



Nisga'a
Employment,
Skills &
Training

NEST SUPPORT TO THE WELDING FOUNDATIONS COHORT (NISGA'A TRAINING)



PREFACE: PRESIDENT’S MESSAGE

Greetings:

As President of the Nisga’a Nation, I would like to congratulate our hardworking welding students on their completion of the Foundations Welding training, a 28 week program offered at the Piping Industry College in Delta BC.

Our nation takes pride in the accomplishments of every individual student that is working towards higher education and training. We have teams that work continuously at being sensitive to the needs of the students that we serve. The NEST team facilitates the process in which many individual goals are reached by working with a student’s school and partner sponsorship Administration. I hope that you have all enjoyed your training time.

These students left their communities and families to pursue the training goal of becoming a welder. The students persevered and achieved their goals with dedication, discipline, stamina and courage.

They represented the Nisga’a Nation as student ambassadors and demonstrated the strength of our Nation and our Nisga’a citizens as they worked through the challenges of the welding program.

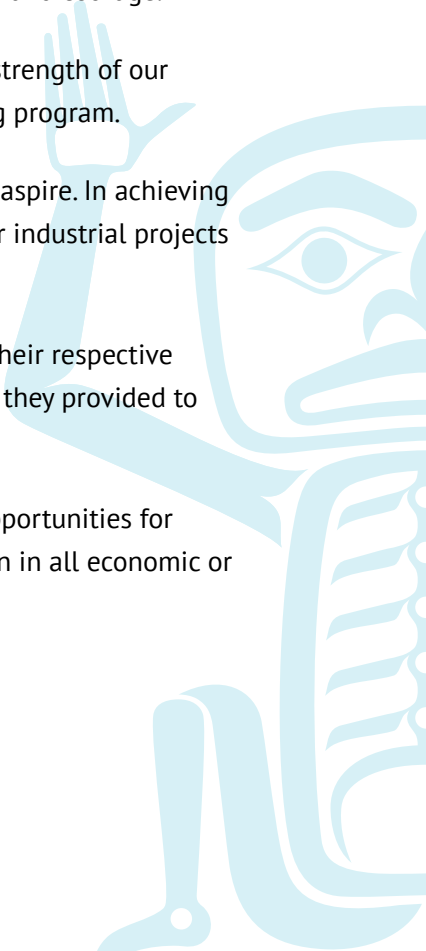
Their success and achievements provide a model in which other Nisga’a trainees can aspire. In achieving their training, participants are opening doors to opportunities with many of the major industrial projects within the Northwest.

I commend all the village governments who supported their welding students from their respective communities and Nisga’a Employment Skills and Training for the support and service they provided to the students.

The Nisga’a Nation through the Nisga’a Lisims Government will continue to create opportunities for meaningful employment and business development to maximize Nisga’a participation in all economic or business development activities within our area.

Si Aamhl Wilsim’

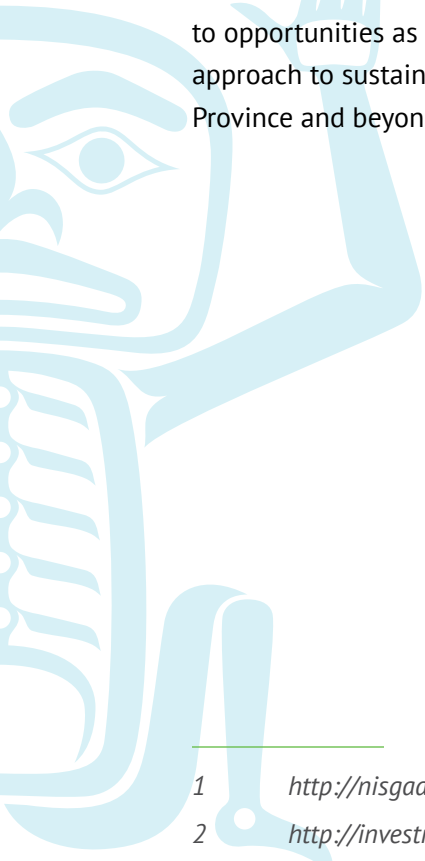
H. Mitchell Stevens
President
Nisga’a Lisims Government



