

# Treaty 8 First Nations Labour Market HR Strategy

## BACKGROUND DOCUMENTS

November 2015

Prepared for:  
The Treaty 8 Tribal Association  
10233 - 100th Avenue  
Fort St. John BC V1J 1Y8

Canada





<b>1</b>	<b>Table of Contents</b>	
<b>2</b>	<b>TRAINING AND EDUCATION CENTRES AND PROGRAMS IN NEBC</b>	<b>3</b>
<b>3</b>	<b>SOCIAL SUPPORTS</b>	<b>13</b>
<b>4</b>	<b>T8 FIRST NATION BUSINESSES</b>	<b>15</b>
4.1	PROPHET RIVER FIRST NATION (PRFN) RELATED COMPANIES AND BUSINESSES	15
4.2	SAULTEAU FIRST NATIONS (SFN) RELATED COMPANIES AND BUSINESSES	16
4.2.1	SFN JOINT VENTURES AND PARTNERSHIPS	16
4.2.2	SFN INDEPENDENT CONTRACTORS:	16
4.3	WEST MOBERLY FIRST NATIONS (WMFN) RELATED COMPANIES AND BUSINESSES	17
4.4	DOIG RIVER FIRST NATION (DRFN) RELATED COMPANIES AND BUSINESSES	18
4.5	HALFWAY RIVER FIRST NATION (HRFN) RELATED COMPANIES AND BUSINESSES	19
4.6	BLUEBERRY RIVER FIRST NATIONS (BRFN) RELATED COMPANIES AND BUSINESSES	19
4.7	FORT NELSON FIRST NATION (FNFN) RELATED COMPANIES AND BUSINESSES	19
<b>5</b>	<b>TOOLS FOR EVALUATING SUCCESS</b>	<b>23</b>
5.1	DEVELOPING EVALUATION TOOLS	23
5.2	AN EXAMPLE OF AN ASSESSMENT TOOL	24
5.3	RELEVANT INFORMATION FOR ASSESSMENTS	25
<b>6</b>	<b>RELEVANT COURSES OFFERED AT NLC</b>	<b>27</b>
<b>7</b>	<b>REQUISITES FOR SPECIFIC CAREERS</b>	<b>30</b>
7.1	INDUSTRIAL & RESIDENTIAL ELECTRICIANS	30
7.2	OIL AND GAS DRILLING SERVICE RELATED LABOURERS.	31
7.3	OIL AND GAS DRILLING WORKERS AND SERVICE OPERATORS.	32
7.4	POWER ENGINEERING	33
7.5	TRUCK DRIVERS.	34
<b>8</b>	<b>MAJOR PROJECTS</b>	<b>35</b>
<b>9</b>	<b>INVENTORY OF BC ABORIGINAL SKILLS TRAINING PROGRAMS</b>	<b>46</b>



## 2 TRAINING AND EDUCATION CENTRES AND PROGRAMS IN NEBC

### **1. NENAS (North East Native Advancing Society)**

NENAS is the Aboriginal Human Resource Development Agreement (AHRDA) holder for the Canada employment program dollars for First Nations in northeast BC and asks similar questions prior to funding individuals in training programs. The nature of the mandate for one-off training support that NENAS provides has created a system focused on short-term training program success rather than on individualized plans for long-term success, career transition support, or more holistic project approaches as identified by the ASEP program review. NENAS also provides trades training which is 4 years long, certificate training that is 52 weeks with the safety tickets and work gear. They also offer career counseling,

NENAS has initiated a mentorship program through individual ETAs (Employment Training Assistant) who are hired at each of the Treaty 8 communities. With the support of NENAS, community ETA workers provide intake assessments for individuals interesting in future training.

Programs include:

- Employment Assistance Services Program: Providing a job board, message service, resume/cover letter guides, assistance and typing; free telephone use, faxing and copying for job search; job search resources and videos; EA application; career planning resources and videos; reemployment counselling to assist people to find work, change jobs and making informed decisions on career choices; referrals to NENAS employment and training programs; and referrals to other community agencies.
- Individual Assistance Programs (non-trades): A skills development program (SDEB) for individual who lack specific employment skills to increase their employability. It is for unemployed or under-employed individuals, covering tuition and training material. Each individual can receive up to \$3000 in funding over a three-year period. The SDEB program can be from 2 to 52 weeks.
- SDEB Trade and Apprentices Program: Assisting individuals who are looking for long term employment in the areas of trades or apprenticeships by providing essential equipment and training with a qualified trades person. It may also assist youth who are involved in the dual credit program.
- Confirmed Job Supplement (CJS) Program: is intended to provide supplement for essential work related items and short term training to provide funding assistance for safety ticket training; supplies required for occupation health and safety (e.g., gloves, boots and goggles); work clothing and other essentials; and disability related aids.

#### **Contact Information: Deanne McLeod**

Located at 10328 – 101 Avenue in Fort St. John  
In Fort Nelson: 208-5415 51<sup>st</sup> Avenue  
Tel: 250 785 0887  
Email: [NENAS@NENAS.ORG](mailto:NENAS@NENAS.ORG)  
Webpage: <http://www.nenas.org/nenas/#!/home>

### **2. NLC (Northern Lights College)**





Considered BC's Energy College, Northern Lights College serves an area of more than 324,000 square kilometers. NLC provides an opportunity to obtain the necessary classroom education, and supplement that with appropriate practicum or hands-on opportunities to make the successful transition from student to employee.

Programs are either certificate, or diploma, or associate degree based. Certificate programs are usually one year in duration. Diploma programs take two years. Associate degrees take two years of study (60 credits), and can be used to transfer to the third year of degree programs at provincial universities and university-colleges. Ensure the transferability of courses when making your educational plans.

List of training and skills enhance programs at Northern Lights College:

- Adult Basic Education (See Career and College Preparation)
- Aircraft Maintenance Engineering – Basic Training
- Aircraft Maintenance Engineering – Type Training
- Applied Business Technology
- Automotive Service Technician – Foundation (Fort St. John)
- Automotive Service Technician – Foundation (Dawson Creek)
- Automotive Service Technician – Apprenticeship
- Business Management Certificate
- Business Management Diploma
- Business Management Post Degree Diploma
- Business Management Post Degree Diploma – Health Administration Specialization
- Business Management Post Degree Diploma – Information Technology Specialization
- Career and College Preparation
- Carpentry – Apprenticeship
- Carpentry – Foundation Level 1 (Enhanced) – Next intake September 2015
- Carpentry – Foundation Level 2 (Enhanced) – Next intake September 2015
- Commercial Transport Technician – Apprenticeship
- Computer Support Technician Certificate
- Cook Professional – Level 1
- Cook Professional – Level 2
- Criminology – Certificate
- Criminology – Diploma
- Heavy Duty Equipment Technician – Apprenticeship
- Heavy Mechanical Trades – Foundation/Level 1 (Fort St. John)
- Heavy Mechanical Trades – Foundation/Level 1 (Dawson Creek)
- Industrial Instrumentation Mechanic – Apprenticeship
- Industrial Instrumentation Mechanic – Foundation
- Job Education and Training
- Millwright (Industrial Mechanic) – Apprenticeship
- Millwright (Industrial Mechanic) – Foundation Level 1 (Enhanced)
- Millwright (Industrial Mechanic) – Foundation Level 2 (Enhanced)
- Oil and Gas Field Operations
- Plumber – Apprenticeship
- Plumber – Foundation Level 1 (Enhanced)
- Plumber – Foundation Level 2 (Enhanced)
- Power Engineering and Gas Processing
- Practical Nursing
- Pre-Employment Workplace Essential Skills
- Social Services Worker Diploma
- University Arts and Sciences



○ Certificate – Arts
○ Certificate – Engineering
○ Certificate – Humanities
○ Certificate – Pre-Education
○ Certificate – Pre-Medicine
○ Certificate – Social Sciences
○ Degree – Associate of Arts
▪ Online Courses
▪ Welding – Foundation
▪ Welding – Apprenticeship
▪ Wind Turbine Maintenance Technician – Next intake September 2015
▪ Workforce Training

For more information see: <http://www.nlc.bc.ca/Programs/AllPrograms%E2%80%9393Alphabetical.aspx>

#### Contact Information:

Located at 9820 – 120 Avenue in Fort St. John

Tel: 250 785 6981 (David Christie: [dchristie@nlc.bc.ca](mailto:dchristie@nlc.bc.ca))

Toll Free: 1 866 463 6652

Email: [inted@nlc.bc.ca](mailto:inted@nlc.bc.ca)

Webpage: <http://www.nlc.bc.ca/About-NLC/Campuses/Fort-St-John/Campus-Contacts>

### 3. ITA (Industrial Training Authority) BC

ITA BC is the provincial government agency responsible for apprenticeships and industry training programs in B.C. ITA supports existing apprenticeship options, and to identify new training approaches. Their programs include:

**Apprenticeship:** Apprenticeship is paid, work-based training combined with post-secondary education.

Apprentices spend about 80 per cent of their time learning skills on the job (under the direction of a highly skilled journeyman) and about 20 per cent of their time learning in a classroom setting.

**Secondary School Apprenticeship:** Secondary School Apprenticeship is a career program that lets students start their apprenticeships while still in high school, and earn high school credits for doing so.

**Credentials and Certification:** After completing an apprenticeship in B.C. students will earn a certificate of apprenticeship, and (if applicable) an interprovincial or [Red Seal](#) endorsement. Having your certification or ticket identifies an apprentice as a skilled worker who has demonstrated defined abilities, and will enhance your career options.

**Accelerated Credit Enrolment in Industry Training:** The ACE IT program allows high school students to earn credit towards their high school graduation as well as credit towards the technical training component of an apprenticeship or industry-training program.

