Active Measures

Field Guide

First Nations Social Development Society

in Partnership with

Aboriginal Affairs and Northern Development

Canada

Updated Dec 2011

Your Guide

Implementing Active Measures

A Philosophy

The purpose of the Active Measures initiative is to assist First Nations administering authorities with the tools, programs and services needed to ensure that First Nations communities receive an active, more supportive system of income assistance. By approaching client services more holistically and by building capacity, with the long-term goal of improving the overall quality of life for First Nations individuals and families living on-reserve.

Active Measures

When fully implemented, Active Measures will help communities:

- Create innovative strategies to develop their most valuable resource, their people

- Use a multi-stakeholder approach to assist First Nations communities in moving towards a more sustainable future.

- Develop capacity in the areas of data management, program and service development, partnerships, and accountability to achieve a higher degree of social sustainability.

Each stage of Active Measures is meant to encourage development and capability on both an individual and community level, to ultimately achieve a higher degree of sustainability and less dependence on social programming.

Why Active Measures are Needed

Aboriginal Affairs and Northern Development (AANDC) spends approximately $1.3 billion annually on social programs for First Nations individuals and families living on reserve[1]. These programs include: Income Assistance (IA), Assisted Living (AL), the National Child Benefit Reinvestment (NCBR) Initiative, First Nations Child and Family Services (FNCFS) and the Family Violence Prevention Program (FVPP). In terms of expenditures, the IA program ranks amongst the highest of the total 54 sub-activities in the AANDC activity architecture and in 2006 ranked the 4th highest Income Assistance program in all of Canada[1].

[1]AANDC Audit and Evaluation Sector. *Evaluation of the Income Assistance Program*. Project 07/06 December 2007 [CIDM #1174769v11]

The objective of the on-reserve IA program is:

"to provide financial assistance to indigent residents on reserve to: 1) meet basic daily living requirements; and 2) provide social support programs which meet the special needs of infirm, chronically ill and disabled persons at standards reasonably comparable to the relevant province/territory of residence. The results are to: alleviate hardship; maintain functional independence; and, achieve levels of well-being reasonably comparable to the standards of the province or territory of residence[2]."

In many First Nations communities however, the IA program is not viewed as a system of last resort nor as a short-term financial safety net.

Time for Change

The time is right for First Nation administrations to take a close look at their Income Assistance programs and ask:

- Is this program providing the support that individuals and families need to achieve greater independence?

- As a community can we afford to lose the human potential that exists within our membership when our long-term vision is to be a self sustaining nation?

- Why do our members choose poverty over earning their own wages?

- What can we do to effect change?

"The dream for First Nation communities is of an educated, employed, healthy community, we have to recognize that these characteristics are inter-related."

133 First Nations and 13 Tribal Councils endorsed this vision at the 'Restoring a Working Culture' Economic Development Forum in 2007 and began working on an Economic Development Strategy to make this vision a reality. An Active Measures approach to Income Assistance is a necessary step toward achieving this vision.

Active Measures Community Dialogue Sessions

In 2008, the First Nations Social Development Society (FNSDS) hosted six regional dialogue sessions to give Band Social Development Workers and others a chance to identify some of the issues in their First Nations communities. Some of the comments from those sessions:

> *"We need to be able to figure out why someone has gotten to the point where they need IA. Many people have learning disabilities or are affected by fetal alcohol syndrome. To see how we can help them, we need to be able to properly assess them."*

> *"People with disabilities and multiple barriers need to have their community's support, both emotionally and financially"*

> *"Employability supports are essential. Clients need access to clothing, driver's licenses, daycare, programs like Workplace Hazardous Materials Information System (WHMIS)."*

> *"We need to strengthen relationships with housing, education and health. People need to go off-reserve to access resources."*

> *"We have too many young adults who believe welfare is a right and sign up for welfare on their 19th birthdays. "*

> *"We need to help our people change their attitudes towards dependency on the Band for everything."*

> *"We need to get chiefs and councils on board with Active Measures and get rid of bingo and drug dealers."*

The Active Measures Field Guide has been designed to act as a tool for implementing Active Measures and begin to resolve some of the issues that First Nations communities have identified in these sessions.