BACKGROUND

Nisga'a Employment, Skills and Training (NEST) began its operations in 2013 in order to serve the employment and training needs of Nisga'a citizens and Nisga'a Indians and other First Nations and Inuit people residing on Nisga'a Lands (i.e. in the Nass Valley region).¹ This includes Nisga'a citizens residing in the Northwest communities of Prince Rupert/Port Edward, Terrace, and Kitimat. With more potential for further partnership among industry, NEST is positioned to respond to regional economic development in the area². NEST is committed to training its population cohort to meet future labour market demands within the Northwest.

NEST operates as a department within the Nisga'a Lisims Government (NLG). NEST reports to the Executive Director, the Chief Executive Officer (CEO), and the Executive of NLG. Since 2013, NEST delivers programs and services under the Aboriginal Skills and Employment Training Strategy (ASETS) agreement that the Nisga'a Nation has entered into with Employment and Social Development Canada (ESDC), formerly Human Resources and Skills Development Canada (HRSDC). NEST is focused on creating meaningful and sustainable employment for all its citizens. NEST provides both short term and long term funding to support employment strategies, skills development across sectors, provides short courses and continued employment training which serves the needs of industry. NEST responds to opportunities as these arise within the private and public sectors and NEST utilizes a multi-tiered approach to sustain employment success for those Nisga'a citizens living and working throughout the Province and beyond.



1 <http://nisgaaworks.ca/>

2 <http://investnorthwestbc.ca/>



WELDING TRAINING 2016 (FEBRUARY- AUGUST, 2016)

Under the welder training program for 2016, NEST partnered with UA Piping Industry College (UAPIC) of British Columbia³, located in the lower mainland and Northwest Community College⁴, located in northern British Columbia. UA Piping College has provided training for decades and has recently specialized in piping trades training. UAPIC has apprenticeship training in plumbing, sprinkler-fitting, stream-fitting and welding. Supported by NEST, eight (8) Nisga'a from the Nass Valley area travelled to the lower mainland for training. One (1) individual took training at North West Community College (NWCC) under a similar welding program to that at UAPIC.

List of trainees (February – August, 28 weeks)

Names:	Home area:	Program level achieved
1. Byron Steven	Gingolx	Level C
2. Melanie MacKinnon	Laxgalts'ap	Level C
3. Lonny Stewart	Gitlaxt'aamiks	Level C
4. Brent Adams	Gitlaxt'aamiks	Level C
5. Austin Percival	Gitlaxt'aamiks	Level C
6. Paul Tait	Gitlaxt'aamiks	Level C
7. Mitchel Bryant	Gitlaxt'aamiks	Level C
8. Shane Tait	Gitlaxt'aamiks	Level C (completed elsewhere)
9. Vincent McKay	Laxgalts'ap	NWCC Level C

³ <http://www.uapicbc.ca/>

⁴ <https://www.nwcc.bc.ca/>



FURTHER TRAINING (SEPTEMBER – DECEMBER, 2016)

With twenty-eight (28) weeks of training complete, the nine (9) Nisga'a participants who passed their Level C training in welding can now achieve further opportunities. Six (6) of the participants decided to continue on with their Level B accreditation. Two (2) trainees are seeking practicum training and one (1) participant has secured an employment (practicum) opportunity in the mining sector. Given some training changes to the older Level C, B and A structure, there are new training options to acquire one's 'Welder's Certificate of Qualification'. Based on foundational training at the Level C stage, which the participants acquired in the earlier periods of 2016, Nisga'a students who took training are already finding longer term and further opportunities (see Chart below).