#### Contact Information: Pam Eales (FSJ)

Located at 8<sup>th</sup> Floor, 8100 Grandville Avenue in Richmond

Tel: 778 328 8700, or 778 785 2425 (Aboriginal Initiatives)

Email: [aolsen@industrialscaffoldservices.com](mailto:aolsen@industrialscaffoldservices.com)

Webpage: <http://www.itabc.ca>

### 4. UA Piping Industry College of BC (UAPICBC or PIC)



UAPICBC is PCTIA (Private Career Training Institution Agency) accredited and ITA (Industry Training Authority) designated to offer piping trades apprenticeship training in piping foundation; plumbing levels 1, 2, 3 and 4; Sprinkler fitting levels 1, 2, 3 and 4; Steam fitting levels 1, 2, 3 and 4 and Welding levels C, B and A. With campuses in Delta, Kitimat and Fort St. John, PIC/UAPICBC provides training and essential skills. The program includes multiple stages of learning starting with “C” level Welding (28 weeks – approximately 1000 hrs.), progressing to “B” level and then “A” level certification. There is student financial aid services and funding, through our Canada-BC Labour market Agreements for supports such as: free tuition, daycare subsidies, subsidized lunches/meals, safety boots and coveralls, monthly gym membership, and math tuition.

**Contact Info: Miranda**

Located at 7825 - 100<sup>th</sup> Avenue in Fort St. John (Branch Office)

Tel: 250 263 9595

Email: [Registrar@Uapicbc.ca](mailto:Registrar@Uapicbc.ca)

Webpage: <http://www.uapicbc.ca>

## **5. Industrial Scaffolding**

Industrial Scaffold Services L.P. is a full service scaffolding company that provides material rentals, equipment purchasing, and highly qualified field supervisory personnel that are key elements in the successful completion of any project. Industrial Scaffold provides an internationally recognized in-house scaffold training conducted by an Internationally Certified Scaffold Instructor. They are able to custom build the training to Clients needs and location to ensure the most beneficial training possible.

**Contact Information:** Trevor Schlesinger, Business Development Manager (Edmonton)

Located at 7404 100th Av, in Fort St. John office

Contact: Tel: 587 879 5560

Email: [tschlesinger@industrialscaffoldservices.com](mailto:tschlesinger@industrialscaffoldservices.com)

Webpage: <http://www.industrialscaffoldservices.com>

## **6. Treaty 8 Tribal Association (T8TA): Cultural Employment Strategy (CES)**

The Cultural Employment Strategy (CES) is a three year federally funded project designed to help Treaty 8 First Nations use existing cultural knowledge and skills to generate sustainable employment income. Treaty 8 Tribal Association is leading this project in partnership with Aboriginal Affairs and Northern Development Canada (AANDC) and selects corporate and community partners.

The CES offers an excellent opportunity for local businesses, government agencies, educators, and Aboriginal service providers to come together and work collaboratively with First Nations to build relationships and bolster the local economy. As the fastest growing population in Canada, First Nation people have a tremendous amount to offer the local job market. By creatively exploring new employment and business opportunities that utilize First Nations’ cultural knowledge and skills we can:

- Increase employment of First Nations people;
- Increase the number of locally-owned First Nation businesses;
- Improve cross-cultural awareness and understanding;
- Strengthen the local economy; and
- Create a brighter employment future for First Nations youth.

**Contact Information: Diane Abel**

Located at 10233 – 100<sup>th</sup> Avenue in Fort St. John



Tel: 250 785 0612  
Email: [dabel@Treaty8.bc.ca](mailto:dabel@Treaty8.bc.ca)  
Webpage: <http://treaty8.bc.ca>

## **7. Community Futures Peace Liard**

For over 20 years, Community Futures offers financing, training, and advisory services for small businesses and entrepreneurs in the region. It operating as a locally autonomous, not-for-profit organization that is driven by a board of directors and volunteers who provide guidance and expertise. It offers BizShift Loans, programs for starting a business, information on partnership opportunities, and a business-planning workbook.

For a very reason rate, Community futures provides workshops, such as:

- Moving from a proprietorship to incorporation – tax concerns (\$59)
- Incorporation: Legal and Tax tips (\$99)
- Getting Incorporated – essential steps and legal tips (\$59)
- Sales Strategies for small businesses (\$59)
- Starting a Consulting Business (\$59)
- Operations for Small business (\$39)
- Making Essentials for a Small business (\$59)
- Market Research 1 – find date that works for you (\$69)
- Market Research for your business (\$89)
- Business viability 1 – The Break Even Analysis
- (Many more) Etc....

### **Contact Information: Sue Kenny**

Located at 904 – 102 Avenue in Dawson Creek  
Tel: 250 782 8748  
Toll Free: 1 877 296 5888  
Email: [skenny@communityfutures.biz](mailto:skenny@communityfutures.biz) (Sue Kenny, General Manager)  
Webpage: <http://communityfutures.biz/contact/>

## **8. Fort St. John Metis Society/Metis Society of BC**

FSJ Metis Society develops and enhances opportunities for our Métis Chartered Communities and Métis people in British Columbia by providing culturally relevant social and economic programs and services.

It offers programs and services related to:

- Careers
- Children and families
- Citizenship
- Chronic Disease Surveillance
- Education
- Employment and Training
- Health
- A Business directory

### **Contact Information:**

Located at 10011 – 100<sup>th</sup> St. in Fort St. John  
Tel: 250 785 1541



Webpage: <http://www.mnbc.ca/programs-services>

## **9. Northeast Aboriginal Business Centre Society**

Northeast Aboriginal Business Centre offer services to Status, Non-Status, Métis & Inuit individuals as well as businesses in Northeastern British Columbia. It has several entrepreneurial resources available to our clients, including an extensive resource library, and we also have computers and telephones available for use by our clients. It is not a lending source, however, they can help you through the business planning & loan application process.

Specifically, Northeast Aboriginal Business Centre offers services for:

- Business Plan Development
- Financial Forecasting
- Pursuit of Business Loans & Grants
- Market Research Analyzing
- Aftercare Services
- Economic Liaison Services with Industry & Government
- Equifax Credit Bureau reports (Personal/Business)

### **Contact Information: Paulette Flamond**

Located at 10071 - 100th Avenue in Fort St. John

Tel: 250.785.1870

Toll Free: 1.888.783.1870

Email: [office@neabc.ca](mailto:office@neabc.ca)

Webpage: <http://neabc.ca/contact/>

## **10. Fort St. John Aboriginal Friendship Society**

Friendship Centres are Canada's most significant off-reserve Indigenous service delivery infrastructure and are the primary providers of culturally enhanced programs and services to urban Indigenous residents. For over half-a-century, Friendship Centres have been facilitating the transition of Indigenous people from rural, remote and reserve life to an urban environment. For many Indigenous people, Friendship Centres are the first point of contact to obtain referrals to cultural based socio-economic programs and services.

Programs include:

- NewJourneys.ca: an online resource supporting Indigenous people who relocate or are planning to relocate to an urban area.
- UAKN: a research network of urban Aboriginal communities, policy makers and academics, engaging in community driven research with the goal of contributing to a better life for urban Aboriginal people.
- Action for Indigenous Women: a comprehensive initiative to end violence against women and girls
- A4W: Geared specifically for aboriginal youth, using mobile technology to empower and educate.
- Indigenous Innovation Summit: National level summit for Indigenous social innovation.
- Aboriginal urban Demographic Project: Provides community level snapshot of where the NAFC conducts its work.
- Canada Learning Bond: a partnership that encourages indigenous families to access the Canada learning bond, a government education fund.
- National Association of Friendship Centres: Ensures Friendship Centres are meaningfully and





ethically engaged throughout the course of the Pathways initiative.

**Contact Information:**

Located in Fort St. John at 10208 – 95<sup>th</sup> Avenue

Tel: 250 785 8566

Email: [friendship@bluenova.ca](mailto:friendship@bluenova.ca)

Webpage: <http://www.bcaafc.com>

Located in Fort Nelson Aboriginal Friendship Society at 5012 – 49<sup>th</sup> Avenue

## **11. Muskoti Learning Centre**

Part of Saulteau First Nations, the Muskoti Learning Centre offers education for learners who have not completed their dogwood diploma as well as upgrading for post-secondary programs. A certified teacher is available to assist adult learners preparing for the GED graduation. There is also a connected classroom in partnership with the First Nations Education Steering Committee that has course such as English, Math and other science course thought the semester via teleconference. They can also provide a customized learning program to find the courses required to help students. Workforce training is available when there is sufficient demand and funding is accessible. Some of the programs offered include: heavy equipment operator, ground disturbance, Foodsafe, H2S, WHMIS.

Contact Information: Audrey Norris

Located at in Saulteau First Nations (East Moberly Lake)

Tel: 250 788 3955

Webpage: <http://www.saulteau.com/education/muskoti-learning-centre/>

## **12. University of Northern BC (UNBC)**

UNBC offers degrees, diploma programs, certificate programs and continuing studies. A certificate program is intended to enhance public access to a university education with a flexible course of study that allows either a short-term exit (upon completion of Certificate requirements), or the option of laddering into other programs, including the Bachelor program. The Certificate also provides flexibility. All courses in the Certificate are university-credit courses. This means that students can apply credit taken in their Certificate to other programs should they later decide to pursue a Bachelor's degree. Moreover, the requirements for the Certificate could be completed in one year or could be completed on a part-time basis over several years, depending upon course scheduling and the situation of the student.

As soon as a student completed the 10 courses required in the program of study, the student would be eligible to receive his or her Certificate. The completion of the Certificate would give students the equivalent of one full year of university credit. This provides a ladder program of study, which could result in the completion of a Bachelor's degree with three more years of study at UNBC or another university. Because the program is based on existing undergraduate courses, Certificate students will take their courses alongside regular, full-time students.

