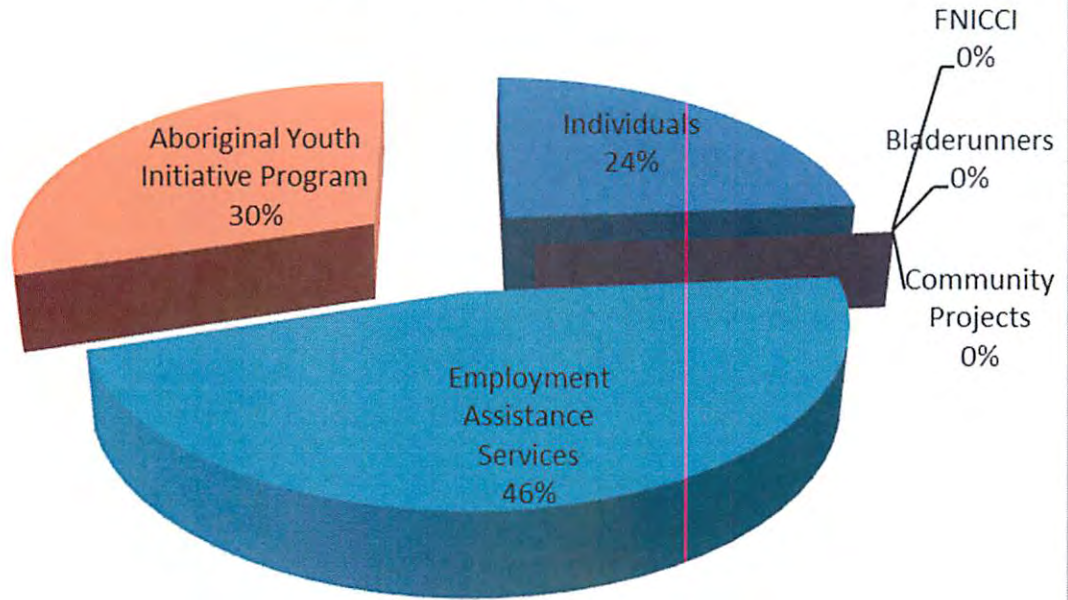
Individuals	\$221,686.85
FNICCI	\$560,313.86
BladeRunners	\$0.00
Community Projects	\$288,506.96
Employment Assistance Services	\$63,421.60
Aboriginal Youth Initiative Program	\$60,626.07
Total	<b>\$1,194,555.34</b>