List of trainees (September– December)

Names:	Home area:	Program level achieved
1. Byron Steven	Gingolx	Looking for practicum
2. Melanie MacKinnon	Laxgalts'ap	NWCC – Level B
3. Lonny Stewart	Gitlaxt'aamiks	Practicum
4. Brent Adams	Gitlaxt'aamiks	NWCC – Level B
5. Austin Percival	Gitlaxt'aamiks	NWCC – Level B
6. Paul Tait	Gitlaxt'aamiks	UAPIC – Level B
7. Mitchel Bryant	Gitlaxt'aamiks	UAPIC – Level B
8. Shane Tait	Gitlaxt'aamiks	UAPIC – Level B
9. Vincent McKay	Laxgalts'ap	Looking for practicum



NEST SUPPORTS

Via the Nisga'a Lisims Government and additional funding supports through Provincial and Federal funding, NEST was able to cover the tuition of the participants. A substantial contribution was matched by local area 'Nisga'a Village Governments'⁵. Additional NEST funding covered WCB tickets, daily top up stipends for all participants given the high cost of living on the lower mainland and work gear such as welding helmets and helmet lenses were purchased.



5 <http://www.nisgaanation.ca/about-3>



PARTICIPANT BIOGRAPHIES/TESTIMONIALS

Brent Adams

Brent currently lives in Gitlaxt'aamiks. He is from the Lax Gibuu (Wolf) clan and his Wilps (house) are the Wee Naa Buxw. Brent was born in Prince Rupert. His parents are the late Donald and Patricia Adams.

I have just completed the Level C Welding foundations course on September 12th 2016 at UA/Piping Industry College of BC in Delta. It was a great experience for me to achieve the goals that I set for myself prior to pursuing a career in welding. It was quite the sacrifice and I faced many barriers. I found that these barriers however can be overcome easily if you believe in yourself and commit your time and efforts to study. After hearing the news that I was accepted into Level B welding after my ITA exam, this news was the most memorable achievement that I could remember. I will hold this achievement in my heart forever. Achieving this success was one of the greatest feelings that anyone can have when you finally see your success on paper; a feeling that reflects reality and as it sets in you can say to yourself, "You did it!" My focus is now on my studies to complete the next level of the welding training program. I am looking forward to completing Level B this coming December 2016.

I would like to thank NEST, who co-sponsored me. The commitment that their staff has offered me to achieve my goal is an opportunity I will be forever grateful for. My goal after I finish my B Level is to go into the workforce to gain the practicum hours that are required by the ITA/Apprenticeship accreditation. Eventually, once my hours have been accumulated I will go back to school to obtain my Red Seal and I will become a certified journeyman in Canada. I would also like to become an Instructor and work with the Nisga'a Nation to help others achieve their welding careers as I have done.

Brent W. ADAMS,
NWCC Welding Level B Student

Shane Tait

Shane currently lives in Gitlaxt'aamiks. He is from the Laxsgjik (Eagle) clan and his Wilps (house) are the Hleek.

“ The training so far has gone great. I couldn't be happier with were I'm going with the training. After my level C I had not found much work, but with this training, I am so thankful for the opportunity to go into level B. I feel my training (September-December) will open up much more work opportunities for me and my peers in training and hopefully I will have an opportunity with one of the iron workers or shipwright unions. I want to be prepared for any future LNG projects, as working with these projects is in an area that I would like to work. ”

Melanie MacKinnon (the only female in the group),

Melanie's house name is Ax Dii Wil Luu Gooda.

“ I would like to thank the NEST organization for supporting me through the Level C Welding Foundations program which I completed and passed with an 80% average.

I am presently attending the Level B Welding program at Northwest Community College which started August 29, 2016. It is 16 weeks long with a 10 week work practicum starting in January and ending in March 2017.

My level B Welding program Industry Training Association (ITA) Red Seal Exam will be scheduled for December 16, 2016. When I pass this test I will begin accumulating welding hours so I can enter into the Level A Welding Program which will give me more certification as well as my A Level Red Seal Journey Person certification.

I plan to start my own welding and fabrication business as early as I can. This will give me the opportunity to be self-employed and support my family.

Sincerely,

Melanie MacKinnon.