There are 8 First Nation Certificate Programs:

- Aboriginal Community Resources Planner
- Aboriginal/Indigenous Health and Healing
- First Nations Language
- First Nations Public Administration
- General First Nation Studies
- Metis Studies



- Nisga'a Studies
- Traditional Ecological Knowledge

At UNBC there are 13 main subject areas for continuing studies, including:

- Business and Career: (Certificates: Certificate in Supervisor Fundamental; Certificated Life Skills Coach Training; Risk Management Certificate; and TESOL)
- Computer: (Course: Adobe Photoshop CS 5)
- Fitness: (Certificate: Fitness Leadership Certificate)
- General Interest: (Courses: Introduction to fly fishing; Master Gardener Training; and Spanish for Travelers)
- Geographical Information Systems: (Certificate: GIS Certificate)
- Mental health and Addictions certificate
- Natural Resources: (Courses: Advanced Road Deactivation; Basic Wilderness Survival; Bridge Inspections; Building Resources Roads in Wetlands; Carbon Budget Modelling; Chainsaw Safety; Economics of Renewable Energy Project; Environmental Monitoring Certificate; Forest Road Construction; Invasive Plant Species Identification, Ecology and Control; Jet Boat Safety Course; Northern Silviculture Committee 2015 Winter Workshop; Road Engineering-Road Design Using RoadEng; S-100 Basic Fire Suppression and Safety; and Wildland Firefighting)
- Project Management: (Certificates: First Nations Masters Certificate in Project Management; and Masters Certificate in Project Management)
- Occupational Health and Safety Certificate: (Courses: Occupational Health & Safety Fundamentals; OHS Legislation Act and Regulation; Workplace Hazard Analysis, Risk Assessment and Control; Ergonomics for Injury Prevention and Accommodation; Hazardous Materials and Occupational Hygiene; Fire Safety Planning and Systems; Emergency Preparedness and Response; Safety Inspections, Accident Investigations and Reporting; and Safety Program Design and Analysis)
- University Skills: (Courses: Intermediate Algebra Modules 1, 2 and 3)
- Wildlife Danger Tree Certificate: (Courses: Wildland Fire Safety Module; Parks and Recreation Module; Forest Harvesting and Silviculture Module)
- Experiential Tourism: (Courses: Walking with Dinosaurs; Jetboat Photography; Some Like it Hot; and Ghost Towns)
- Request (Customizable) Training (Course by Request: Have a Course Idea; and Customized Training)

**Contact Information:**

Located at 3333 University Way in Prince George  
Tel: 250 960 5555  
Email: [unbc4u@unbc.ca](mailto:unbc4u@unbc.ca)  
Webpage: <http://www.unbc.ca/contact>

### **13. Chalo School**

Through Fort Nelson First Nation and their associated Chalo School, they offer several training and upgrading programs for youth and adults.

**Contact Information: Cindy Bonn**

Mailing address: RR1 Mile 293, Fort Nelson, BC, V0C 1R0  
Tel: 250 774 7651 (Amanda Mercer – Principal)  
Email: [amercer@chaloschool.bc.ca](mailto:amercer@chaloschool.bc.ca)



Webpage: <http://chaloschool.bc.ca>

#### **14. AEC (Aboriginal Education Centre), School District no. 60 PRN**

AEC serves all schools in the district to develop and promote Aboriginal programs that increase knowledge and understanding in community, and AEC assists with and provides cultural awareness sessions for teachers/administrators and for the community at large.

**Contact Information: Pat Jansen (principle)**

Located at 12264 242 Rd, Grandhaven, Fort St. John  
Mailing address: SS#2 Site 20 Compartment 24, FSJ, V1J 4M7  
Tel: 250 785 8324 (District Vice Principal: Pat Jansen)  
Email: [pjansen@prn.bc.ca](mailto:pjansen@prn.bc.ca)  
Webpage: [http://www.prn.bc.ca/abed/?page\\_id=21](http://www.prn.bc.ca/abed/?page_id=21)

#### **15. SD 59 Dual Credit Program**

Northern Lights College has established partnerships with School Districts 59, 60, and 81 in northeastern British Columbia, as well as with Northern Opportunities, to offer Dual Credit programming with options to qualified secondary school students.

Dual Credit programs allow students in grades 11 and 12 to gain credits towards secondary school graduation while also earning credits in a post-secondary academic course, vocational program, or trade or Apprenticeship. Each participating School District has an agreement with Northern Lights College regarding the payment of tuition fees for Dual Credit programs.

This collaboration benefits students, parents, industry, employers and communities through increased and diverse program offerings, assistance with tuition, work experience, apprenticeship and educational opportunities that lead to rewarding careers and a skilled workforce. Course offerings now include not only those in trades and technology but also vocational and university transfer options.

Individual Dual Credit programs are offered at specific NLC campuses or via online or distributed delivery models. Student Residence space at NLC is available at the Dawson Creek and Fort St. John campuses.

Please note that minimum age for living in Residence is 17 years.

**Contact Information: Pat Jansen (AEC) and David Christie (NLC)**

Tel: NLC Student Recruiter – q 866 463 6652  
Email: [studentrecruiter@nlc.bc.ca](mailto:studentrecruiter@nlc.bc.ca)  
Webpage: <http://www.nlc.bc.ca/Programs/Dual-Credit-Programs>

#### **16. Employment Connections/Work BC**

In northeast BC, Employment Connections (in Fort St John) is one of several employment service delivery agencies bound by the rules determining which clients they can accept into their programs. While general employment services (e.g. job postings) are available to anyone, to acquire life skills training or other supports, clients must fill in a form and self-identify that they are unemployed, underemployed or have a disability that is affecting their ability to work. Once they have disclosed any of these issues on their intake form, a case file can be opened for them and more extensive counseling and support services are made available to them through a more detailed individual assessment and plan.



For off-reserve individuals struggling with addictions, unresolved trauma or abuse, programming is available if they identify these issues as a mental disability preventing them from either getting or keeping a job. In many cases, these issues are the underlying cause for failure to succeed in meeting expectations of the work environment (such as punctuality and consistently showing up). Employers are not equipped and can rarely deal with the root causes of 'problem workers', and when they fire the worker they are disciplining the symptom – not showing up – rather than addressing the cause (e.g. giving them time or resources for treatment or counseling).

**Contact Information:**

Located at #101-9907 99<sup>th</sup> Av., FSJ, V1J 1V1  
Tel: 250 787 0024 or toll free at 1-855-987-0024  
Webpage: <http://www.employmentconnections.bc.ca/contact/#sthash.DjnXUT0m.dpuf>

## **17. Impact Society**

Impact Society is a non-profit society that focuses on strength-based programs. Through their HEROES® and other related programs, the Impact Society works with youth and families in schools and in First Nation communities to discover their gifts and abilities.

**Contact Information: Cody Bruno**

Located at 5050A Skyline Way NE in Calgary, Alberta  
Tel: 403 280 1856  
Email: [cody@impactsociety.com](mailto:cody@impactsociety.com)  
Webpage: <http://impactsociety.com>

## **18. New Relationship Trust**

The New Relationship Trust (NRT) is an independent non-profit organization dedicated to strengthening First Nations in BC through capacity building. NRT invests in First Nations in BC by supporting them in five key capacity development areas: governance capacity, education, language & culture, youth & Elders, and economic development.

NRT Initiatives have funding in education through scholarships and bursaries; youth and elders through grants; and capacity via direct support and policy development. NRT also has partner initiatives in the areas of language and Culture (First voices and FN Equity Fund) and Economic Development (Entrepreneurs Equity Matching Initiatives).

Located at Suite 1008 – 100 Park Royal South in West Vancouver  
Toll-Free 1-877-922-3338  
Facsimile (604) 925-3348

**Contact Information: Allie Auger**

Allie Auger (250) 556-9888  
Email: [AllieAuger.fsnavigator@gmail.com](mailto:AllieAuger.fsnavigator@gmail.com)  
Webpage: <http://www.newrelationshiptrust.ca/funding>

## **19. Sterling Crane**

Sterling Crane is partnering with Prophet River First Nation to provide Journeyman Crane Operator training. This unique program is offered on the site and has the advantage of being close to First Nation communities. Successful apprentices will have an opportunity at achieving high paying and demand jobs.



**Contact Information: Cody Mero and Scott Fuller**

Located at 9608 – 81<sup>st</sup> Av., FSJ, BC, V1J 6R4

Tel: 250 263 0082

Email: [cmero@sterlingcrane.com](mailto:cmero@sterlingcrane.com)

Webpage: <http://sterlingcrane.com>

## 3 SOCIAL SUPPORTS

### 1. NENAN (Nenan Dane zaa Deh Zona Family Services)

NENAN offers child-centred Aboriginal systems of support thorough programs that prevent children from going into Ministry care and protect those children already in care. Some of the supports and programs are:

- Aboriginal Child and Youth Mental Health (ACYMH): a trained mental health team that provides individual, family and group counselling that supports youth health concerns.
- Aboriginal Supported Child Development (ASCD): offers support and services for children 0 – 6 who have identified special needs.
- Cultural Connections: this program is for youth in care 15 yrs. and older, which creates a plan to support independence and the process of aging out of ministry care.
- Family Services: two family navigators develop and execute prevention and intervention strategies – advocacy for a family with an open MCFD file through Traditional Decision Making (TDM) family planning process; accompanying family to meetings; preparing families for court; home visits for one-on-one sessions; walking through rights and much more.
- Health and Wellness programs: Mom's the Word (a safe space for Aboriginal mothers to meet); Halfway to Town (workshops run in September for three for youth from HRFN who are relocating during the school year to FSJ); NENAN Youth Group for 13 to 17 yrs. olds; and Young Women's Group (13 to 17 yrs. old);
- P.A.T.H.: Positive, Acceptance, Trust and Healing. Utilizes healing circles to heal unresolved trauma with families.
- Prevention Services: Early intervention support in order to identify concerns and family challenges.

**Contact Information:**

Fort St. John (main office): 10615 – 102<sup>th</sup>; Tel: (250) 787 2151; toll free @ 1 866 637 2151

Dawson Creek (Sub Regional Office), Northern Lights College: Building 12, 11401 8<sup>th</sup> St. (same as FSJ tel. number)

Fort Nelson (Sub Regional Office), Fort Nelson Friendship Centre: 5012 49<sup>th</sup> Av.; Tel: 250 321 1751

Webpage: <http://www.nenan.ca/contact>

### 2. Fort St. John Native Housing Society

This service provides Aboriginal families with housing needs.