Implementing Active Measures
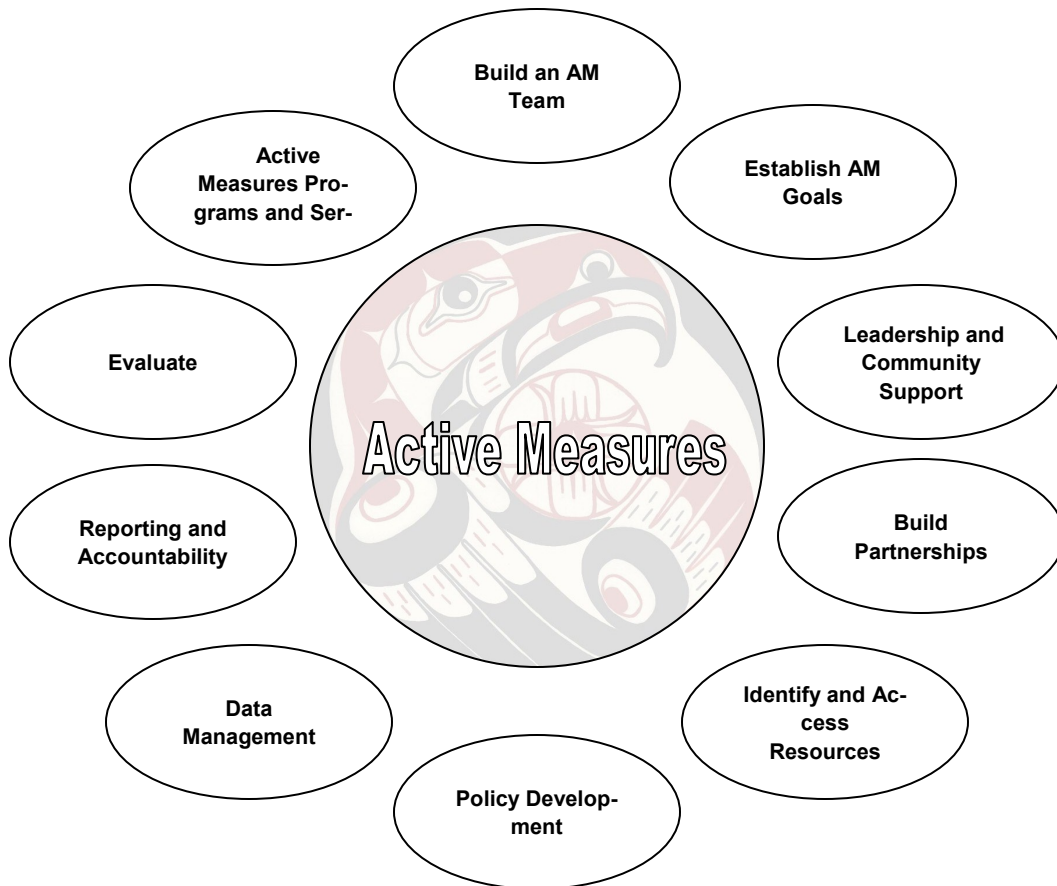
The following section of the Field Guide outlines the important elements for developing and implementing Active Measures. To get Active Measures working in your community you will need to: build an Active Measures team, set your communities goals, get leadership and community support, build partnerships, identify your resources, develop Active Measures policies, incorporate effective data management tools, evaluate and report on your community's achievements.

It is important to recognize that your community may already have some of these elements in place and incorporating AM type activities so you can build on some of the successes achieved. The elements are in any chronological order as there are multiple entry points based on already existing activities.

Build an AM Team

Building an Active Measures team or advisory committee is highly recommended as a team can be an important source of support and can help generate ideas. Your AM Team should include members from Social Development, Health, Education, Leadership, Youth and Elders.

- Make sure each member know his or her roles and responsibilities.

- Encourage people to talk openly about their ideas and make recommendations.

- Team members follow through on their commitments.

An Active Measures team should consist of people who share a common goal of improving the current income assistance program for the community.

Establish AM Goals

When setting Active Measures Goals, it is important establish a philosophy and a vision, set a timeline, relate the goals to a comprehensive community plan and be able to define and measure success.

Establish a Philosophy and Vision

Every community is different and therefore, will have a unique philosophy and vision. It is important to establish a philosophy and vision that comes from the community for AM to achieve a higher degree of success. A vision of success with meaning to your community will help to get people working together and motivate them to achieve their desired goals.

Develop a Timeline

Developing a timeline is an essential element of planning and working towards a goal. Giving your goals a timeline will help you measure progress and success. Be sure to make your goals specific and are supported by both short and long-term objectives.

Some funding agreements require a written proposal submission. Setting out a vision and building a timeline for it will help you plan the necessary steps

needed to make that vision a reality.

<u>Relate Goals to a Comprehensive Community Plan</u>

Active Measures needs to be a part of a plan for community growth and development. Comprehensive community planning is a holistic process that enables a community to build a roadmap to sustainability, self sufficiency and improved governance capacity. If your community does not have a comprehensive community plan, see the CCP handbook available from AANDC at: http://www.aadnc-aandc.gc.ca/eng/1100100021966

For a copy of the CCP Handbook please send a request to

bc-ccp@iaandc.gc.ca

<u>Define and Measure Success</u>

Your community's AM goals need to have specific, measurable outcomes. Defining what success is for your community will help you when you're evaluating progress and achievements. Developing and defining success indicators will assist in evaluating progress and measure degrees of success.