# Kispiox

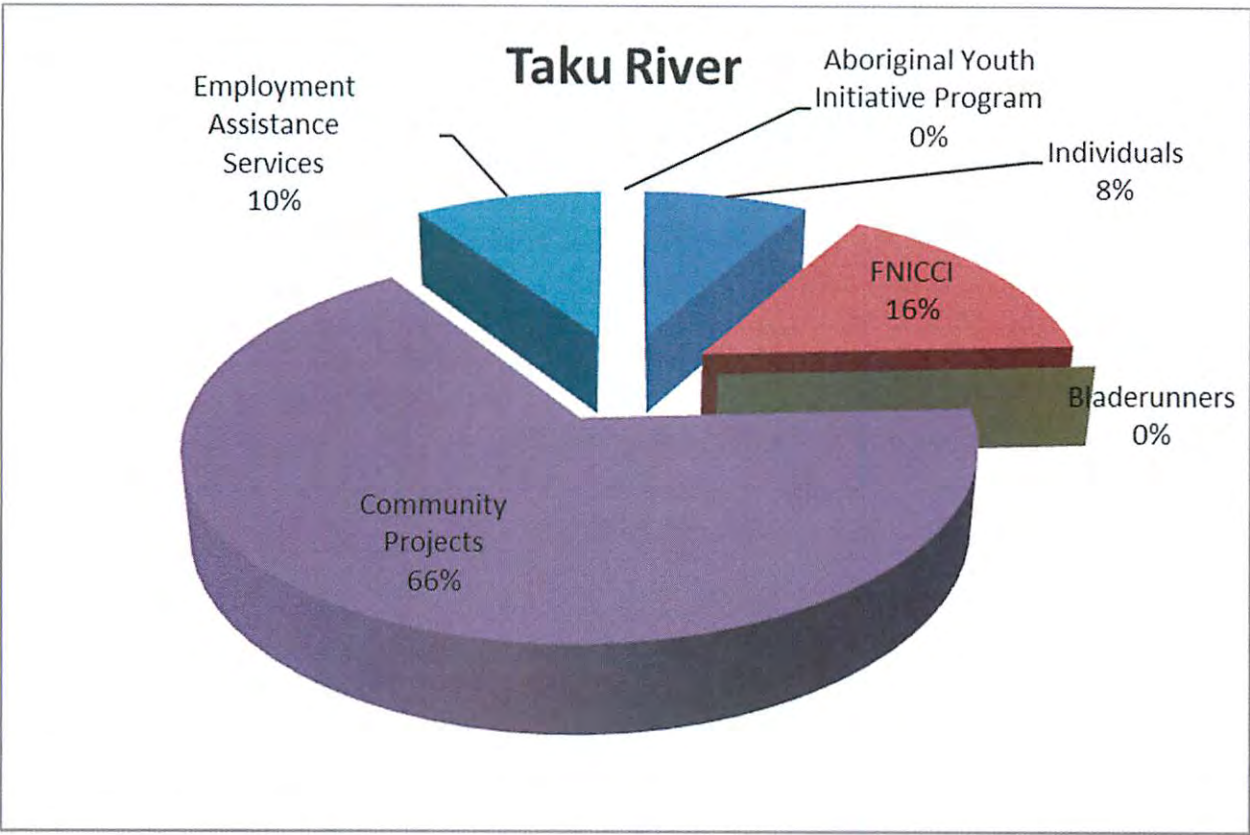


Individuals	\$139,327.03
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$44,284.26
Employment Assistance Services	\$63,824.89
Aboriginal Youth Initiative Program	\$32,781.33
<b>Total</b>	<b>\$280,217.51</b>