**Contact Information:**

Located at 10233 – 100th Av in Fort St. John

Tel: 1 250 785 4900

Contact: Audrey Cowger

Email: [acowger@pris.bc.ca](mailto:acowger@pris.bc.ca)





### **3. Women's Resource Centre**

The Fort St. John Women's Resource Centre provides a supportive environment in which all women are encouraged and enabled to achieve their fullest potential by promoting awareness of the violence against women through advocacy and events, such as workshops and information sessions. Their major programs include:

- Sky's place: a 12 Unit Shelter for Women and Children
- Poverty Law Advocacy Program: 3 year law initiative
- Outreach store: free food, clothing and basic necessities and bus passes
- Resource Centre: open Monday to Friday 9 to 5pm, and offers free computer, printer and scanner for women, as well as Internet. Also provides support through pamphlets, books, referrals, and information on rights
- Violence Against Women V-Day Campaign: see [www.vday.org](http://www.vday.org)
- Poverty Income Tax Program: Free income tax program
- Rotary Christmas Party: A yearly party for marginalize families
- Community Law Information Sessions: free workshops in the area of poverty, tax and estate law
- International Women's Day: March 8 celebration. See [www.internationalwomensday.com](http://www.internationalwomensday.com)
- Take Back the Night: October night walk to address violence against women. See [www.takebackthenight.org](http://www.takebackthenight.org)
- Bridges for Women: a flexible self-paced online program to meet individuals needs for women.

**Contact Information:**

Located at 10051 – 100<sup>th</sup> Avenue, Fort St. John  
Tel: (250) 787 1121  
Email: [fsjwrs@telus.net](mailto:fsjwrs@telus.net)

### **4. Dawson Creek Aboriginal Family Resource Society**

The First Nations Child & Family Caring Society of Canada (the Caring Society) was developed at a national meeting of First Nations child and family service agencies (FNCFS), held at the Squamish First Nation in 1998. Meeting delegates agreed that a national non-profit organization was required to provide research, policy, professional development and networking to support FNCFS in caring for First Nations children, youth and families.

The First Nations Child & Family Caring Society of Canada is the only national organization serving Aboriginal children and families. It has one full-time staff, two part-time staff member and many volunteers, and is an independent organization and receives no federal government funding. They have done over 300 presentations since 2010 to educate the public on First Nations children, youth and families.

**Contact Information:**

Located at 4 – 10109 13<sup>th</sup> St. in Dawson Creek  
Tel: 250 782 1169  
<http://www.fncaringsociety.com/organizations/dawson-creek-aboriginal-family-resources-society>

### **5. North Wind Healing Centre**

North Wind Healing Centre aims to enhance First Nations traditions and cultural practices that promote healing, wellness, balance and harmony. Counsellors and Cultural Elders from different First Nations use traditional storytelling to share their wisdom and practical knowledge. Our treatment model is holistic. We



adhere to the belief that every person has the right to live a sober and balanced life. North Wind Healing Centre offers a 45-day, culturally based, residential treatment program for ages 19 and up and a two-week program for youth ages 13 to 18. For more information see:

<http://www.northwindhealingcentre.ca/leadership.php>.

**Contact Information:**

Located at Dawson Creek  
Tel: 250 843 6977  
Email: [t8heal@pris.ca](mailto:t8heal@pris.ca)  
Toll Free: 1 888 698 4333

## 6. Other Healing Centres

In addition to North Winds and Asti-Pi Healing Centres, there are several other First Nation treatment and family centres listed in B.C. that have been accessed by Treaty 8 members, such as: Three Voices; Kachaamin Family Development Centre; Namgis Treatment Centre; Carrier Sekani Family Services; Tsow-Tun Le Lum Treatment Centre; Wilp Si'Satxw House of purification; Round Lake Treatment Centre; Gya'wa'tlaab Healing Centre; For more information see: <http://firstnationstreatment.org>.

## 7. Aboriginal Justice Program

**Contact Information:**

Located at 2022 Kennay Yah Road, RR1 Mile 295 Alaska Highway in Fort Nelson, B.C.

# 4 T8 FIRST NATION BUSINESSES<sup>1</sup>

## 4.1 PROPHET RIVER FIRST NATION (PRFN) RELATED COMPANIES AND BUSINESSES

**Bigfoot Contracting Ltd.:** Primary area of business is slashing and seismic crews; providing mulchers for pipelines and roads

**Tse'kwa (the House on the Rock) (EBA Development Corp):** In conjunction with West Moberly First Nations and Doig River First Nations, PRFN purchased the Charlie Lake Cave archaeological site property, which includes a residence and 5 acres of land. There are long-term plans to create a Cultural Heritage Site and Museum, with restoration of the cave (recent graffiti), ethno botanical trails, and a small teahouse/gift shop.

**JV partners include PRO-TEC Slashing and WCM Mulching:** JB and S.T.A.R. First Aid Services, provides First Aid Services

**Little Beaver Contracting Enterprises**

**Prophet River Contracting, Ltd.:** Slashing

<sup>1</sup> Information pertaining to Band and Member companies changes regularly. It is important to contact the Economic Development Manager for each band to ensure that the information is up to date for current contact details.



**Klua Ventures Ltd.:** Pipelining, ice bridges, clearing, slashing

**TRIB Contracting Ltd.:** Gas Plant and Field Operator, General labour, office and camp cleaning

For more information on these businesses contact Ed Whitford PRFN EcDev, T: 250 773 6555.

## 4.2 SAULTEAU FIRST NATIONS (SFN) RELATED COMPANIES AND BUSINESSES<sup>2</sup>

**4 Evergreen Resources Inc. (4EG):** Employing 60 workers, 4EG provides services to the construction, transportation, mining, energy and forestry sectors. It provides heavy equipment, seismic hand-cut crews, labourers, and mulchers and is involved in road and lease building, right of way clearing, bridge building, logging, industrial first aid and other related industrial activities. (Industry Canada 2012)

### 4.2.1 SFN Joint Ventures and Partnerships

- **Three Nations Ventures** is a partnership between the Saulteau, Blueberry River, and West Moberly First Nations that originated through a joint venture with Tembec in 2002. Three Nations Ventures contracted with Tembec including log yard management at their Chetwynd mill site. It also included operation of the scaling and smelting activities at the mill site. Three Nations performs refuse hauling and maintained 28 kilometres of road associated with Tembec's woodland operations, and owns several pieces of heavy machinery for the forest industry (Brunet 2004).
- **Six Nations Ventures** was formed as a joint venture between six Treaty 8 communities that are signatories to a Memorandum of Agreement (MOA) with Peace Valley OSB. It manages yard operations at the mill in Fort St. John (Peace Valley OSB. 2006), operates two logging trucks that haul for Peace Valley OSB.
- **Twin Sisters Native Plants Nursery** is a three-way partnership with SFN, West Moberly First Nations and Walter Energy. The nursery will cultivate native plants initially for use in mine site reclamation at Walter Energy and Western Coals mine sites. (Coffee Talk Express 2012)
- **Little Prairie Community Forest** is a joint venture between the District of Chetwynd, Saulteau First Nations and West Moberly First Nations. The community forest, which is about 13,884 hectares in size, is situated between Chetwynd and Moberly Lake. The community forests agreement has a 25-year term and grants the right to harvest 20,000 cubic metres per year (MFLNRO 2011).

### 4.2.2 SFN Independent Contractors:

There are at least 12 SFNs independent contractors, such as:

- **Paul Paquette and Sons Contracting** offers services to the energy, forestry, mining, and oil and gas sectors. The company operates several pieces of heavy equipment and is primarily involved in right of

<sup>2</sup> Information from this section (SFN companies) is taken directly from the SFN Baseline Profile report for the Site C Clean Energy Project, by Randy Sunderman from Peak Solutions Consulting and Lions Gate Consulting, February 2013.



way clearing and grubbing (BC Achievement Foundation 2012). They were awarded the major contract for Site C clearing.

- **Golden Eagle Enterprises Ltd** operates heavy equipment including two excavators, two Forestry Mulchers, and a skid steer.
- **Moberly Lake Water Hauling Services** provides rig water hauling, dust suppression, fire suppression, lease preparation, road freezing, and spray bar work. (Women's Enterprise Centre 2006).
- **Little Prairie Contracting** specializes in oil and gas land clearing, seismic line clearing, and road and pipeline right of way clearing and provides prep lease pads and general labour.
- **Razor Resources Corporation** operates heavy equipment and works in the oil and gas, forestry, and mining sectors. The company is primarily involved in seismic line cutting, mulching and pilot car services.
- **Reuben Walker LTD.** provides first aid and mobile treatment centres for activities in the Peace River region (Hotfrog 2012).

For more information on these businesses contact Gil David SFN EcDev, T: 250 788 3955 at [gdavis@saulteau.com](mailto:gdavis@saulteau.com).

### 4.3 WEST MOBERLY FIRST NATIONS (WMFN) RELATED COMPANIES AND BUSINESSES

**Forest Licenses:** WMFN has participation and partnerships in various forest licenses including, e.g., the Chetwynd Community Forest.

**Dunne-za Ventures LP:** Dunne-za Ventures is wholly owned and managed by WMFN. It was started primarily to work in the forestry sector in logging, trucking and ancillary activities. Dunne-za has won several awards, including Aboriginal Business of the Year at the Northern Business and Technology Awards in January 2009. <http://www.dunneza.com/>

**Among Dunne-za Venture LP services are the following:**

- Oil & Gas – Right of Way clearing, Reclamation, First Aid services
- Geophysical & Seismic – Certified Hand cutters, Mechanical (Mulchers, Crawler Tractors, etc.) Surveying, Medical (including HETS), Orienteering, QST and QC, SFOS Trained Supervisors
- Mining -Clearing, Road Construction, Bridge Design, Project Management
- Forestry – Logging, Trucking, Road building

**Twin Sisters Native Plant Nursery:** In partnership with Saulteau First Nations and industry, a plant nursery was built and staff trained to operate it. This is a relatively new venture, but is expected to grow with the amount of reclamation required in the region, and the need for native species for re-vegetation efforts.