When your community reaches a goal, celebrate it by recognizing the people and efforts that were needed to get there.

Leadership and Community Support

To be successful, leadership such as Band Council, Elders, Band Administration need to be involved and support decisions involving long-term changes in the community. To obtain this level of support, introduce them to Active Measures, share the vision, and demonstrate to them how the plan that your Active Measures team has developed can help your community make that vision a reality.

To help you explain what Active Measures are to your leadership, use the Field Guide to Active Measures presentation on the FNSDS website at: www.fnsds.org

It has been made specifically to help community members, such as yourself,

demonstrate what Active Measures are, why they are needed and how to get your community involved.

Build Partnerships

Partnerships are an excellent way to combine and increase expertise and knowledge, access available funding, and ultimately achieve success. To be successful, client's needs have to be addressed holistically. This means that all aspects of why a person has gotten to the point where they need income assistance, need to be addressed. There are two types of partnerships the should be achieved, those within the First Nations communities and those with external partners. Internal partnerships between social development, education, health and housing are essential to a well coordinated Active Measures initiative.

External partnerships need to be developed to also increase the chances of success. Potential partners include provincial and regional First Nations organizations, federal and provincial governments, public and private post-secondary, provincial and regional or local employers/businesses, and other organizations relevant to your communities AM goals.

Identify and Access Resources

First Nations in British Columbia can draw on the rich infrastructure of well-managed organizations devoted to enhancing the capacity of First Nations communities to improve the quality of life for their members. The knowledge and resources of these organizations are particularly relevant to any Active Measures initiative:

- Ministry of Aboriginal Relations and Reconciliation (www.gov.bc.ca/arr/)

- First Nations Social Development Society (www.fnsds.org)

- Ministry of Social Development (www.gov.bc.ca/hsd/)

- First Nations Technology Council (www.fntc.info)

- British Columbia Aboriginal Network on Disability Society (www.bcands.bc.ca)

- First Nations Education Steering Committee (www.fnesc.ca)

- First Nations Schools Association (www.fnsa.ca)

- Indigenous Adult and Higher Learning Association (www.fnesc.ca)

- First Nations Health Council (www.fnhc.ca)

- The New Relationship Trust (www.newrelationshiptrust.ca) and

- 10 Aboriginal Human Resource Development Agreement (AHRDA) holders (see Appendix B)

- Service Canada (www.servicecanada.gc.ca)

Service Canada

Service Canada's mission is to build a stronger and more competitive Canada, to support Canadians in making choices that help them live productive and rewarding lives, and to improve Canadians' quality of life.

The Aboriginal Skills and Employment Training Strategy

ASETS is designed to help Aboriginal people prepare for and find high-demand jobs quickly, as well as keep them in the long term. All Aboriginal people, regardless of status or location, may access its programs and services, which include:

    skills development;

    training for high-demand jobs;

    job finding;

    programs for youth;

    programs for urban and Aboriginal people with disabilities; and access to child

       care.

Your local ASETS is designed to expand the employment opportunities of Aboriginal people. They help Aboriginal organizations design and deliver employment programs and services to their communities. They can help with upgrading skills, training and finding jobs for clients. Many also have youth programs and offer childcare solutions. See Appendix A for contact information.

Aboriginal Affairs and Northern Development Canada - Social Development Services

(AANDC) supports Aboriginal people and Northerners in their efforts to improve social well-being and economic prosperity, develop healthier, more sustainable communities; and participate more fully in Canada's political, social and economic development to the benefit of all Canadians[3].

The Income Assistance program provided by AANDC includes the Incentive Allowance, Non-Status Health Benefits, School Start-up Allowance and student Income Assistance.

AANDC Also provides the following programs and services:

Aboriginal Social Assistance Recipient Employment Training Initiative

The Aboriginal Social Assistance Recipient Employment Training (ASARET) initiative is based on an agreement between AANDC and Service Canada to use existing authorities, services and programs to direct individual income assistance towards activities such as employment and skills training[3.1].

National Child Benefit Reinvestment

The National Child Benefit Reinvestment (NCBR) is a shared initiative by First Nation, federal, provincial and territorial governments. It was created for children and their families to prevent or reduce child poverty by assisting parents either become or remain employed[3.2].

Training and Employment Support Initiative

The Training and Employment Support Initiative (TESI) assists income assistance recipients develop the skills that they need to take vocational training, education programs or become employed[3.1].