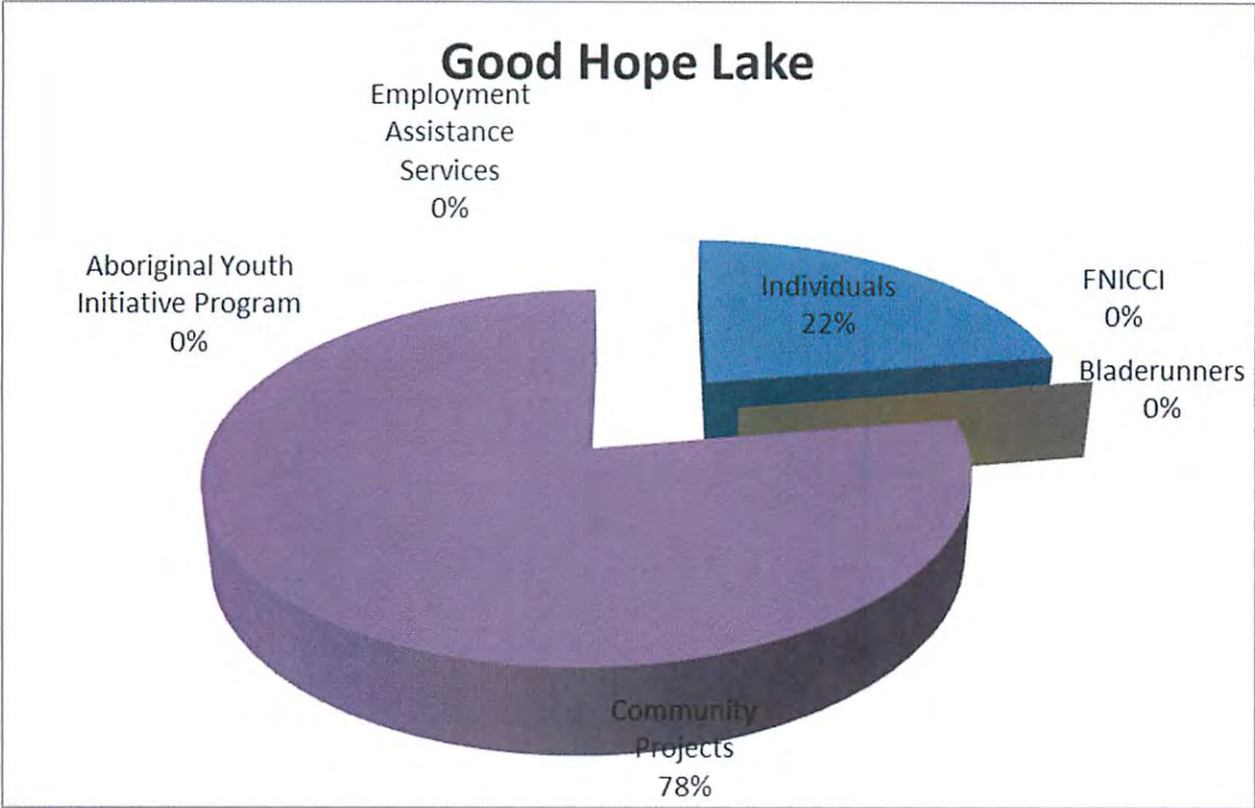
## Sik-E-Dakh



Individuals	\$27,651.99
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$54,300.27
Aboriginal Youth Initiative Program	\$35,035.02
<b>Total</b>	<b>\$116,987.28</b>



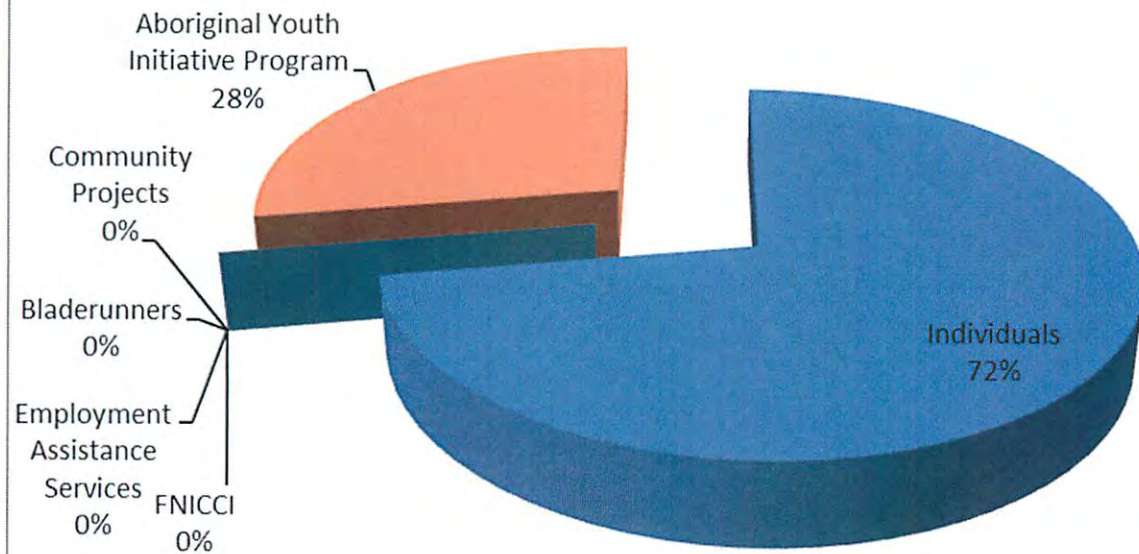
Individuals	\$58,649.66
FNICCI	\$112,062.77
BladeRunners	\$0.00
Community Projects	\$469,388.01
Employment Assistance Services	\$66,991.80
Aboriginal Youth Initiative Program	\$0.00
 Total	 \$707,092.24