**Dunne-za Lodge:** WMFN built and manages the Dunne-za Lodge on Moberly Lake, which has a meeting space, kitchen and cabins for rent. Promotional material for the Lodge states: "Dunne-za Lodge is a retreat destination with cabin rentals, a cozy lodge that can host family & community gatherings as well as a meeting space. (WMFN.org website).

**WIIS Broadband** is a partnership with WMFN and Indiginet to enable a more secure and reliable Internet



service at the Lake. The community has its own tower and provides high-speed Internet services and Wi-Fi to community members and Moberly Lake residents. The joint venture is called Westmo-Indiginet Internet Services (WIIS), and the Band is considering expanding the business.

**Six Nation Ventures (6NV)** is a joint venture and partnership with five other Treaty 8 First Nations established when the Peace Valley OSB plant started operations. See SFN Companies.

**KiHew Sas** is a venture with the five Treaty 8 Tribal Association member bands (Saulteau, Prophet River, Doig River, Halfway River First Nations).

**Three Nations Ventures:** (See above – SFN businesses)

**Tsay Keh Ne Cheleh (Misty Meadows) Ranch** operates at the west end of the Lake. The WMFN purchased approximately 2,790 acres immediately adjacent to the reserve in an area known as Misty Meadows. It included two ranch houses, garages, barns, farm equipment and machinery. Approximately 800 acres are suitable for farm operations (WMFN Community Profile, no date).

**Dokki Windfarm:** participation in the Dokki Windfar

**Moberly Lake Golf Course** is nestled on the northern hills above beautiful Moberly Lake, 30 km. north of Chetwynd, BC. Services offered include: Tournament Bookings, Lounge and Restaurant with home-cooked meals, Cart Rentals, Club Rentals, Family Fun Days, Corporate Gatherings (WMFN.org).

**Chetwynd Apartment Buildings:** The Band currently owns three apartment buildings in Chetwynd, which are professionally managed and have a very low vacancy rate.

**Tse'kwa (the House on the Rock):** See PRFN businesses.

WMFN is involved in other partnerships and joint ventures with various companies throughout the region. For example, WMFN has a joint venture with WMFN/PTI Camp Services.

**For more information on these businesses contact John Lewis, EcDev WMFN, 250 788 3676 at [jlewis@westmo.org](mailto:jlewis@westmo.org).**

## 4.4 DOIG RIVER FIRST NATION (DRFN) RELATED COMPANIES AND BUSINESSES

**Alamo Contracting LTD:** Oilfield and residential backhoe, trucking and grader services.

**Dav-jor & UTS Environmental INC:** road building, P/L right of way, heavy equipment, first aid services, seismic, clean up, lease building, camp services, pipeline construction, C.O.R. certified.

**Doig River Timber:** Silviculture, timber cruising, harvesting, forestry planning, logging, First Nation consultation.

**Iron Beaver Resources LTD:** clean up, slashing, labourer, P/L right of way, seismic, road and lease construction, and CORE certified.

**M & M Resources Inc.:** Equipment solutions including construction, land clearing, mulching right-of-way, geophysical seismic mulching/slashing, lease building, trucking, hazardous waste hauling and sawdust hauling.

**Pouce Coupe Ventures:** seismic line cutting, seismic slashing, clean up, right of way clearing, lease and road construction, general labour.

**For more information on these businesses contact Shona Nelson, DRFN Band Manager, T: 250 827 3776, email: [Snelson@doigriverfn.com](mailto:Snelson@doigriverfn.com).**





## 4.5 *HALFWAY RIVER FIRST NATION (HRFN) RELATED COMPANIES AND BUSINESSES*

HRFN has a company, Halfway River Ventures, that has several joint ventures and/or partnerships with companies such as: FROST (provides earthwork and logging); IDL Commercial Construction; Horizon North, Compass Water Hauling Sewage; Western Canadian Mulch; and Mt. View Safety.

**Black Horse Oilfield:** Norman Achla

**Slew Foot Ventures:** Jeff Metecheah

**Graham River Oilfield:** Coleen Achla

**J Hunter and Sons:** Jerry Hunter and Sky Hunter

**Pouce Coupe Ventures:** Delmar Pouce Coupe

**For more information on these businesses contact Randy Orr, HRFN Band Manager, T: 250 772 5058, email: [bandmanager@hrfn.ca](mailto:bandmanager@hrfn.ca).**

## 4.6 *BLUEBERRY RIVER FIRST NATIONS (BRFN) RELATED COMPANIES AND BUSINESSES*

**Apsassin & Sons:** Heavy equipment and seismic crews.

**Red Cloud Energy Ltd.:** labourers/seismic crews

**Up North Contracting Ltd.:** Labourers, seismic crews and first aid medics.

**Nig Creek Contracting:** seismic crews.

**G-Yahey Contracting:** labourers and seismic crews

**Yahey Brothers Enterprises:** insulating, labourers, and seismic crews

**Brosen Oil Field Services Ltd.:** labourers and seismic crews

**Top Notch Oilfield Construction:** heavy equipment, labourers, and seismic crews

**C.w.c.t.z. Services Ltd.:** labourers, seismic crews

**Martin Creek Contracting:** labourers and seismic crews

**Blueberry River Oilfield Services:** labourers and seismic crews

**First Contact Band – Aid Services Ltd.:** labourers and seismic crews and first aid medics

**JSD Contracting Ltd.:** equipment, labourers and seismic crews

**Jerry Davis Contracting Ltd.:** no description

**X-2 Enterprises:** labourers and seismic crews

**Chipesia Contracting Ltd.:** no description

**For more information on these businesses contact Brian McAdie, BRFN General Manager, 250 630 2614/7939347 at [brelp@outlook.com](mailto:brelp@outlook.com).**

## 4.7 *FORT NELSON FIRST NATION (FNFN) RELATED COMPANIES AND BUSINESSES*

FNFN Economic Development is responsible for the current businesses—Eh-Cho-Dene; Liard Hot Springs Lodge; the Gravel Pit; the Rig Partnership with Ensign; the Qualicum property; and is involved in the FNFN



partnerships with Black Diamond (Black Diamond Dene) and Northwestel (Waterways)— and also is mandated to pursue economic opportunities for FNFN.

**Adolphus Capot-Blanc Contracting Ltd.:** Chainsaw, General Labour, Certified Oil and Gas Fallers, Slashing, Burning, Snag falling, Seismic line cutting, Certified Flag Control, Quad Seeding, and Snow-packing w/ snowmobile, SECOR

**A. Kotchea & Sons Contracting Ltd.:** Labour, Slashers, Seismic, Pipeline work, Burning available.

**Adeline's Native Handicrafts:** Handmade native crafts, beading, clothing, moccasins, mukluks, mitts, souvenirs, etc. Crafts can be handmade to customer's specifications

**Archie's Auto wrecking & Towing:** BCAA, CAA, AAA; All Roadside Assistance, ICBC Towing, RCMP Towing, Wrecker/Deck Trucks, Lockouts, Boosts, Licensed Mechanic, Shop/Compound, Lt. Equipment, Cargo Insured.

**Black River Trucking Ltd.** Big ice specialist (ex. Liard River) and winter access/Earth moving. COR certified equipment supplier in Fort Nelson, and camp & gravel support in Horn River West and Liard Basin. We support the local economy 100%!

**BMG Security:** Security services including monitoring of public and privately owned properties, roads, and facilities. Company is licensed provincially and incorporated with commercial insurance. Registered with Revenue Canada and Worker's Compensation with a complete health and safety program. Employees are provincially licensed and are commercially bonded as security guards. Attendants hold valid Security Employee tickets along with clean driver's abstracts and certificates in H2S, WHIMIS, and TDG. Able to investigate accidents on privately owned roads and monitoring of traffic with the use of radar to control speed and minimize accidents. Man security gates to monitor people and traffic. Trained to assist RCMP in criminal offences. Included as part of the security services offered are newer vehicles, radios, telephones, cameras, safety clothing and gear.

**Bar H Contracting Ltd.:** Seismic line cutting, pipeline ROW clearing, wellsites pads, road and lease construction, contract labour. Safe and Reliable work at competitive rates, hourly, turnkey or contract terms available. Equipment includes insured CATS, Mulcher's, trucks, welders and service trucks, snowmobile, Argos, power saws and all-terrain vehicles. Consistent with WCB and provincial standards, SCOR as well as WHMIS, H2S and equipment and vehicle maintenance.

**Black Diamond Dene:** Founded in 2003, Alberta-based Black Diamond Group Limited is a leading provider of temporary and permanent modular building and energy services products. Through its wholly owned subsidiaries, Black Diamond Limited Partnership, Nortex Modular Leasing and Construction Company and through its 50% equity participation in the Black Diamond Dene Limited Partnership and Black Diamond West Moberly Limited Partnership, Black Diamond operates three complementary divisions in thirteen strategic locations across Canada and USA.

Black Diamond Camps and Logistics rents and sells remote workforce housing and provides associated services; BOXX Modular specializes in renting or selling a broad range of modular work space solutions and Black Diamond Energy Services rents and sells a full complement of oilfield equipment and services. Black Diamond provides world-class services to a full spectrum of industries including oil, gas, mining, power, construction, engineering, military, government and education.

**Alta Ltd Welding & Fabricating:** Welding & fabricating; ticketed for BC & Alberta.

**Dan Dettieh Contracting Ltd.:** Slashing, Burning, Ice Flooding, Snow Packing, Fencing, Environmental monitoring. Equipment includes: 3-Crew Trucks, 4-Skidoos, 3-Quads and Chainsaws.



**Dowd Brothers Contracting:** General Oilfield hauling, Pipeline ROW, Road and lease building.

**Deer River Contracting, Ltd.:** Qualified Falling Supervisor; Seismic Line Cutting; Helipad Construction; Dangerous Tree Removal; Bobcat Services including chipper, brushing, bucket & forks; Medic Services; Boat Services; Milling including Custom Cut Lumber.

