

FIRST CHOICES FIRST NATIONS

*Career Tips and Success Stories
For First Nations Youth
In British Columbia's Natural Resource Sectors*



FALL 2015

ABOUT THIS MAGAZINE

FIRST NATIONS have worked in the resource industries for thousands of years.

Nature was always their first choice for a career.

They used the forest for an array of purposes, from lodging to boat building. They practiced deep-sea whaling and had shell farms at the shore. They used minerals to fashion tools and ornaments.

Most importantly, they did all of this without damaging the natural environment.

Today, in British Columbia, nature still provides a wealth of job opportunities in industries including forestry, mining, fisheries, tourism and energy. All of these industries offer great job potential for the long-term future.

First Nations must have full access to those resource jobs. **First Choice.** That is why this magazine is being shared. The purpose is to give a picture of the kind of growth that will occur in those nature-based industries and the career paths that are open to **First Nations.**

Today, in British Columbia, before many resource projects can proceed, First Nations must agree that those projects will respect the land and traditional rights. It is their right to decide whether a project meets those conditions. They get to make that First Choice.

With a respectful, sincere communication between industries and First Nations, many projects will go ahead. That will lead to a new era of **First Choices for First Nations** in rewarding careers.

When Europeans first arrived in this land, they introduced something to First Nations that they had never seen before. It was called unemployment. It never existed before contact and it stayed around in First Nations communities far too long.

The time for change has arrived.



Victor Godin
EDITOR
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90 Years of Helping Community Dialogue

This publication is produced by **FORED**, a non-profit association that has supported community dialogue in British Columbia since 1925.

That dialogue has always been built around the themes of sustainability and citizen development.

That means helping communities, including Aboriginal communities, achieve growth based on shared values.

As part of this effort, the association has a program called **AHEAD**, standing for **Aboriginal Heritage, Education and Dialogue.** **AHEAD** was created to bring communities together to talk about future economic opportunities that respected tradition and ways in which Aboriginal youth could be prepared for those opportunities.

This magazine is part of the **AHEAD** program.

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YOUNG ABORIGINAL ARTISTS SPEAK



Throughout this magazine you will find artwork contributed by First Nations students throughout BC.

This artwork was selected from entries to our annual Traditional Knowledge Poster Contest that receives artwork from hundreds of Aboriginal students in BC.

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Job Hunting: New Wilderness, New Weapons

Aboriginal youth in BC are facing a new kind of job market. To land those jobs, they will need tools and techniques that previous generations have never used and may not understand.

Here are some things they need to know in order to be successful in landing a job.

WHERE TO SEARCH

Most jobs are listed on web sites today. Companies do this to save time, save money and avoid hiring the wrong person. You can usually find job opportunities in large companies listed on their web sites. For other companies, go to the popular job search web sites. We have included a few in our back pages.

WHAT THEY ASK

Companies will ask you to complete a profile of yourself on-line. It will include questions about your skills, education, experience and expectations. They will also ask for a resume to be attached. Most companies do not answer emails other than sending an auto-reply. Most will not discuss potential jobs over the telephone. If they don't contact you, they are not interested.

WHAT IS IMPORTANT

Before submitting a profile and a resume, read about the company first. Every company

has its own culture. They use key words to describe their culture. Companies only want people who will succeed in that company culture. For example, some companies have a teamwork culture. Others have a culture that prefers independent people who can work on their own. So make sure your profile and resume feed back some of those key words. Show them that you have studied them.

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Companies only want people who will succeed in that company culture
.....

WHAT NOT TO DO

- Make sure your resume and profile match. **Don't tell two stories.**
- Have somebody else check it. Don't count on spell check.
- Don't brag. Show confidence and readiness to learn.
- If you have weird material on the social media, get rid of it. Companies will check it.

Good hunting!

TIDBITS



The World Water Council reports that it takes 55 litres of water to make one cup of coffee. That's because coffee grows in hot countries, on hills. The water runs down the hill or evaporates. Most of those countries have a water shortage.

AN ANCIENT SHELL GAME

THOUSANDS OF YEARS AGO, Aboriginal fish farmers on the BC coast developed systems to increase the production of clams and mussels by 4 times the amount that occurs in nature.

These were the findings of a scientific study conducted jointly by scientists at the University of Washington and Simon Fraser University released in 2014.

Those ancestors, along the coasts of BC and Washington created what are called clam gardens in order to increase the production of shellfish. The clam gardens were broad terraces or steps leading to the sea that were built at low tide. Rock walls to keep the shellfish inside surrounded



them. The researchers also found that these ancestors discovered that adding pebbles and ground clamshell to the terraces increased the production of shellfish.



The scientists concluded that the sustainable practices developed by First Nations thousands of years ago could play an important role in feeding people today.

It is no surprise therefore, to find that First Nations communities are major players in the aquaculture industry today. Aquaculture is a field in which marine life is studied, nurtured and developed for food purposes. The Aboriginal Aquaculture Association has hundreds of members across Canada and expects that First Nations will see even greater job growth in this industry as it continues to expand.

restoration specialists.

Additionally, many opportunities in trades will be open related to the building and maintenance of hatcheries and fish farms.

You might actually have to look under the surface for some of the more interesting opportunities in aquaculture. Specifically, the aquaculture industry has a strong and growing demand for divers. The divers are paid for a variety of tasks. For example, they are hired to pick urchins, swimming scallops, sea cucumbers and harvest giant clams called geoducks. It is seasonal work with high pay.