Austin Percival

Austin currently lives in Gitlaxt'aamiks. He is from the Lax Gibuu (wolf) clan and his Wilps (house) are the Simoogit Duuk.

“ I am delighted to say that I have completed and passed the 28 week welding program with UA Piping Industry College of BC. It's a happy surprise that I'm getting the chance to continue my vocational training at Northwest Community College in Terrace. The work placement that comes from completing the program in Terrace is a tremendous load off my mind and a great incentive for completing the program.

I am excited to say that I have had the unique privilege of being sponsored by the governing offices in New Aiyansh. They've been more than helpful and they have helped us overcome financial obstacles that have come up while we were in school. I am currently seeking a practicum to further my opportunity for this training. ”

Paul Tait

Paul is from New Aiyansh

“ The level C welding course was an awesome experience. I had a great instructor with awesome classmates. Good team building in the shop as well. I went in level C with no experience in welding and it's pretty cool how much skill and training you can acquire within a year. Now I'm in level B welding here at UAPIC Delta Vancouver and it's going great. Welding pipe is sort of challenging but I will continue improving from here and achieve my goal to be a Red Seal welder. After I complete this course I'll be job hunting to get some hours in before taking level A. I'm glad I took this opportunity and so thankful for everyone who helped me through it. ”

SUMMARY FROM NEST'S EMPLOYMENT ADVISOR

Hi my name is Stephanie Azak. I am one of the employment advisors within Nisga'a Employment Skills and Training, (NEST). I am excited to be part of the very first Welding Cohort supported by NEST!

NEST has supported the students with tuition, a top-up living allowance and upon completion of the hardest level, Level C, a completion bonus. We have also assisted with welding gear as requested. We have listened and heard the needs of our clients throughout the duration of the program.

As an extra step to ensure the students are being treated properly we have made two on-site visits in support of our clients. Employment advisors have been on-call and available to the welding participants by telephone and e-mail as needed and at any time.

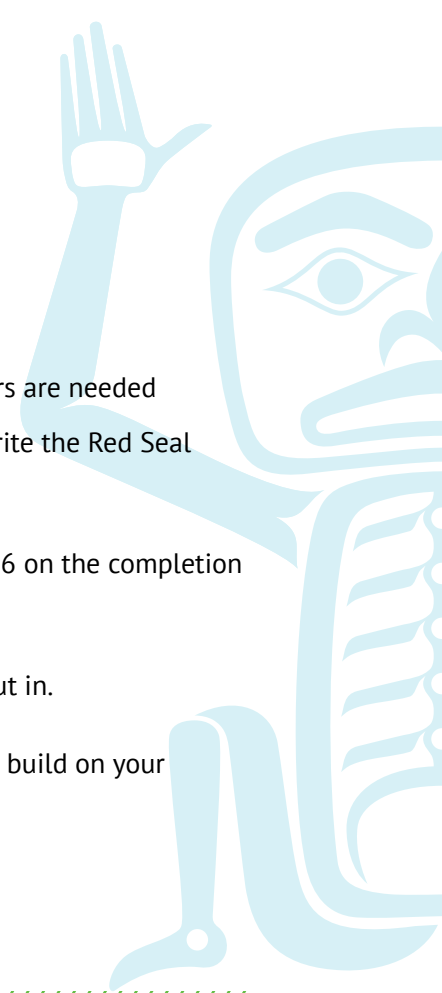
The Welders Cohort 2016 began February 1, 2016.

1. Welding Foundation Level C
 - » Completed by all students August 12, 2016
 - » Two students are looking to complete Level C Practicum 1000 hours
2. Welding Level B
 - » In progress started September 6, 2016
 - » Upon completion all students will need Level B Practicum of 1800 hours
3. Welding Level A
 - » Upon completion of both Level C and Level B hours, 2800 Practicum hours are needed
 - » All students will be eligible to enter the final level A in preparation to write the Red Seal Welding Exam

CONGRATULATIONS! We at NEST offer our very best to the Welders Cohort of 2016 on the completion of Welding Foundations!