Work Opportunity Program

The Work Opportunity program (WOP) is intended to enhance the independence and employability of persons receiving income assistance by using their IA funds with funds from other sources to create on-reserve employment for people who would otherwise be unemployed[3.1]

To be eligible for funding, communities must to be up to date with their reporting requirements. AANDC is responsible for ensuring that the terms and conditions of funding agreements with recipients are met. To determine what the reporting requirements are for various programming see:

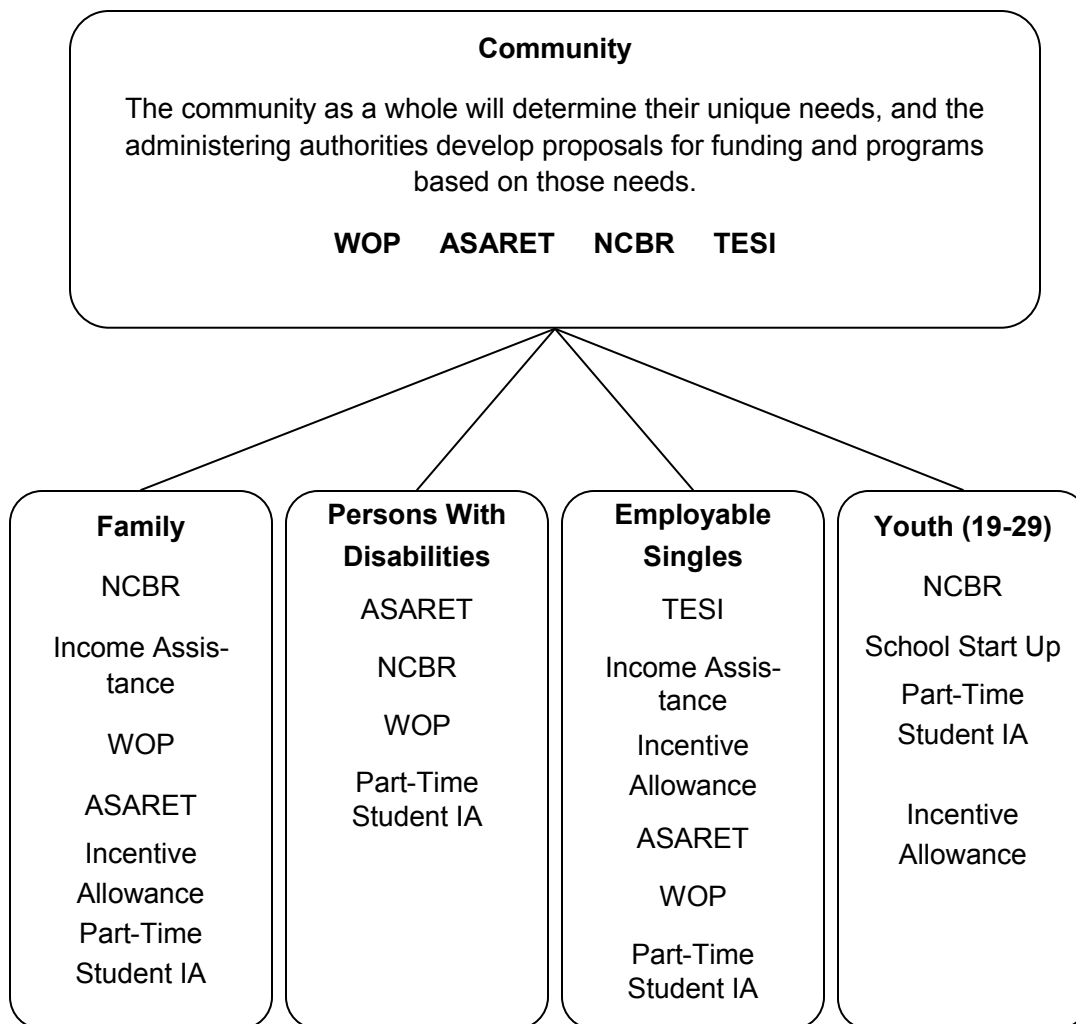http://www.aadnc-aandc.gc.ca/dci/dcilog_e.asp

[3.1] Aboriginal Affairs & Northern Development Canada. *Income Assistance Manual - Volume 1 -www.fnsds.org*

[3.2] Aboriginal Affairs & Northern Development Canada. *Income Assistance Manual - Volume 4 -www.fnsds.org*

Use the following diagram to visualize how each of AANDC's social development programs fits into your community:

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┌─────────────────────────────────────────────────────────────┐
│                         Community                             │
│                                                               │
│    The community as a whole will determine their unique       │
│    needs, and the administering authorities develop           │
│    proposals for funding and programs based on those needs.   │
│                                                               │
│         WOP      ASARET      NCBR      TESI                    │
└─────────────────────────────────────────────────────────────┘
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Family	Persons With Disabilities	Employable Singles	Youth (19-29)
NCBR	ASARET	TESI	NCBR
Income Assistance	NCBR	Income Assistance	School Start Up
WOP	WOP	Incentive Allowance	Part-Time Student IA
ASARET	Part-Time Student IA	ASARET	Incentive Allowance
Incentive Allowance		WOP	
Part-Time Student IA		Part-Time Student IA	

TESI and NCBR both require proposals submitted to AANDC for funding eligibility.