Companies also hire the divers to perform maintenance and inspections on fish farms and assist in making environmental assessments to ensure that no negative environmental impacts are occurring.

As a bonus, if aquaculture divers want a temporary career change, Vancouver movie companies frequently hire them to build underwater sets and ensure safety during filming.



TUBES



WHERE DID THEY GO?

Large animals like horses, elephants and camels survived 22 Ice Ages in North America and then disappeared about 11,000 years ago. There are many theories on why they disappeared.

A TRADITION OF TOURISM

The travel business has deep roots in Aboriginal cultures.



Proof of that can be found in the American state of Ohio. There one can find mounds of earth that reach 30 meters high and twist over the land for 1000 meters. These are the largest earthworks ever built, and were first built 5000 years ago by Aboriginals that archeologists call “The Mound People”. That ancient culture disappeared but left behind clues of how travel was part of the Aboriginal experience.

Excavations in those mounds have uncovered Aboriginal artifacts made of materials only found thousands of kilometres from Ohio. Materials such as sea shells, jade and copper. The only way these materials got to Ohio, thousands of years ago, was in the hands of travelling Aboriginal traders.

When Europeans arrived in North America some 500 years ago, the first business deals they did with Aboriginals was hire them as tour guides. That’s how the fur trade started in eastern Canada. **The newcomers would have been lost otherwise.**

With that history, it is no surprise that 72 Aboriginal communities in BC have thriving tourism businesses. These businesses bring in millions of dollars and the field of Aboriginal

tourism is growing at a fast pace. More importantly, Aboriginal tourism is creating exciting job opportunities for Aboriginal youth.

The following is a short sample of the types of tourism experiences offered by First Nations businesses and the kinds of jobs that are connected:

Business Category: Whale watching, marine life viewing.

Career paths: Operators, biologists,

Business Category: Inland canoe voyages, wildlife viewing, environmental education

Career paths: Guides, environmental scientists, teachers and biologists.

Business Category: Cultural workshops, Story telling

Career Paths: Artists, communication grads, history grads

Business Category: Art galleries, museums, traditional performances

Career Paths: Designers, display specialists, Aboriginal studies grads

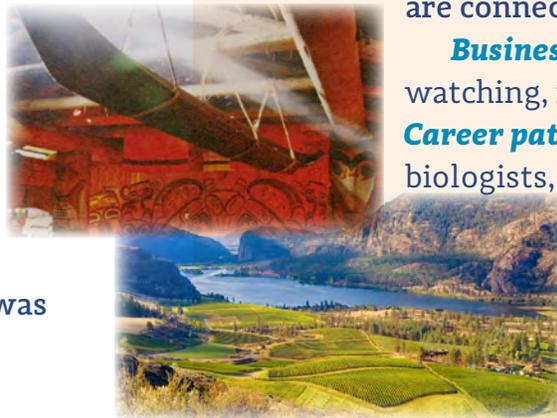
Business Category: Wineries, traditional food tasting,

Career paths: Hospitality grads, chefs, and technicians

Business category: Campgrounds, interpretive tours

Career paths: Physical education grads. Communications grads

Business category: Hotels, resorts, and golf courses



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it is no surprise that 72 Aboriginal communities in BC have thriving tourism businesses

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ENERGY: MANY VOICES, MANY VISIONS, MANY JOBS

Most people agree that energy will be essential for a strong future for young people in BC. Not everybody agrees on what the best energy choices would be.



First Nations have important questions about most of those choices. They ask how more than 60

sacred Aboriginal sites can be protected if land is flooded in northern BC to create a giant dam. They ask for proof that cracking the earth two kilometres below the ground to find natural gas will not damage water supplies. They want assurance that oil and other fuels moving through pipelines will not leak and damage the land.

All of these questions will need clear answers. One thing that is clear now is that many future jobs for Aboriginal youth depend on those important discussions.

What follows is a quick snapshot of the job outlook for Aboriginal youth in the energy field.

WHAT IS LIQUID NATURAL GAS ANYWAY?

It's called LNG for short. The BC government and some major companies hope to develop this energy source in BC and ship it to the world.

LNG is natural gas that is turned into a liquid by freezing it to 160 degrees C. When that happens, the gas shrinks to 1/600th of its volume so that it can be shipped more conveniently. It travels in special ships that have large tanks on

the deck. These ships have made 135,000 voyages all over the world.

The plan to develop an LNG business in BC involves first, extracting the gas from two kilometres below the surface of the land. Next it would be shipped in pipelines to plants on the coast. Those plants would chill the gas and turn it into a liquid. The fourth step involves loading it onto ships and sending it across the seas to customers.

Each of those four steps offers job potential.

The number of jobs will depend on the number of plants built as well as pipeline and well construction.

For example, if two LNG plants were built, there would be 20,000 construction jobs lasting six years and another 8000 permanent jobs once the plant is operating. Of those, about 800 would be in the plants and the remainder would be with suppliers and other companies servicing the plant. For the construction phase, **jobs would include categories such as general labour, skilled trades, engineers, technologists, camp services and catering, housing construction, transportation and security.**



and catering, housing construction, transportation and security.