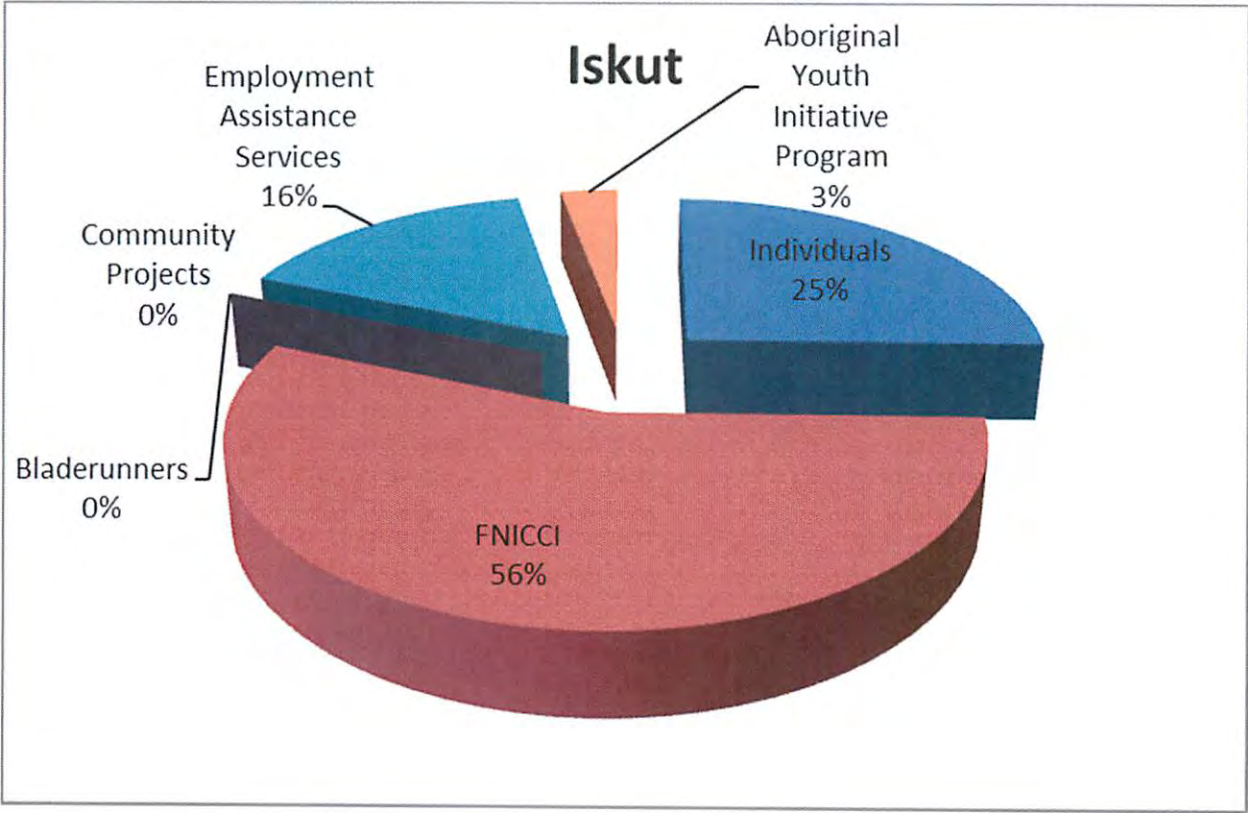
Individuals	\$12,814.30
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$44,452.26
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$0.00
 Total	 \$57,266.56