For more information on AANDC's social development programs see their Social Development Easy Reference Guide available on the FNSDS website:

www.fnsds.org

Aboriginal Affairs & Northern Development Canada - Education Programs

Elementary/Secondary Education Adult students who are status, have not already met the general requirements for graduation, are 19 years or older, working toward a BC Certificate of Graduation (the Dogwood) or a BC Adult Graduation Diploma and attending a school able to issue those graduation certificates may be included in the FN Nominal Roll to fund their tuition costs for the school.

Trades and Apprenticeship

Three main avenues of entry into apprenticeship training are a) completing the level 1 apprenticeship technical training and a portion of the practical training while in high school; b) completing a pre-apprenticeship trades training program at a post-secondary institution to complete level 1 technical training; obtaining employment as an apprentice with an industry sponsor. AANDC funding eligibility is appended.

Post Secondary Student Support Program

Funding support for tuition, compulsory fees, supplies and books, seasonal travel, living allowance and incentive payments. (Managed by the First Nation administrations)

First Nations Education and Steering Committee Managed Programs

The First Nations Education and Steering Committee (FNESC) is an independent society that is committed to improving education for all First Nations learners in BC. The following programs are offered by AANDC and managed by the FNESC.

New Paths for Education   No Age Restriction

The New Paths for Education (NPE) program includes funding for distribution to First Nations communities to support activities related to the themes of Capacity Building – Governance and Infrastructure, Improving School Effectiveness, School to Work Transition and New Relationship Trust.

First Nations and Inuit Youth Employment Strategy   Youth Ages 15-30

The First Nations Inuit and Youth Employment Strategy (FNIYES) programs are designed to promote:

- Science and Technology

- Student Summer Employment Opportunities

- Career Promotion & Awareness

- Youth Work Experience

for First Nations youth and provide first-hand experience in various science and technology disciplines, which can include the enhancement of traditional knowledge.

Post-Secondary Education

Indian Studies Support Program (ISSP) is proposal-based funding to support the development and delivery of college and university level courses for First Nation and Inuit students, and research and development on First Nation and Inuit education.

University College Entrance Preparation (UCEP) Courses which help students attain academic level required for entrance to college/university programs. (Managed by the First Nation administrations)

For more information, go to: http://www.fnesc.ca/index.php

Appendix B contains additional references for student funding.

First Nations Social Development Society - Training and Services

The First Nations Social Development Society (FNSDS) is dedicated to providing training, policy clarification and essential services as they relate to Social Development and Income Assistance to Band Social Development Workers (BSDW). FNSDS is also involved in consultation with federal and provincial governments agencies as well as First Nation organizations in promoting accountability, active measures and sustainability for BC First

Nations.

BSDW Training

FNSDS currently provides two levels of training for band social development workers:

Module 1 - Accountability Essentials. Training. This training is provided free to new and novice BSDWs. The module contains training on caseload management, documentation, file management, IA forms and reporting. This is a 3 & 1/2 day module. retention.

Module 2 - IA Policy Essentials. This training module focuses on IA policy addressing all the common policies necessary for BSDWs to perform their responsibilities. Common problematic policies and interpretations will also be addressed such Shelter, Eligibility, PWD, PPMB, NCBR and more. This is a 3 & 1/2 day module.

Module 3 - Active Measures Essentials. This training module provides the knowledge, skills and information on how to effectively support employable clients to seek independence from Social Assistance and the tools, knowledge and practices for working more effectively with Aboriginal clientele. Included are training sessions with Guiding Circles, Service Canada and other presenters

All offer hands on work and after successful completion, BSDWs are accredited from FNSDS with a certificate of completion. Materials and training are provided by FNSDS. For dates check upcoming events on the FNSDS website at www.fnsds.org

Aboriginal Human Resource Development Council of Canada - Guiding Circles
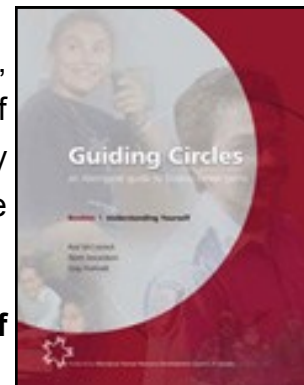
Guiding Circles is a guide designed to assist Aboriginal people make career choices. The booklets are used to gain a better understanding of ones interests and values, and how to balance career with those principles in mind. The guided activities are also intended to help the career seeker stay connected with their

aboriginal roots and use them as a foundation for development.