Once the plant is built, the permanent jobs would include operating technicians, general trades, maintenance workers

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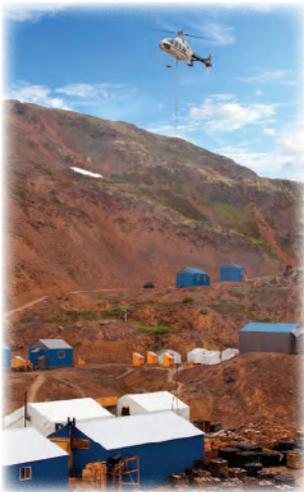
Mining Careers: Around the World and Out of This World

European explorers did not introduce mining to the Americas. It was already here.



When the Spanish explorer Pizarro invaded the Inca kingdom in Peru in 1532, he captured the King and held

him for ransom. The Inca paid the ransom with a pile of gold measuring seven metres long, 4 metres wide and two metres high. That would be enough pure gold to fill the trailer of a large modern transport truck. The Inca mined that gold and much more, without polluting the landscape.



The explorers and early settlers were not as careful as the Aboriginal miners. In the western United States, there are 160,000 abandoned mines and of these, over 33,000 have polluted local watersheds with poisonous materials like arsenic. Many of those polluted watersheds are

in American Tribal territories, according to the US government.

The industry has changed from those times. Today, environmental and cultural site protection is strictly followed at every phase of mine development. Since many active and proposed mines are in First Nations territories in BC, there are numerous potential job opportunities for Aboriginal youth.

HOW DOES A MINE GET STARTED?

According to the BC Association



for Mineral Exploration, (AMEBC) there are six steps in mine development, each offering many career paths. The following

is a brief description of those steps.

STEP ONE: LAND ACCESS.

This involves temporary access to larger bodies of land to look for clues of hidden minerals. It's outdoor work that leaves the land undisturbed,

STEP TWO: PROSPECTING AND EARLY EXPLORATION

Explorers, called prospectors work with scientists to collect and analyze samples. They explore large areas on foot and collect samples that can either be analyzed in the field or at a lab. They also use airplanes and helicopters to create large scale maps and conduct magnetic surveys. It is at this stage that dialogue with affected communities begins.

STEP THREE: INTERMEDIATE EXPLORATION

At this stage, mining companies engage in detailed consultation with communities, including First Nations, to share information and hear views on financial, environmental and cultural impacts. Some deeper drilling and trenching can then occur to get a clearer picture of the mine's potential. Advanced environmental planning commences.

STEP FOUR: ADVANCED EXPLORATION

Larger amounts of rock are taken out of the ground and sent to labs. Plans for the actual mine operation begin, with more community consultation. Intense environmental studies proceed on

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CAREER BRIDGES FOR FIRST NATIONS

BY: JAHRINE LABEL

It's a hot August morning and the Squamish Nation Trades Centre is buzzing with activity.

Hammering and sawing can be heard from the beginning of the gravel road leading to the centre in North Vancouver. The workshop door is open to the street, and inside stands the wooden frame of a house surrounded by young people in hard hats and gloves. These 16 youths aged 16-19 are part of the eight-week Youth in Trades Program run out of the SNTC; a paid program that is offered to First Nations youth in the North Vancouver School District. This week it's framing and drywalling, next it's plumbing. When summer is over, these youths will have developed new skills and gained essential hands-on trade experience.

The SNTC has been offering programs like this since it opened in 2006; courses that are specifically directed by industry employers and train youth in the skills that are vital in the regional economy. Although the school is on Squamish Nation Traditional Territory, enrollment is open to all clients who wish to participate in this type of training. The class sizes are small, and all students have access

to a job coach throughout their time at the school. Programs running right now include Introduction to Trades and Environmental Monitoring, introduction to Craft Worker, Piping Foundations and Carpentry Foundations.



The centre partners with Kwantlen Polytechnic University, the North Vancouver School District, Industry Training Authority and ACCESS (Aboriginal Community Career Employment Services Society) in order to offer

the best quality programming. This partnership is the first of its kind for the Squamish Nation, and coupled with the relationships the centre has built with over 30 companies and labour associations ensures students at SNTC acquire practical skills that are attractive to employers in the province.

It isn't just the excellent training that sets SNTC graduates apart from graduates of other trade schools. The school's four-tier system means students are work-ready as soon as they leave. The system includes:

.....
***70% are offered
a job after they
have graduated***
.....

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Land, Languages and Forestry Jobs: All Linked by Tradition

There are 34 languages and about 60 dialects among First Nations in BC. These are grouped into seven language families that can be seen on an Aboriginal language map of British Columbia.

These seven unique language regions are also unique forest regions. The forests of northern BC, for example, are not the same as those on the southern coast. Through thousands of years, Aboriginals in those forest regions used their forests in their own ways to build communities and economies.

The tradition continues today, with First Nations blending traditional knowledge and modern technology to create job opportunities. These are some of their stories.

The Lil'wat First Nation faced a challenge. It had a large forest area to harvest and few trained workers. The nation arranged a partnership with College of the Rockies to launch a Forestry Boot Camp Course. The 15-day course covered introductions to careers in the following occupations and more:

First Aid, Teambuilding, ATV training, Species identification, Introduction to Forest Management, Bear Aware, Overview of endangered species, Introduction to wildlife management, Field communication and Data management.