**Deer River Holdings Ltd.:** Lease Constructions and Reclamation–heavy equipment, falling, slashing, total disposal, seeding, and snow packing (access) mechanical brushing. Pipeline Vegetation Management–ROW clearing, manual and mechanical brushing, snag falling, slashing, and seeding. DRH has the experience and equipment to ensure vegetation management on pipelines is carried out following industry recommended practices. Our equipment is reliable and our operators are knowledgeable in pipeline mechanical brushing. Seismic Services–LIS, mechanical brushing, hand cutting, GPS assist, heli-assist and Argo assist, line clean up, seeding, re-inspections, 2-D's, 3-D's. Construction Service– DRH will supply men and equipment to build commercial or residential. Our carpenters are certified and have several years of experience in the construction industry. Our construction crew has built several homes in the Fort Nelson area and on the FNFN Community; plus several commercial properties such as Alaska Highway Oilfield Services and the FNFN Office Building. Other Services include environmental monitoring, light duty hot shot and crew changes.

**Dene Gas:** Full-serve Gas & Diesel, beverages, snacks and various convenience items. Open 365 days.

**Dunedin River Contracting:** Slashing, Clearing, Oilfield Maintenance.

**Eensa Contracting Ltd.:** Oilfield labour, pipeline labour, Seismic slashing, Hotshot, General oilfield services, and Traffic Control.

**Eh-Cho-Dene Enterprises:** Heavy equipment, lease and road construction and maintenance, seismic cutting, excavations, slashing crews, gravel crushing and supply pit run. Equipment Includes: 200+ pieces of heavy equipment, such as CATS, graders, loaders, backhoes and rock trucks; fully licensed operators and mechanics. 24-hour service is available.

**Ignace Burke Contracting Inc.:** Slashing, seismic lines, burning brush on ROW for pipelines, high-grade roads, building ice bridges, creek crossings, land reclamation, wildlife assessment, SECOR, general labour; can provide heavy equipment operators, carpenters and water trucks

**Horn River Construction Ltd.:** Road & lease prep, general labour, slashing, clearing right of way, highway spec, supervision services. Over 65 years' experience in civil earth works. Excellent connections with Oil and Gas Sector. Equipment includes: (all John Deere) 2 40 ton Rock Trucks, 350 Backhoe, 330 Backhoe, 270 Backhoe, 750 Cat, 650 Cat, 450 Cat, and water & plow trucks.

**JFJ Contracting Ltd.:** General labour crews, slashing, Seismic line cutting and clean up, slash and burn. Snowmobile packing (ice roads).

**James Gairdner Trucking:** Hauling equipment, shacks and temporary bridges for oilfield and seismic companies. Also have construction equipment for building roads, leases, etc.

**KBLN Consulting Ltd.:** Provide Oil and Gas Consulting Services, Lease scouting and pre-planning, road and lease construction supervision, clean up and restoration.

**KIN Welding:** "B" Pressure welding, Mobile welding, Pipeline, Structural and Fabricating.

**Khantah Contracting Ltd.:** Slashing, burning, lease prep, snag falling, seismic line clean up. All personnel are certified; equipment includes: snowmobiles, ATV's, Trucks, D4 Dozer, Water Pumps, tools, etc.

**Kyla's Gas Bar:** Gas and Diesel, Crafts, Grocery and Convenience items.



**Liard Hot Springs Lodge:** Lodge and Café open year round with 12 Modern Units with Private baths. Handicap suite available. Camping and Tenting available with 36 pull through RV sites. Unleaded Gas and Diesel.

**Muskosis Ventures Ltd.:** Slashing/ burning, labour work, right of way clearing, lease prep, seismic line/ cleaning, willing to any kind of labour work, snag falling. Employees have safety tickets up to date and will do jobs safely and effectively.

**Na Tenie Dene Enterprises Ltd.:** Hotshot, Oil & Gas Services, And Clerical Services. Equipment includes: 5500 flat deck, 3500 pickup, and various trailers. Company is fully insured and consistent with WCB and provincial standards. Employees are ticketed and safety trained. Extensive experience in the oil & gas field.

**Neh-Zoo Gas & Convenience:** Fuel and Convenience items.

**Nicholson Contracting:** Oilfield Equipment, Water and Gravel hauling, ice road packing with snow cat and tractor with drag; Hotshot Service for equipment and large loads.

**R. Dendys Welding Ltd.:** R. Dendys Contracting Ltd strives on providing quality work at competitive wages. We believe that working cooperatively with industry is the key to success. We ensure that our company maintains a noble reputation. We provide all welding functions and come fully equipped and certified.

**Sahtaneh Contracting Ltd.:** Labour contracting and slashing, burning, mulching, equipment rental, pipeline, line clearing and seeding.

**Snake River Energy Services:** Seismic line cutting, pipeline clearing, road and lease construction, turnkey or contract terms. We service the oilfields needs.

**SoBe Services Ltd.:** SoBe Services are a locally owned and operated company. We provide a wide range of services in local industry. Owner and staff are environmentally conscious, certified and qualified. SoBe offers a wealth of knowledge and experience in the north. Our company can offer a high quality and dependable service to resource operators in Northern BC. All of the services are assured with competitive rates and insure local employees. Services include: Slashing, burning ROW, seismic lines, general labourers, pipeline crews, ice bridge construction, first aid attendants and safety watch personnel. Visha Contracting Limited: Light oilfield hauling, towing, hotshot, box truck.

**Wolverine Ventures:** Light oilfield hauling, towing, hotshot, box truck.

**Ye Olde Quilt Shoppe:** Storefront on Sikanni Road. Custom made quilts, fabric, notions, and sewing machines. Many completed quilts for sale. Custom Longarm quilter, classes and so much more!

Hours: Tuesday-Friday 10am-5pm Saturday 10am-4pm Closed Stat Holidays and Mondays & Fridays

**For more information on these businesses contact Monique Jacobs General Manager EcDev FNFN, 250 774 6313 (ext. 307) at [monicque.jacobs@fnnation.ca](mailto:monicque.jacobs@fnnation.ca)**



## 5 TOOLS FOR EVALUATING SUCCESS

How can success be measured in training and employment readiness programs for First Nation participants? Having timely and accurate data to track First Nation learners in training programs and during on the job training is valuable for enhancing policy formulation, decision-making and for ensuring higher success rates. Workplace-training data on the general population indicate that most adult learning and education in Canada consists of job-related training, accounting for more than 80 per cent of all education and training courses taken by adults. There is no current method or available data to measure work-related learning specific for First Nations. Additionally, there is often no post assessment, after First Nation learners have left a training program and entered an apprenticeship or have begun employment.

In order to measure Aboriginal learners' success, it is key to design and implement appropriate assessment tools and methodologies that reflect Aboriginal knowledge systems. Typically, non-Aboriginal people control the collection, analysis and interpretation of data for Aboriginal people. However, First Nations control of the process could help ensure that measurement approaches respond to their communities' needs, reflect their fundamental values, knowledge and understanding of the world, and produce relevant information that could lead to positive change. The performance measures strategy would need a number of components, including: the development of standardized data-collection approaches; the development of policies to better identify Aboriginal learners/clients; program evaluations; improved tracking of, and results-based reporting on, Aboriginal postsecondary education investments; and improved reporting back to Aboriginal communities and the postsecondary education and training sectors on their collective achievements.

### 5.1 DEVELOPING EVALUATION TOOLS

Based on principles set out in Donald Kirkpatrick's four-level model, evaluation tools should address the following categories:

**Reaction:** How was the training overall? What did participants like and dislike?

**Learning:** What knowledge and abilities did participants learn at the training?

**Behavior:** How have participants applied the skills they learned?

**Results:** What was the effect on the agency or organization?

Table 1: Process for Measuring Success





Stage	Activity	Purpose
1	<b>Describe the outputs</b>	Outputs are descriptive data about the training programs and participants, including demographic data.
2	<b>Pre-training assessment</b>	This step uncovers the participants' past experience as well as current competencies, learning needs, and expected application of learning.
3	<b>Post-assessment (reactions)</b>	This addresses participants' reactions to the training experience—for example, their learning environment, format and instructor methods, and general satisfaction.
4	<b>Post-assessment (learning)</b>	This piece is a self-assessment of knowledge or skills gained and the participants' expected application of learning.
5	<b>Follow-up</b>	This process may include several methods to assess the outcomes and effect of training programs over time.

To design and implement a system for evaluating the success of First Nation learners, whether on the job or in education programs, it will be important to begin by gathering comprehensive baseline and outcome-specific quantitative data, which is often described as 'Outputs'.

A pre-training assessment (PTA) is a short assessment of 14 mostly Yes/No questions. The PTA is administered at the very start of the user training or even before the user training. The goal of the PTA is to assess what level the users are at as a group, as well as individually. The trainers can prepare for the training accordingly and identify who needs more attention and help, and which users could potentially be helping fellow users.<sup>3</sup>

## 5.2 AN EXAMPLE OF AN ASSESSMENT TOOL

There are numerous assessment tools that have been developed to evaluate issues of relevance, design and delivery, success and efficiency of First Nation training and education programs, such as the model designed and implemented by the Human Services branch of the Alberta government. This program offers two types of assessment for individuals who are requesting employment or training services:

1. Service Needs Determination (SND), and
2. Employability (EMP).<sup>4</sup>

To gain assistance, applicants are expected to complete a Service Needs Determination of financial circumstances, household circumstances, health factors, employment and education history and training plans if applicable. SND information is entered in the government's database, the Mobius system, to manage requested needs, notes of support requirements and specific identified needs. Employability assessments are used to assist individuals in moving forward in their employment goals. This process ensures service provisions remain the priority and that individual needs guide the services being offered. Applicants are expected to complete an Employability Assessment to determine their readiness to enter the labour market,

<sup>3</sup> <http://www.nwcphp.org/evaluation/tools-resources/training-evaluation-tips>

<sup>4</sup> <http://www.humanservices.alberta.ca/AWonline/Mobius/7028.html>



or to receive various other services. All EMP information is entered in Mobius to indicate requested needs, assessment factors and rankings, notes to support, and identified needs.