More information on the Guiding Circles is available at online at:

www.aboriginalhr.ca/en/programs/guidingcircles

Ministry of Social Development - Social Programming

The Ministry of Housing and Social Development's (MSD) mission is to focus on the customer by transforming the way that they deliver services in employment and assistance using effective outcome based practices , and working with ministries, other levels of government and service agencies. MSD provides employment and assessment programs via its BC Employment and Assistance Program

Employment Programs for Persons with Disabilities

http://www.hsd.gov.bc.ca/pwd/eppd.htm

The Ministry's Employment Program for Persons with Disabilities (EPPD) provides a range of specialized services to help individuals with disabilities participate in their communities, pursue their employment goals as they are able, increase their self-reliance, and build skills and experience that may lead to further employment or volunteer opportunities[4]. The following table outlines resources available for employers looking for qualified persons with disabilities find work:

Ministry of Social Development – Region 1 (Vancouver Island)	
Community	**Service Provider**
North Vancouver Island	WCG International HR Solutions 1-866-689-7150
South Vancouver Island	WCG International HR Solutions 1-866-689-7150
Ministry of Social Development – Region 2 (Vancouver Coastal)	
Community	**Service Provider**
Vancouver Coastal	Open Door Group (formerly BC Society of Training for Health and Employment Opportunities (THEO BC)) 1-866-377-3670
Ministry of Social Development – Region 3 (Fraser)	
Community	**Service Provider**
Fraser	WCG International HR Solutions 1-866-689-7150
Ministry of Social Development – Region 4 (Interior)	
Community	**Service Provider**
Cariboo	Open Door Group 1-866-377-3670
Okanagan	Open Door Group 1-866-377-3670
Kootenays	Open Door Group 1-866-377-3670
Ministry of Social Development – Region 5 (North)	
Community	**Service Provider**
North	WCG International HR Solutions 1-866-689-7150
Other (To serve predominantly Regions 2 and 3)	
Mental Health Impairment	Open Door Group 1-866-377-3670
Physical or Mobility Impairment	Neil Squire Society 604-473-9363

For more information go to : www.workablesolutionsbc.ca

BC Employment Program

The *BC Employment Program* (BCEP) is a comprehensive employment program that provides employment services and supports for most individual BC Employment & Assistance Clients who are deemed Expected to Work or Expected to Work-Medical Condition[4].

Bridging Employment Program

The objective of the Bridging Employment Program (BEP) is to assist ministry clients who are victims of Violence and/or Abuse to overcome barriers that prevent them from making successful transitions to independence or sustainable employment. The program is being revised to reach it's objective through the delivery of more individualized and flexible services including the integration of an overarching "healing" component. The ministry is also extending eligibility for Bridging Program services to non-clients[4].

[4] Ministry of Social Development. *Employment Programs and Community Services.* 2008. Online Resource. Available: http://www.gov.bc.ca/meia/online_resource/employment_programs_and_community_services/index.html (Accessed: 20/01/2012)

<u>Community Assistance Program</u>

The revised Community Assistance Program (CAP) is a comprehensive Ministry program providing structured services and supports designed to meet the needs BC Employment and Assistance Clients who are deemed:

- Persons with Persistent multiple barriers (PPMB)

- No Employment Obligations (NEO)

- Expected to Work (ETW) or Expected to Work Medical Condition (ETW-MC) and are not suited to other programming
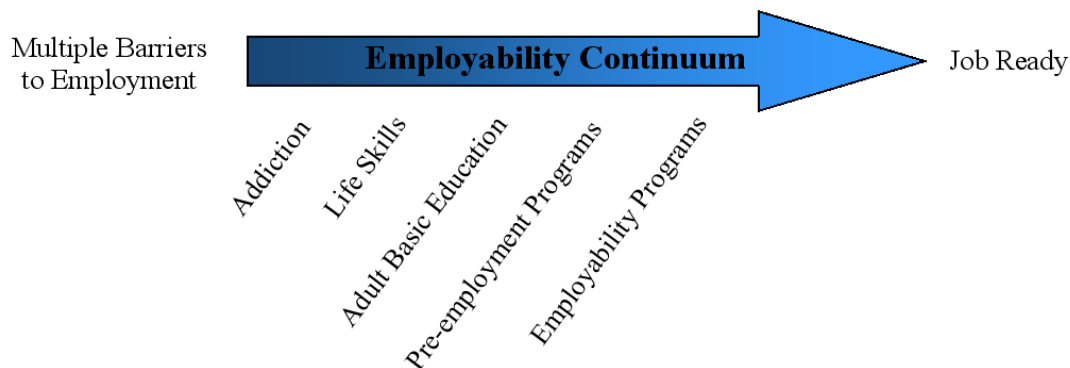
- Persons with Disabilities that can not access funding through other programming[4].

For more information on the MSD's social programming go to:

http://www.gov.bc.ca/hsd/

Policy Development

It is important that your community policies support Active Measures to increase success. For example, a policy to ensure every client gets quality intake and assessment will assist in determining client needs and proper program placement.