There was also a faller-training course that demonstrates how challenging that job can be. Conducted by the BC Forest Safety Council, it involved 30 days of field and classroom training followed by up to 180 days of falling activity under close supervision. After that, the students took an exam. Only then were they ready to cut trees.

A job as a faller appeals to people who en-

joy the outdoors, stay in top condition and work well in teams.

NOTHING IS WASTED, OWLS PROTECTED

The students in the Lil'wat Nation's program learned as well that modern logging is not about "cut and run". It includes what is called a debris management system, meaning the loggers process the debris as much as possible in the forest rather than hauling all of it to the roadside.

This system is designed to leave a covering of branches and needles on the forest floor that becomes a home for small prey favoured by spotted owls. Protecting the owl habitat also involves leaving about 250 large diameter trees per hectare. These are used by the owls as hunting platforms.

THERE IS A GREAT JOB FUTURE

The Truck Loggers Association (TLA) is an organization of forest business owners and operators with a long history of working with First Nations. The TLA forecasts that in the next 10 years, some 5000 jobs will become available in the forest business because of retirements alone.

A number of First Nations organizations are helping Aboriginal youth prepare for those opportu-

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.....
Aboriginals used their forests in their own ways to build communities and economies".
.....



Matt Wealick

nities. One organization is Sto:lo Aboriginal Skills and Employment Training (SASET). The organization finds that many First Nations youth are not aware of these coming opportunities. In addition to skills training program, SASET guides First Nations youth into what can sometimes be the challenge of fitting into a non-Aboriginal company.



COOPERATION IS KEY

Matt Wealick is a member of the Ch-ihl-kway-uhk First Nation and a Director of TLA. He is also a professional forester and Masters graduate. As a former professional hockey player Matt knows the value of teamwork. He has guided a number of First Nations into mutually beneficial partnerships with non-Aboriginal forest companies.

Matt believes an important goal of such partnerships should be to build management skills so that First Nations will be fully able to manage and operate their own business. As he describes the change “ various bands decided it was better to be inside the industry making plans rather than throwing rocks at the logging trucks.”

.....
*modern logging
is not about
“cut and run”.*
.....

THE BEST JOB? BEING YOUR OWN BOSS

To see what happens when a First Nation builds a team of business managers like Matt Wealick promotes, the story of Stuwix Resources is proof.

Stuwix is a forest company owned and operated cooperatively by seven First Nations near

Merritt BC. It was founded and is led by Dave Walkem, who was the first Aboriginal person in BC to earn an MBA and a forestry degree.

It is a company with a strong focus on sustainability. Since it started in 2005, Stuwix employees have planted over 8 million trees. Not one employee has lost time due to injury.

Of its employees, First Nations hold a large percentage of all positions. About 85 per cent of employees are First Nations in jobs covering: mapping, road building, harvesting, transportation, archeological surveys and safety.

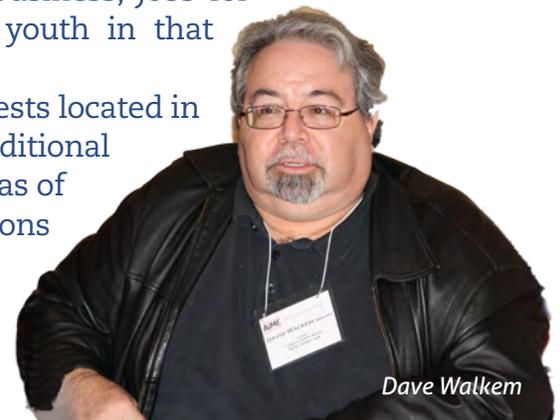


Stuwix also helps other First Nations build business by hiring First Nations contractors. Of all contracting companies hired for different contracts, the following numbers tell the tale.

For harvesting contracts, 59 per cent are First Nations. For road maintenance and construction, 53 per cent are First Nation.

What this means is every time Stuwix helps an Aboriginal community create a new forest contracting business, jobs follow for the youth in that community.

In the forests located in the seven traditional language areas of BC, First Nations are celebrating a new word—



Dave Walkem

SUCCESS!

TIDBITS



CRUDE OIL IS ORGANIC

The oil we pump from the ground and turn into gasoline is made from the organic remains of tropical jungles and prehistoric animals that existed in Canada before humans arrived.



Career paths: guest services, chefs, and trainers

The short list above does not contain all the trades' positions that are involved in building and maintaining these businesses as well as the marketing and technology positions that are required to help them grow.

The ancient travel tradition is entering a new phase for Aboriginal youth.



TUBITS



WATER WASTE?

The World Water Council reports that it takes 13,000 litres of water to make a kilo of beef. Put another way, if 6 people eat a burger together, it took 1200 bathtubs full of water to produce the six meat patties.



ENERGY: Many Voices, Many Visions... from page 6



and safety personnel to name a few.

The shipping portion will open up jobs for crew as well as special crews on tugboats required to escort the ships to sea.

Gas wells will offer employment for fields such as heavy equipment operators, general labourers, environmental monitors and construction service crews. When a well is closed there is a year of work involved in restoring the site to the way it was found.

PIPELINE JOBS

Building the LNG industry will require increasing the amount of pipelines in BC by two per cent. There are already about 40,000 kilometres of pipeline in BC. In other words, the ex-

isting pipeline industry is a major source of job opportunities.