The precondition to getting services, such as a career, employment and/or training services or income support through the Alberta Human Services branch, is to be registered in the Mobius system and to have an active Integrated Case.

### 5.3 RELEVANT INFORMATION FOR ASSESSMENTS

Sample questions to:

- assess oral communication skills
- identify learning strategies or styles
- identify candidate's purposes in attending assessment
- writing tasks and associated materials
- elicit information on learner's educational history and issues that may have affected learning

Assess a wide range of language, literacy and numeracy skills, such as:

- numeracy materials drawn from genres familiar to candidate, and drawn from candidate's immediate social or training environment
- reading samples, drawn from genres familiar to candidate, and drawn from candidate's immediate social or training environment

Tailoring of assessment may involve:

- allowing for differences in communication styles, preferences and levels of confidence, by:
- allowing sufficient time for the assessment process to proceed at the pace required by candidates
- encouraging questions
- explaining unfamiliar concepts
- providing a support person of candidate's choice where appropriate
- selecting materials at an appropriate level, while keeping the range sufficiently broad to allow candidate to demonstrate full range of skills
- selecting materials of relevance to the candidate
- using culturally appropriate processes when assessing Indigenous students, such as:
- including community members as part of the process whenever possible and practicable
- using appropriately qualified Indigenous assessors
- varying the process if necessary to accommodate such things as confidentiality considerations.

*Individual needs of candidate* may include:

- physical and sensory factors
- specific learning difficulties
- changes in cultural and linguistic contexts
- socioeconomic factors



- 
- social and mental health issues.



## 6 RELEVANT COURSES OFFERED AT NLC

### Northern Lights College Career-Oriented Training Available

Program Title	Certification Granted	Length of Program	Location	Basic Prerequisites
<b>Aircraft Maintenance Engineering: Foundation Level</b>	Certificate	FT – 15 months	Dawson Creek	English 11 Math 11 Science 11
<b>Aircraft Maintenance Engineering: Type Training</b>	Certificate	Varies	Dawson Creek	Must have a valid Aircraft Maintenance Engineering License or be a graduate of structured aircraft maintenance training
<b>Alaska Highway Consortium on Teacher Education</b>	Teaching Certificate	FT – 1.5 years	Fort St. John	Associate of Arts Degree; or 60 university-level credits that include coverage in designated subject areas; or Completion of a degree from an accredited university
<b>Applied Business Technology: Administrative Assistant</b>	Certificate	FT – 39 weeks	Dawson Cr Fort Nelson Ft St. John	English 11 Math 10
<b>Applied Business Technology: Financial Assistant</b>	Certificate	FT – 29 weeks	Dawson Cr Fort Nelson Ft St. John	English 11 Math 10
<b>Applied Business Technology: Office Assistant</b>	Certificate	FT – 23 weeks	Dawson Cr Fort Nelson Ft St. John	English 11 Math 10
<b>Automotive Service Technician: Foundation Level</b>	Training	21 weeks Fort St John 37 weeks Dawson	Dawson Cr Ft St. John	Grade 10 or equivalent Math 10 English 10
<b>Automotive Service Technician: Levels 1-4</b>	Training	FT – 6 to 7 weeks	Fort St. John	Registered Apprentice
<b>Business Management</b>	Certificate	FT – 30 wks.	Fort St. John	English 12 Math 11
<b>Business Management</b>	Diploma	FT – 60 wks.	Fort St. John	English 12 Math 11
<b>Business Management</b>	Diploma: Post Degree	FT – 4-5 semesters	Fort St. John	A 3 year degree minimum
<b>Carpentry: Foundation Level 1 (Enhanced)</b>	Level 1 technical training credit & 450 hours towards apprenticeship	FT – 20 weeks	Dawson Creek FSJ	Grade 10 English 10 Math 10
<b>Carpentry: Foundation Level 2 (Enhanced)</b>	Training	FT – 12 weeks	Dawson Creek	Carpentry Level 1 (Enhanced)
<b>Carpentry: Levels 1-4</b>	Training	FT – 6 weeks/ level	Dawson Creek	Registered apprentice Work hours
<b>Commercial Transport Technician: Levels 1-4</b>	Training	FT – 6-8 weeks	Fort St. John	Registered Apprentice



Program Title	Certification Granted	Length of Program	Location	Basic Prerequisites
<b>Cook Training</b>	Certificate of Qualification	Prof. Cook 1– 20 weeks Prof. Cook 2– 14 weeks	Dawson Creek	Grade 10 English 10 Math 10
<b>Early Childhood Education: Educa-centre Partnership</b>	Certificate	FT or PT – 38 weeks	Online	Grade 12 or Mature Student Status
<b>Early Childhood Education and Care</b>	Diploma	FT or PT – 4 semesters	Online	Grade 12 English 12
<b>Education Assistant</b>	Certificate	FT or PT – 12 months	Online	Grade 12 English 12
<b>Education Assistant</b>	Diploma	FT or PT – 16 months	Online	Grade 12 English 12
<b>Electrician: Foundation Level</b>	Level 1 technical training and 350 work hours	FT – 21 weeks	Fort St. John	Grade 11 English 11 Math 11, Physics 11
<b>Electrician: Levels 1-4</b>	Training	FT – 10 weeks	Fort St. John	Registered apprentice
<b>Esthetics &amp; Nail Care Technology</b>	Training	40 weeks	Dawson Creek	Grade 10, English 10, Math 10, Science 10
<b>Hairstylist/Cosmetology</b>	Training	FT – 40 weeks	Dawson Creek	Grade 10, English 10 Math 10, Science 10
<b>Health Care Assistant</b>	Certificate	FT – 28 weeks	Dawson Cr Ft St. John	Grade 10 English 10
<b>Heavy Duty/Commercial Transport Technician: Foundation Level</b>	Credit for Module 1 & Level 1 technical training and 600 work-based hours	37 wks. – DC 21 wks. – Fort St. John	Dawson Creek Fort St. John	Grade 10 Math 10 English 10
<b>Heavy Duty Equipment Technician: Levels 1-4</b>	Training	FT – 6 weeks	Fort St. John	Registered Apprentice
<b>Industrial Instrumentation Mechanic: Foundation Level</b>	Level 1 technical training & 325 work-based hours	FT – 21 weeks	Fort St. John	Grade 11 English 11 Math 11, Physics 11
<b>Industrial Instrumentation Mechanic: Levels 1-4</b>	Training	FT – 10 weeks	Fort St. John	Registered Apprentice
<b>Information and Communication Technology</b>	Certificate	FT – 30 weeks	Online	Math 10 English 12
<b>Information and Communication Technology</b>	Diploma	FT – 30 weeks	Online	Information and Communication Technology Certificate Math 11 or equivalent
<b>Job Education and Training</b>	Training	FT 18-weeks	Dawson Creek	17 years or older Own transportation
<b>Millwright: Foundation Level 1 (Enhanced)</b>	Level 1 technical training credit & 425 work-based hours	FT – 13 weeks	Dawson Creek	Grade 10 English 10 Math 10
<b>Millwright: Foundation Level 2 (Enhanced)</b>	Level 2 technical training	FT – 7 weeks	Dawson Creek	Millwright Foundation Level 1 (enhanced)
<b>Millwright: Levels 1-4</b>	Training	FT – 7 weeks	Dawson Creek	Registered Apprentice
<b>Oil and Gas Field Operations</b>	Training	FT – 18 weeks	Fort St. John	Grade 10 English 10, Math 10
<b>Plumber: Foundation Level 1 (Enhanced)</b>	Level 1 technical training & 375 work hours	FT – 14 weeks	Dawson Creek	Grade 10 English 10 Math 10





Program Title	Certification Granted	Length of Program	Location	Basic Prerequisites
<b>Plumber: Foundation Level 2 (Enhanced)</b>	Technical, practical & essential skill training	FT – 6 weeks	Dawson Creek	Plumber Foundation Level 1 (Enhanced)
<b>Plumber: Levels 1-4</b>	Training	FT – 6 to 8 weeks	Dawson Creek	Registered Apprentice
<b>Power Engineering and Gas Processing</b>	Training in 4th Class Power Engineering & 160 hours of firing time on the NLC Boiler & All four levels of Gas Process Operations (GPO)	FT – 39 weeks	Fort St. John	Grade 11 English 11 Math 11 Physics 11
<b>Practical Nursing</b>	Licensing Training	FT 67-weeks	Dawson Creek	Grade 12 English 12, Biology 12 Math 11
<b>Pre-Employment Workplace Essential Skills</b>	Pre-vocational training	FT – 15 weeks	Dawson Creek	17 years of age Grade 5 literacy level
<b>Social Services Worker</b>	Diploma	FT – 60 weeks	Dawson Creek FSJ	Grade 12 English 12
<b>University Arts and Science</b>	Certificate or Diploma/AA Degree	FT – 30 weeks 60 weeks	Chetwynd Dawson Cr Fort Nelson Ft St. John	English 12
<b>Visual Arts</b>	Certificate	FT – 37 weeks	Dawson Creek	Math 10 English 12
<b>Visual Arts</b>	Certificate - Applied	FT – 30 weeks	Dawson Creek	Math 10 English 12
<b>Welding: Apprenticeship Training</b>	Training	FT – 5 to 8 weeks	Dawson Creek	Registered Apprentice
<b>Welding: Level A</b>	Training	FT – 8 weeks	Dawson Creek	Registered B level welder Proof of logbook with B level stamp
<b>Welding: Level B</b>	Training	FT – 12 weeks	Dawson Creek	Registered C level welder Proof of logbook with C level stamp
<b>Welding: Level C</b>	Practical and theoretical training	FT – 28 weeks	Dawson Creek	Grade 10 English 10 Math 10
<b>Wind Turbine Maintenance Technician</b>	Training and Electrical level 1 Exam Preparation	FT – 40 weeks	Dawson Creek	Grade 11 English 11 Math 11, Physics 11

Source: Career Training Available in Northern BC, March 2014 (from Table 2.3)



## 7 REQUISITES FOR SPECIFIC CAREERS

Source: Canada British Columbia Labour Market, 2015.