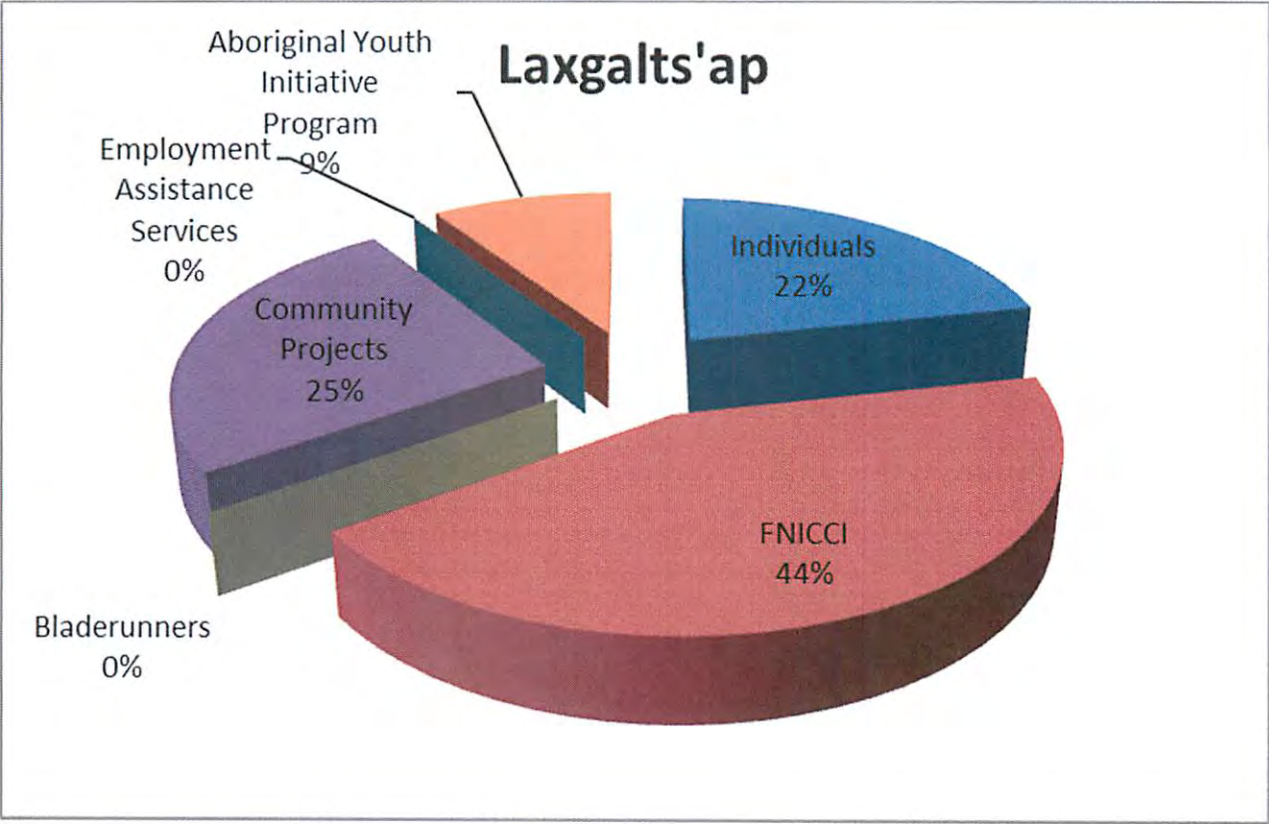
## Telegraph Creek



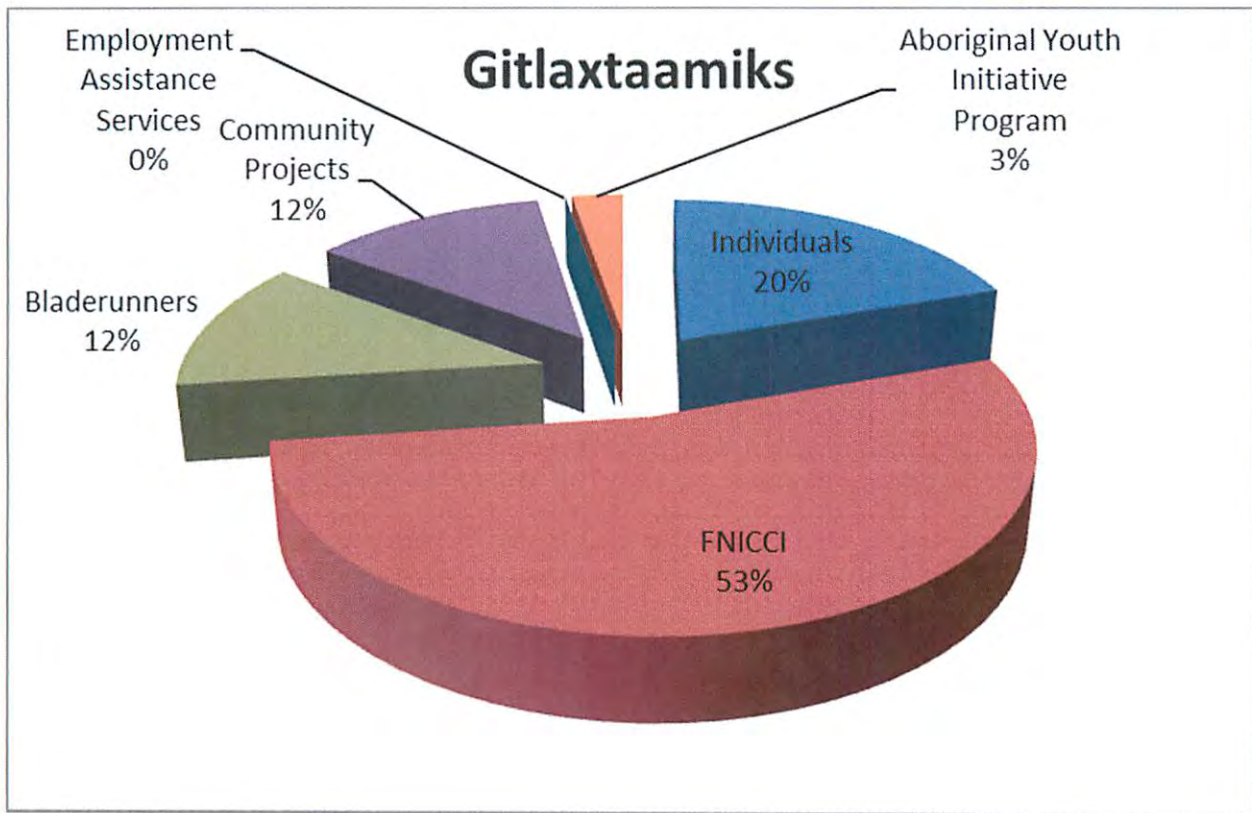
Individuals	\$80,429.93
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$30,852.96
Total	\$111,282.89