Pipeline jobs cover fields including heavy equipment operations, logging and construction trades such as welders and carpenters. Some training courses offered, such as Pipeline Side boom Operator are as short as five days and done on the construction site. Other more training intensive jobs such as environmental technician require college enrollment.

ELECTRICITY JOB POTENTIAL

The construction of the major dam called Site C, in northern BC will create thousands of construction jobs if it passes all reviews and challenges. This will be one of the largest construction projects in North America.

OTHER ENERGY OPTIONS

Post-secondary institutions in BC are preparing students for jobs in a future where different forms of energy will play a big role. Courses in areas such as solar and wind power are offered along with study programs teaching how to draw heat from the earth.

Many courses also deal with saving energy. Students who learn the methods of getting the maximum use of energy and avoiding waste will be in high demand.

Tier one: essential skills and upgrading

Tier two: trades training with 60% hands-on

Tier three: two-week work practicum at the end of the training session

Tier four: alumni and job club support for graduated students

The two-week practicum is especially beneficial for students. It gives them the real-world experience they need to smoothly transition into a job they want after they have graduated. Almost 90% of students at the centre are placed in a two-week practicum, and 70% are offered a job after they have graduated.

One student who completed a practicum with Hemmera—an environmental consultancy firm with offices throughout Canada—is Justin Williams. While with Hemmera, Williams was trained to use the organization’s computer programs and received orientation on policy and health and safety. He also got to experience fieldwork, including a site visit. During the visit, he checked that the company had fulfilled environmental requirements, properly installed silt fencing and covered stockpiles. He also inspected for sediment and erosion and made sure that the water quality and waste management were up to

code. Another field assignment saw Williams spend time in a canoe collecting data on local bird populations. Williams had this to say of his experience:

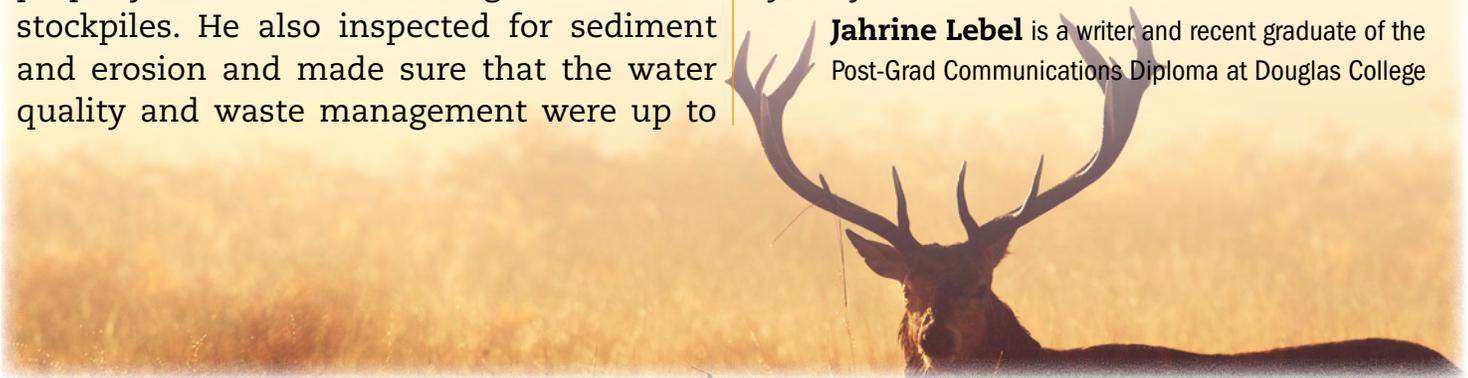
“What I learned in the last two weeks is hard to sum up in a few paragraphs, but here’s what I’ve got: I learned the **“Hemmera Way”** core values: innovation, responsiveness, adaptability, respect, integrity, accountability and sustainability.”

Williams’s time at Hemmera also taught him that, in order to keep up with the constant change in the industry, graduates like him have to know a little of everything and above all, be adaptable.

Adaptable is a word that can also be used to describe the Squamish Nation Trades Centre. The school is constantly evolving to provide prospective students with the skills and experience they need to prosper in the economic future of British Columbia. The SNTC’s goal is to be the top First Nations Training facility in the province, and if their current success rate is anything to go by, they are set to achieve it.

Jahrine Lebel is a writer and recent graduate of the Post-Grad Communications Diploma at Douglas College

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The SNTC’s goal is to be the top First Nations Training facility in the province
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TIDBITS



THAT LUCKY NUMBER 7

The number 7 has been adopted by many cultures as symbolic. It first appeared in the Hindu culture in India around the year 600 AD. Next, the Arab cultures adopted it around 800 AD. It arrived in Europe about 200 years later where Europeans were still using Roman numbers. Lucky 7 arrived in North America about 500 years ago.

Mining Careers... from p. 7

such topics as rare species, animal migration patterns and plant life.

Consultation expands, community agreements are negotiated, environmental assessment is completed and shared, permits are obtained, construction begins based on a plan that will take the mine site back to a green state.

STEP SIX: RESTORATION AND RECLAMATION

The mine closes. Buildings and equipment are removed, grasses, plants and trees restored, monitoring equipment is set up to watch for any surprise environmental impacts.

CAREER PATHS

All of these steps offer a combination of over 120 career options. They cover fields as diverse as community consultants, cultural advisors, field exploration, environmental analysts, explosive technicians, safety specialists, mine rescue specialists, heavy equipment operators, scientists, trades workers and engineers.