<u>Intake and Assessment</u>

Many clients have barriers that have not been correctly determined. There can be a wide variety of reasons why a person can not or feels that they can not move forward

in their life. These can include issues such as addiction, fetal alcohol syndrome, learning disabilities, family violence and many others. During intake, the service provider has to be able to assess where a client is on the employability continuum.

Individual circumstances will vary, but to be successful it is essential to address each step before preceding with the next.

Every Client Needs an Action Plan

An action plan is a contract between the client and the case worker for the clients success. Action plans break down what needs to happen into smaller more manageable steps and allow clients to quantify progress.

Help the client design his or her action plan with their goals, passions and beliefs in mind. It is important that they view the plan as their own and take responsibility for their barriers, progress and success.

The Aboriginal Human Resource Development Council of Canada's Guiding Circles is an exceptionally good resource for development of a client's action plan (See page 13).

Data Management

Data management is an essential Active Measure to improve the way your community delivers income assistance. Data management is the development and implementation of plans, policies, programs and practices that control, protect, deliver and enhance the value of data and information.

Client Information

It is essential to obtain and maintain up-to-date, accurate data on each client. This includes personal information such as contact information, information gathered from prior assessments, actions plans and how the client has progressed with his or her plan. Collecting and sharing the appropriate information with members of a client's support team (social development, education, health, ect.) will help ensure that processes are not repeated and a

The site offers instructions and downloadable forms to aid First Nations with recipient reporting, proposals and applications for work plans, as well as manuals and guidelines for:

- Funding arrangements
- Social development
- Economic Development
- First Nations and Inuit Transfer Payment System (FNITP)
- Education
- Land Management
- Community Infrastructure

The material provided on the INAC's website is also available on computer disk from INAC regional offices.

Evaluate

Active Measures are an ongoing process and it is important to evaluate previous actions before determining your community's next step. Consider your community's vision and goals that were set out in the beginning of the Active Measures process and use them to steer your next decisions.

Your community's progress should be evaluated in:

- The quality and quantity of the program activities that you have provided
- The quality and the quantity of the outcomes that your programs have achieved.

Methods for gathering narrative information for evaluating efforts may include community discussions, open ended survey questions or observations for the programs in action. Consider the perspectives of the program participants, program staff and other stakeholders.

By being able to articulate your community's goals and having the strategies in place to assess the quantity and quality of the activities that are needed to achieve that goal, you will be better able to make a positive difference for the people in your community with Active Measures.

client receives well coordinated case management.

Community Information

The Active Measures team should make an effort to collect and keep information from community discussion sessions and meetings. Records should be kept on all Active Measures made in the community and how each has progressed and whom was involved. This will allow any strengths and weaknesses to be identified as your community develops it's best practices.

Report

Reporting is an essential element to any Active Measures endeavor, both for the benefit of the community and to ensure funding requirements are met.

To be eligible for program funding, communities must to be up to date with their reporting requirements. AANDC is responsible for ensuring that the terms and conditions of funding agreements with recipients are met. To determine what the reporting requirements are for various programming see:

http://www.aadnc-aandc.gc.ca/dci/dcilog_e.asp

Appendix A: Contact Information (January 2012)

Appendix A contains a short list of federal and provincial programs and budgets that a community can access to support Active Measures.

Aboriginal Skills and Employment Agencies

http://www.hrsdc.gc.ca/eng/employment/aboriginal_employment/ index.shtml

Aboriginal Community Careers Employment Services Society (ACCESS)
http://www.accessfutures.com/
108 - 100 Park Royal West Vancouver, British Columbia, V7T 1A2
(604) 913-7933

Cariboo-Chilcotin Aboriginal Training Employment Centre Society CCTEC)
http://www.ccatec.com/
205 - 197 North 2nd Avenue , Williams Lake, British Columbia, V2G 1Z5
(250) 392-2510

Central Interior Partners for Aboriginal Human Resources Development (CIPAHRD)
http://www.shuswapnation.org/departments/cipahrd.html
304 - 355 Yellowhead Hwy Kamloops, British Columbia, V2H 1H1
(250) 314-1564

Coast Salish Aboriginal Employment & Training Society (CSAETS)
http://www.aboriginalconstructioncareers.ca/aboriginal-agreement-holder/coast-salish-aboriginal-employment-training-society
#201-5462 Trans Canada Hwy Duncan, British Columbia, V9L 6W4
(250) 746-0183

First Nations Employment Society (FNES)
http://www.fnes.ca/
395 Railway Street Vancouver, British Columbia, V6A 1A6
(604) 605-7194

Ktunaxa Nation Council (KNC)
http://www.ktunaxa.org/
7468 Mission Road, Cranbrook, British Columbia, V1C 7E5
(250) 489-2464