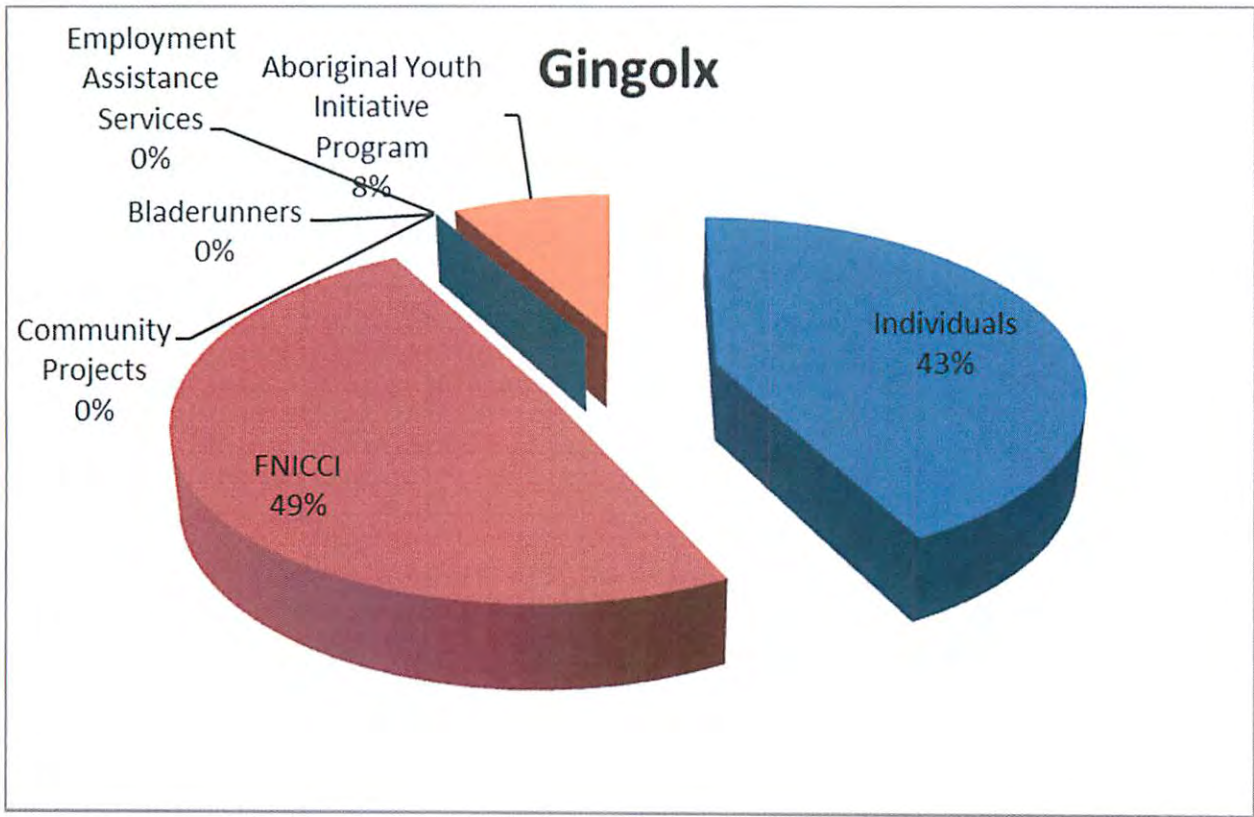
Individuals	\$63,435.48
FNICCI	\$140,024.46
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$40,000.00
Aboriginal Youth Initiative Program	\$7,637.21
<b>Total</b>	<b>\$251,097.15</b>