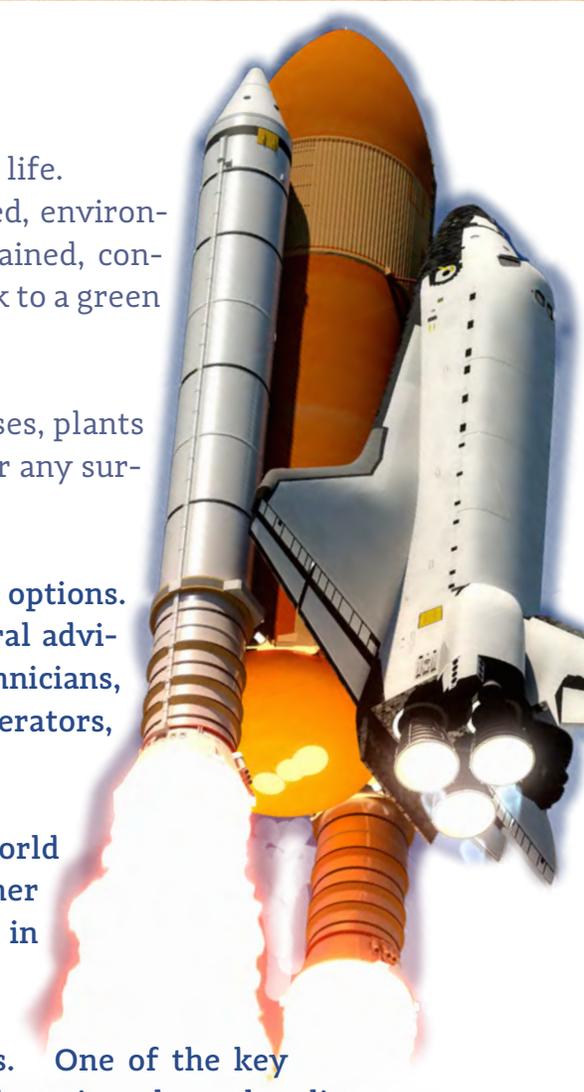
AROUND THE WORLD

Canadian mining experience is respected around the world and many Canadian mining companies have operations in other countries. If you have a desire to get working experience in different lands, mining offers you a world roadmap.

OUT OF THIS WORLD

Much work is underway in preparation for a mission to Mars. One of the key reasons behind this mission is the potential to search and develop minerals on that distant planet. Your mining career could one day be out of this world.

The ride to work, however, would take eight months!



TIBBIS



TALK ABOUT TRADITIONAL CULTURE!

In 1994, scientists in France discovered a cave with over 400 drawings of rhinos, mammoths, bears and horses. Testing proved that the paintings were made 37,000 years ago. The cave was closed to the public since even a human breath can damage the artwork. The French government spent \$100 million to build a replica cave 2 kilometres away.



EXPLORE YOUR PATHWAYS

SKILLS TRAINING ONLINE RESOURCES • USE THE LINKS ON THESE PAGES TO LEARN MORE ABOUT CAREER OPTIONS

COLLEGES AND UNIVERSITIES

AQUACULTURE



Vancouver Island University – Fisheries & Aquaculture Program

<https://www2.viu.ca/fisheries/>

Diploma and Degree programs – practical field experience and academic skills required for exciting and challenging careers in fish and invertebrate culture, fish habitat & stock assessment, fisheries enhancement, conservation & management and research.



Excel Career College – Aquaculture Technician Program

http://www.excelcareercollege.com/aqua_2.html

Diploma Program - Introduction to Aquaculture, Biology of Salmonids, Hatchery Operation & Maintenance, Health & Husbandry, Farm Operation & Maintenance, Boating, Marine & Safety, Computer Keyboarding.



University of British Columbia – Applied Animal Biology

<http://www.landfood.ubc.ca/research/ubc-centre-for-aquaculture-and-environmental-research-caer/>

Degree Program – Management of fin fish throughout the life cycle; Control of environmental factors; Common diseases of fish; Principles of Aquaculture including a description of the global industry, the technological advances that have helped advanced the industry, and the concept of sustainability focusing on the sustainable development of aquaculture.

North Island College – Marine Training Program

http://www.nic.bc.ca/program/marine_training

Transport Canada Marine Safety approved education & training – boat safety, hazards, emergency response, survival and rescue; Transport Canada exams for certification.



DiveSafe International

<http://www.divesafe.com/index.php>

A full range of equipment, courses and certification in commercial diving and underwater marine education for careers in Aquaculture, Seafood Harvesting, etc.



BC Centre for Aquatic Health Sciences

<http://www.cahs-bc.ca/outreach>

Workshops and Undergraduate Science program – scientific study on the health and welfare of aquatic animals and ecosystems including fish health & welfare, wild/farmed animal interactions, environmental monitoring, etc.



Vancouver Island University – Aboriginal Fisheries Technician

<https://www2.viu.ca/nrep/AboriginalFisheriesTechnicianCertificateProgramAFTCP.asp>

Certificate Program – Provides skills in fish identification, fisheries field techniques, fish and fish habitat inventory and assessment, electrofishing certification, and water quality sampling and monitoring techniques.