Métis Provincial Council of British Columbia (MNBC)
http://mnbc.ca/contact/communities.asp
905 - 1130 West Pender Street Vancouver, British Columbia, V6E 4A4
(604) 801-5853

North East Native Advancing Society (NENAS)
http://nenas.org/
10328 -101st Avenue Fort St. John, British Columbia, V1J 2B5
(250) 785-0887

North Island Vancouver Island Aboriginal Training Society (NVIATS)
Suite #103 - 2005 Eagle Drive, Campbell River, British Columbia, V9H 1V8
(250) 286-3455

Nuu-chah-nulth Tribal Council (NTC)
http://www.nuuchahnulth.org/
3088 3rd Avenue Port Alberni, British Columbia, V9Y 2A5
(250) 286-3487

Okanagan Training & Development Council (OTDC)
http://www.otdc.org/
#339 101 - 1865 Dilworth Drive Kelowna, British Columbia, V1Y 9T1
(250) 769-1977

Prince George Nechako Aboriginal Employment & Training Association
http://pgnaeta.bc.ca/
198 Kingston Street Prince George, British Columbia, V2L 1C3
(250) 561-1199

Sto:Lo Aboriginal Skills & Employment Training
http://www.saset.ca/
Bldg. #8A - 7201 Vedder Road, Chilliwack, British Columbia, V2R 4G5
(604) 858-3691

Appendix B: Post Secondary Quick Reference

The following information is provided as a starting point for research into available funding sources for Aboriginal post-secondary students.

INAC Post-Secondary Student Support Program (PSSSP) – contact your Band to inquire as to eligibility requirements, funding availability and application process.

Student Loans are available from the federal and provincial governments. In many cases, students who qualify for loans also qualify for special grants or bursaries (which do not need to be paid back).

Some useful websites for additional/ alternative sources of student funding:

www.bcscholarship.ca/web Irving K. Barber Aboriginal Awards – sponsored by the Ministry of Advanced Education and Labour Market Development. $1000 -$3500 per year for Aboriginal students attending post-secondary programs, including trades and programs offered at Aboriginal post-secondary institutions (IAHLA).
www.aboriginallearning.ca A "one-stop shopping" website for Aboriginal students in BC to assist in locating funding sources for tuition, living allowance, transportation, childcare, housing, trades and career/education planning. Sponsored by the BC Aboriginal Post-Secondary Education and Training Partners (**www.fnesc.ca**).   Launched March 2008.

http://www.aboriginalcanada.gc.ca/acp/site.nsf/eng/ao20011.html AANDC - for a searchable list of scholarships and bursaries specific to Aboriginal persons

www.aved.gov.bc.ca/studentaidbc/welcome.htm - BC Ministry of Advanced Education - for student loans, scholarships and grants (note: special grants are available for students who have dependents, were formerly youth in care, female doctoral students, students with disabilities, students from low-income families and students in nursing or health programs. (Grants are also available for students taking Adult Basic Education courses.)

www.bccampus.ca for financial aid, education planning, course search, applications and discussion boards on housing and transportation and other useful topics

www.canlearn.ca for loans and to search for schools and programs

www.schoolfinder.com for scholarships searchable by school and area of study

www.naaf.ca - National Aboriginal Achievement Foundation - for scholarships

http://www.aboriginalcanada.gc.ca/acp/site.nsf/eng/ao30904.html

- Aboriginal Youth Canada Portal - For aboriginal employment , education and training

www.fnesc.ca – First Nations Education Steering Committee – for scholarships and awards, upcoming education events etc.

Finding Your Path: A Guide to Career and Education Planning – www.fnesc.ca

www.sshrc.ca – Social Sciences and Humanities Research Council of Canada – grants for graduate students, grants for Aboriginal research projects

www.newrelationshiptrust.ca – scholarships for BC First Nations post-secondary students

www.gov.bc.ca/mcf - Ministry of Children and Family Development – Former Youth in Care funding and child care subsidy for low-income families (and students)

www.fnchc.ca – First Nations Chiefs Health Committee – scholarships and bursaries for students of Aboriginal ancestry enrolled in health professional programs

www.bcawardsonline.sd61.bc.ca/index.asp?choice=none - BC Awards Online includes awards for Grade 12 students from governments, post-secondary institutions, private industry, and non-profit organizations and is searchable by school district, career area, keyword, or deadline date

http://www.okanagan.bc.ca/administration/students/financialaid/ Awards_Available_Through_Other_Organizations.html Awards available through Okanagan College

http://www.nvit.ca/default.htm Nicola Valley Institute of Technology - BC's Aboriginal Public Post Secondary Institute

http://fnbc.info/FNTC/Skills_Development **First Nations Technology Council - Aboriginal Portal a** one stop shop for many First Nations employment links

First Nations Social Development Society

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"Strategically asserting the voice of BC First Nations in Social Development"