Individuals	\$94,870.07
FNICCI	\$191,613.92
BladeRunners	\$0.00
Community Projects	\$111,464.52
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$41,160.00
Total	 \$439,108.51

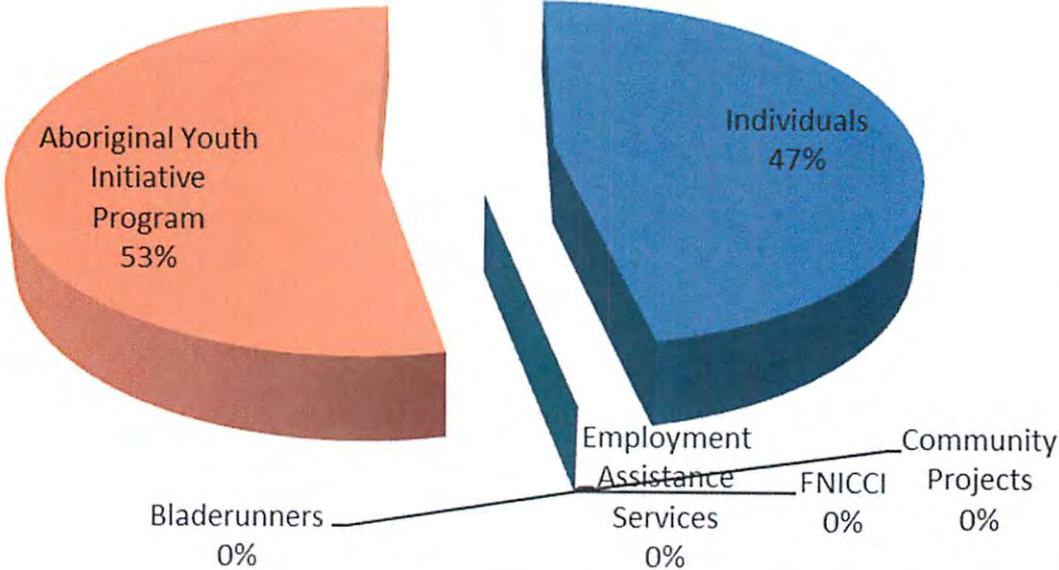


Individuals	\$49,384.23
FNICCI	\$134,129.75
BladeRunners	\$30,600.00
Community Projects	\$30,732.26
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$6,860.00
<b>Total</b>	<b>\$251,706.24</b>



Individuals	\$66,347.44
FNICCI	\$76,645.57
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$12,948.28
 Total	 \$155,941.29

# Gitwinksihlkw



Individuals	\$18,023.93
FNICCI	\$0.00
BladeRunners	\$0.00
Community Projects	\$0.00
Employment Assistance Services	\$0.00
Aboriginal Youth Initiative Program	\$20,580.00
<b>Total</b>	<b>\$38,603.93</b>





Thurs, May 21, 2015

Ms. Parnell

employer benefit program • entrepreneurship programs



employment assistance services • first citizen's fund