Selkirk College - Recreation, Fish and Wildlife Program

<http://selkirk.ca/program/rfw>

Outdoor classroom provides relevant learning experiences in backcountry recreation, fish and wildlife management; computer systems for environmental technologies; ecosystem health and management; fish and wildlife identification and management; parks and recreation management; avalanche awareness; backcountry navigation and travel.



TOURISM



Native Education College – Aboriginal Tourism

<http://www.necvancover.org/programs/aboriginal-tourism>

Certificate and Diploma Programs - Planning, marketing and managing a successful tourism business including; Business Communications, Computer Applications, Introduction to Aboriginal Tourism, Heritage Recovery and Interpretation, Customer Services in Tourism, Special Events Management, Cross-Cultural Tourism, Ecotourism and Networking within the tourism industry.



University of Northern BC – Indigenous Tourism & Recreation

<http://www.unbc.ca/outdoor-recreation-tourism-management/indigenous-tourism-readings-and-resources>

Undergraduate studies – indigenous perspectives on tourism and recreation, including indigenous tourism, cultural tourism and recreation, co-management of protected areas and conservation and tourism development opportunities in indigenous territories.



Capilano University – Tourism Management

<http://www.capilanou.ca/tourism-management/degree/Bachelor-of-Tourism-Management/>

Identify key tourism industry issues, impacts and trends at a local and global level ; develop skills in leadership, communications, finance, technology, marketing and sales, human resources; learn how to apply effective cross-cultural communication strategies.

College of the Rockies – Tourism & Recreation Management

<http://www.cotr.bc.ca/tourismrec/>

Certificate and Diploma Programs – written and oral communication skills, intercultural communication, finance, data processing, business law, entrepreneurship, environmental stewardship, leadership & community participation.



Thompson Rivers University – Aboriginal Tourism Certificate

<http://www.tru.ca/act/tourism/programs/certificates/aboriginal.html>



Certificate Program – Cultural, heritage and nature interpretation; Group tour operations (Aboriginal Perspectives); Organizational leadership in tourism, Marketing and customer service, etc.



Camosun College – Indigenous Tourism Perspectives

<http://camosun.ca/learn/calendar/current/web/tmgt.html>

Examines the issues, impact and opportunities that Indigenous tourism presents within BC, as well as the cultural context in which it should operate. Awareness of Indigenous business practices, cultural diversity, protocols and what is acceptable and desired by Indigenous people in the context of tourism.



Vancouver Island University – Aboriginal Ecotourism Training Program

<http://wordpress.viu.ca/ecotourism/2014/08/25/new-aboriginal-ecotourism-training-program-viu-nic-collaboration/>

Develop certified field skills in sea canoeing, interpretation, leadership, risk management, wilderness first aid, etc. Experience coastal British Columbia through place-based approach to training by travelling to and learning in communities involved in Aboriginal Ecotourism.



Northwest Community College – Cultural Heritage Tourism

<https://www.nwcc.bc.ca/course/tour-109-cultural-heritage-tourism>

Discuss some of the wide range of cultural heritage assets, which are, or could become, viable tourist attractions in the northwest and elsewhere. The importance of using effective, accurate and positive interpretation skills will be emphasized. All aspects of cultural heritage tourism will be examined in the parameters of sustainability.

FORESTRY

International Career School Canada – Wildlife and Forestry Conservation Program

<http://www.icslearn.ca/index.html>

Online learning – gather data on water and soil quality; identify disease, insect damage to trees and other plants, and conditions that may pose a fire hazard; locate property lines and evaluate forested areas to determine the species, quality, and amount of standing timber; characterize the habits and behaviors of wildlife; recognize how to suppress forest fires with fire control activities.



Vancouver Island University – Forest Resources Technology Program

<https://www2.viu.ca/calendar/Technology/forestresources.asp>

Recognize all the major values of the forest including timber, recreation, wildlife, range, fish, water, and visual landscapes. The program is accredited by the Canadian Technology Accreditation Board. Graduates of this program meet the required standard for membership in the Association of B.C. Forest Professionals (ABCFP) as Registered Forest Technologists (RFT).



Northwest Community College – Introduction to Silviculture

<https://www.nwcc.bc.ca/program/introduction-silviculture>

Identify local trees and plants; identify insects, disease, and other types of damage to immature trees; establish sample plots in plantations; measure/record trees and vegetation; and map field information; gain knowledge in basic sampling theory and design applicable to silviculture surveys.



Northwest Community College – Introduction to Forestry – Timber Cruising

<https://www.nwcc.bc.ca/programs-courses/nwcc-schools/school-exploration-mining/school-exploration-mining-courses-programs>

Learn to use cruising equipment, establish cruise plots, record tree data, and map field information, learn tree measuring skills; gain knowledge in basic sampling theory and cruise design.



Selkirk College – Forest Technology Program

<http://selkirk.ca/program/forest-technology>

Diploma Program –An ecologically-responsible approach to maintaining the integrity of the whole forest in the short and long-term. Includes: Ecology, Engineering, Habitat Identification, Harvesting, Hydrology, Inventory, Regeneration, Planning, Protection.



ENERGY



Selkirk College – Renewable Energy Program

<http://selkirk.ca/program/renewable-energy>

Certificate Program - Learn about the profound transformation in energy supply and consumption, reduced carbon footprints, the grassroots shift towards energy sustainability and how these trends affect our global society, economy and industries. Includes: Applied energy conservation, Biomass and geothermal properties, Electricity and electrical fundamentals, Hydro and micro-hydro energy, Principles of heat transfer and ground source heat pumps, Solar thermal and wind energy.