### 7.1 *INDUSTRIAL & RESIDENTIAL ELECTRICIANS*

#### Essential Skills

- Most important skills: document use, problem solving, computer use
- Interpersonal skills and teamwork skills
- Text reading and numeracy skills
- Critical thinking skills and decision-making skills
- Communication and listening skills
- Problem solving and troubleshooting skills
- Job planning and organization skills
- Safety proficiency
- Use of hand tools and equipment skills

#### High School & Diploma Upgrading

The following are recommended for apprentices entering this occupation. They are not pre-requisites, but rather a desired level of skill or knowledge that will contribute to their success.

- Recent Grade 12 graduate (within the past 5 years) with demonstrated mechanical aptitude, Principles of Mathematics 11, Physics 11 and English 12.
- Successful completion of an electrical industry assessment examination which includes items relevant to technical and mechanical aptitude, Principles of Mathematics 11 equivalencies, Physics 11 equivalencies, and English 12 equivalencies.
- Recent Electrical Foundations Program Graduate (within the past 5 years) of an ITA approved program.
- Industry strongly recommends that apprentices considering attending Level 1 Construction Electrician program have at least one year of work-based training as an electrical apprentice before beginning their in-school technical training. (ITA)

#### Post-Secondary Training

To work as an Industrial Electrician it is necessary to hold a certificate of qualification from the ITA or be registered in a four-year apprenticeship that will lead to qualification. Requirements for trade certification include:

- Completion of a four-year apprenticeship program
- Combination of more than five years work experience and some high school, college, or industry courses in industrial electrical equipment

The industrial electrician apprenticeship requires a combination of work experience and class time instruction. Apprentice programs can be started in secondary school, through entry-level training (Foundation) programs at colleges and technical institutes or by direct entry to the workplace

Apprenticeships require workers to find a sponsor employer who is willing to participate in the program.

#### Post-Secondary Regional Training Options

- Northern Lights College, Fort St. John / Industrial Electrician, Apprentice
- Thompson Rivers University, Kamloops, Williams Lake / Industrial Electrical (Electrician), Apprentice

#### Sources

- [www.workbc.ca/Job-Seekers/Industry-Profiles.aspx](http://www.workbc.ca/Job-Seekers/Industry-Profiles.aspx)
- [bc.tradesinfo.ca](http://bc.tradesinfo.ca)
- [www.itabc.ca](http://www.itabc.ca)



## 7.2 OIL AND GAS DRILLING SERVICE RELATED LABOURERS.

### Essential Skills

- Mechanical aptitude and abilities
- Ability to problem solve, troubleshoot and think quickly
- Ability to judge distances and spatial relationships
- Tolerance, stamina, and flexibility to work outdoors in any weather conditions
- Respect for safety of self and others
- Willingness to perform responsibilities that require physical exertion
- Willing to ask questions, learn on the job and complete different tasks
- Ability to take direction and show initiative

### High School & Diploma Upgrading

Entry-level drilling and service rig jobs do not require previous experience or post-secondary education. Employers look for individuals with a strong work ethic, a willingness to learn and a clean drug and alcohol test.

### Post-Secondary Training

Workers must have some safety tickets including:

- H2S Alive
- Occupational First Aid Level 1 (OFA Level 1)
- WHMIS
- Transportation of Dangerous Goods (TDG)
- Specific employers may require further industry standard safety tickets as well.
- A valid Class 5 driver's license may be needed to operate a personal or company vehicle

### Post-Secondary Regional Training Options

- Northern Lights College, Fort St. John/Dawson Creek/Fort Nelson
- Echo Safety, Dawson Creek
- Alpha Safety, Fort St. John
- Trojan Safety, Fort St. John
- St. Johns Ambulance, Fort St. John
- JT Safety, Dawson Creek

### Sources

- [www.workbc.ca/Job-Seekers/Industry-Profiles.aspx](http://www.workbc.ca/Job-Seekers/Industry-Profiles.aspx)
- Visit [www.careersinoilandgas.com](http://www.careersinoilandgas.com) or link directly to:  
[www.careersinoilandgas.com/media/153394/drilling%20and%20service%20rig%20semi-skilled%20worker.pdf](http://www.careersinoilandgas.com/media/153394/drilling%20and%20service%20rig%20semi-skilled%20worker.pdf)



## 7.3 OIL AND GAS DRILLING WORKERS AND SERVICE OPERATORS.

### Essential Skills

- Mechanical aptitude and abilities
- Ability to visualize how a tool is functioning without being able to look at it
- Tolerance, stamina, and flexibility to work outdoors in any weather condition
- Ability to problem solve, troubleshoot, and think quickly on your feet
- Mindful of safety precautions for self and others
- Interested in opportunity to be exposed to and the potential to learn different work specializations
- Willingness to perform responsibilities that require physical exertion
- Tolerance for travelling to and remaining in isolated locations
- Willingness to work hard for long hours

### High School & Diploma Upgrading

Grade 12 with good math skills, a strong work ethic and willingness to learn are what employers typically look for.

### Post-Secondary Training

Many Well Service Operators are required to operate heavy trucks and possess a Class 1 or 3 operator's license with heavy truck endorsement and a clean driving record. Operators are required to obtain Industrial Worksite Training in the following:

- Occupational First Aid Level 1 (OFA Level 1)
- WHMIS
- Transportation of Dangerous Goods (TDG)
- H2S Alive

### Post-Secondary Regional Training Options

- Northern Lights College: Oil and Gas Field Operations One Course  
Fort St. John/Dawson Creek/Fort Nelson
- Echo Safety, Dawson Creek
- Mountainview Safety Services Ltd., Dawson Creek
- Alpha Safety, Fort St. John
- Trojan Safety, Fort St. John
- St. Johns Ambulance, Fort St. John
- JT Safety, Dawson Creek

### Sources

- [www.workbc.ca/Job-Seekers/Industry-Profiles.aspx](http://www.workbc.ca/Job-Seekers/Industry-Profiles.aspx)
- Visit [www.careersinoilandgas.com](http://www.careersinoilandgas.com) or link directly to:  
[www.careersinoilandgas.com/media/153394/drilling%20and%20service%20rig%20semi-skilled%20worker.pdf](http://www.careersinoilandgas.com/media/153394/drilling%20and%20service%20rig%20semi-skilled%20worker.pdf)



## 7.4 POWER ENGINEERING

### Essential Skills

- Mechanical and electrical aptitude
- Good vision, hearing, manual dexterity, and eye-hand co-ordination
- Effective communication skills
- Good organizational and decision making skills
- The ability to work safely and efficiently
- The ability to work well with others in a team environment

### High School & Diploma Upgrading

Those who wish to enroll in Power Engineering programs are required to have a good command of written English and a minimum of Math 11. Grade 12 education is preferred.

### Post-Secondary Training

Power Engineering is not an apprenticeship trade; however, it is divided into levels of skill and training, much like that of apprenticeship trades.

The Power Engineering skill levels are referred to as classes, with Fourth Class being the entry skill level and First Class being the highest level of achievement. A combination of work experience and course completions (either at a post-secondary training institution or by correspondence training), followed by successful completion of interprovincial examinations, allows a Power Engineer to advance from one class to another.

### Pre-requisites to enter into Power Engineer Training

Each level of the program is designed to meet the requirements you need to advance to the next level of training. This is combined with work experience and successful completion of the interprovincial examinations for that class.

### Post-Secondary Regional Training Options

Northern Lights College, Fort St John

### Sources

- [www.workbc.ca/Job-Seekers/Industry-Profiles.aspx](http://www.workbc.ca/Job-Seekers/Industry-Profiles.aspx)
- [www.bcit.ca/energy](http://www.bcit.ca/energy)
- [www.safetyauthority.ca](http://www.safetyauthority.ca)
- Visit [www.northernopportunities.bc.ca](http://www.northernopportunities.bc.ca) or link directly to:  
[www.northernopportunities.bc.ca/the-programs/trades-programs/power-engineering/job-power-engineer/](http://www.northernopportunities.bc.ca/the-programs/trades-programs/power-engineering/job-power-engineer/)



## 7.5 TRUCK DRIVERS.

### High School & Diploma Upgrading

There is no current minimum high school education standard for truck drivers.

### Post-Secondary Training

There is currently no minimum training standard for Truck Drivers; however, they do require holding a valid Class 3 or Class 1 driver's license. These training programs are offered at B.C. colleges or private institutions and typically run 3-4 weeks in length.

### Post-Secondary Regional Training Options

#### Private Training Programs:

- Taylor Professional Driving, Prince George / Class 1, 2, 3 & 4 Training
- Safety First Professional Driver Training, Fort St. John / Class 1 & 3 Training
- The Patch Driver Development, Fort St. John / Class 1 Training
- BC Transport, Dawson Creek / Class 1 & 3 Driver Training

### Pre-requisites to enter into Truck Driving

Employers typically establish their own standards for hiring and may require a combination of secondary school level of education and work experience. Other requirements are:

- Class 3 commercial license to operate vehicles with more than two axles
- Class 1 driver's license for trucks with semi-trailers
- Air Endorsement to operate a truck with air brakes
- Drivers must be a minimum of age 18 to acquire a Class 3 and age 19 to obtain a Class 1
- May need to pass a standard drug test and participate in ongoing drug and alcohol testing programs
- A good driving record and no criminal history
- The ability to read and write English fluently
- Transportation of Dangerous Goods(TDG) for drivers who transport hazardous materials
- Certain employers may require other Industrial Worksite Training to be obtained by employee, depending on area of employment

### Sources

- [www.workbc.ca/Job-Seekers/Industry-Profiles.aspx](http://www.workbc.ca/Job-Seekers/Industry-Profiles.aspx)
- [www.icbc.com/driver-licensing/types-licences/Pages/Get-your-commercial-driver-licence.asp](http://www.icbc.com/driver-licensing/types-licences/Pages/Get-your-commercial-driver-licence.asp)