College of the Rockies – Oil and Gas Training

http://www.cotr.bc.ca/Trades/cotr_web.asp?IDNumber=164

A balance of both practical hands-on and technical skills training. All courses meet current standards and certifications requested by industry. Includes: Introduction to Oil & Gas, Hoisting and Rigging, Fire Suppression and Safety, Boom Truck, Fall Protection, etc.

MINING



Northwest Community College – School of Exploration & Mining

<https://www.nwcc.bc.ca/programs-courses/nwcc-schools/school-exploration-mining/school-exploration-mining-courses-programs>

Courses and programs targeted for the minerals industry including: Mineral Processing Operator, Surface Mining Operations Program, Mining Exploration & Natural Resources Field Assistant, Surface Diamond Driller's Helper, Drill Core Technician Basic Training, Intro to Geology & Prospecting, Environmental Monitor Assistant Program, Camp Operations, etc.

College of the Rockies – Mining Apprenticeship Program

<http://www.cotr.bc.ca/map/>

Qualified instructors, classroom theory and hands-on training in realistic shop and workplace settings for apprenticeship certification. Train for positions/careers as Heavy Duty Equipment Technician and/or Electricians. Emphasis is placed on the development of solid practical maintenance knowledge for heavy duty equipment in the open pit coal mining industry or electrical operations in the coal mining industry.



**Camosun College –
Aboriginals in Trades**

<http://camosun.ca/learn/school/trades-technology/community-partnerships/aboriginal-in-trades.html>



Trades training and computer-focused and engineering technology programs, including certificates, diplomas, bridging to university and university transfer courses.



**Northwest Community College –
Trades Training**

<https://www.nwcc.bc.ca/programs-courses/explore-our-programs/trades-rewarding-careers>

Foundation and Apprenticeship Trades programs designed to maximize theoretical and practical skills applications in a variety of industries and create opportunities for employment in secure, well-paid and rewarding Trades careers.



ASSOCIATIONS



**Sto:Lo Aboriginal Skills &
Employment Training
Website**

<http://www.saset.ca/>

Employment and training opportunities for First Nations.

AQUACULTURE

Aboriginal Aquaculture Association

<http://www.aboriginalaquaculture.com/welcome-1-1-1-2/>

Aquaculture career opportunities.



**BC Salmon Farmers
Association**



<http://bcsalmonfarmers.ca/jobs-salmon-farming/training-programs/>
Aquaculture training programs.



FORESTRY

**BC First Nations Forestry Council -
First Nations Forestry Training Program**

<http://www.fnforestrycouncil.ca/programs/training-youth/forestry-training-program>



The First Nations Forestry Training Program (FNFTP) is the training component of the Workforce Initiative. It is designed to match students

with sponsoring companies and provide individually structured training that reflects the operations of their sponsoring company. The result is both employment with the company and recognized or accredited education for the student.

MINING

**Explore for More - Mining Industry
Human Resources Council**

<http://www.mining.bc.ca/education-training/mining-education>

Mine-related training programs in colleges and universities across Canada.

GOVERNMENT

**Employment & Social Development
Canada - Aboriginal Skills and
Employment Training Strategy**

<http://www.esdc.gc.ca/eng/jobs/aboriginal/aset/index.shtml>

Find a job or upgrade your skills. ASETS links training needs to labour market demands, to provide training or skills upgrading and help finding a job.

**Service Canada - Education &
Training for Aboriginal Peoples**

<http://www.servicecanada.gc.ca/eng/audiences/aboriginal/education.shtml>

Web portal of education and training programs for First Nations.

JOB SEARCH SITES

First Nations Jobs Online

Job board searchable by location and/or job category. For First Nations, Metis & Inuit job seekers across Canada.

<http://www.firstnationsjobsonline.com/>

First Nations in BC

First Nations job opportunities across BC.

<http://fnbc.info/jobs>

**Education BC –
First Nations Employers**

Canada-wide list of FN employers with job vacancies.
<http://www.educationcanada.com/firstnations.phtml?state=&days=60d&pagen=2&scat=4>

Work BC

<https://www.workbc.ca/>

BC Government - comprehensive job board and up-to-date labour market information searchable by city and/or job category.

BC Jobs

<https://www.bcjobs.ca/>

Job postings across BC, searchable by city and/or job category.

Government of Canada Job Bank

Canada-wide career tools and job board searchable by location and/or job category

<http://www.jobbank.gc.ca>

Monster Canada

Canada-wide job board searchable by location and/or job category

<http://www.monster.ca>

Jobs.ca

Canada-wide job board searchable by location and/or job category

<http://www.jobs.ca/>

Workopolis

Canada-wide job board searchable by location and/or job category

<http://www.workopolis.com/EN/Common/HomePage.aspx>

Indeed

Canada-wide job board searchable by location and/or job category.

<http://ca.indeed.com/>

WorkDirectory.ca

Canada-wide job board searchable by location and/or job category.

<https://www.workdirectory.ca/>

**Government of Canada Services
for Youth**

Links to guide you through every stage of the job-hunting process.

<http://www.youth.gc.ca/eng/home.shtml>

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