I would like to commend you on all your hard work, time and effort that you have put in.

I am so proud you have made the decision to stay with the welding program. And to build on your foundations and to obtain your trade credentials.



A little message to future students interested in trades: The trades are a skills-based vocation. Your journey to becoming a certified tradesperson starts with you finding out about the trade that best suits your interest.

In preparation for a **Trades Career** note the importance to:

- Become familiar with the BC trades worksite/website;
- Learn more about the industry you want to be in;
- Explore the more than 100 apprentice related trades and the other 50 Red Seal trades opportunities available to you; and
- Have a good work attitude and ask as many questions as you need to know if this is the right career path for you.

I wish you every success in your future!

Sincerely,

Stephanie Azak



NISGA'A EMPLOYMENT AND SKILLS TRAINING AND UA PIPING INDUSTRY COLLEGE OF BC (UAPICBC)

An important partnership has formed in Northwest British Columbia between Nisga'a Employment and Skills Training group in the Nass Valley (NEST) and UA Piping Industry College of BC (UAPICBC). A project partially funded by the ITA (through funding from the Canada Jobs Fund – Employment Services and Supports) to help the people of the Nass Valley become better trained and employable in future projects in their territory and in BC.

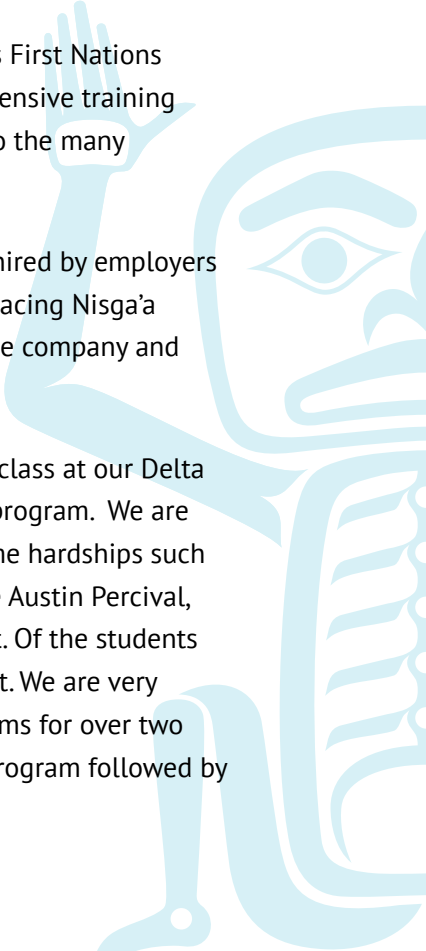
NEST helps job seekers find meaningful employment and training. NEST delivers employment value and collaborative energy to employers, unions, stakeholders, partners and training providers.

UAPICBC has made a significant financial investment to train and apprentice individuals from Haida Gwaii to the Peace River Country. UAPIC has developed very successful working partnerships with local communities and Aboriginal groups that is consistent with the mandate of our training school methods.

UAPICBC values its reputation and the goodwill which it has created with the various First Nations organizations in BC and especially the Nisga'a. We believe the combination of our extensive training experience and community participation brings benefits not only to the Nisga'a but to the many companies who are committed to Aboriginal participation in their workforce.

We also realize that our success can only be realized when well-trained workers are hired by employers and these workers contribute to a productive company. The success of training and placing Nisga'a people in the labour force is realized when employees contribute to the success of the company and when the company contributes to employees.

An example of a beneficial partnership is the recently completed Welding Foundation class at our Delta campus where we had seven students from New Aiyansh participate in the 28 week program. We are very pleased with the outcomes and hard work of these students who had to overcome hardships such as living away from home and learning a new trade. The students who attended were Austin Percival, Melanie Bryant, Drew Gnu, Lonnie Stewart, Brent Adams, Paul Tait and Mitchell Bryant. Of the students currently, Mitchell, Paul, Austin, and Brent are continuing onto a B Level welding ticket. We are very pleased with the success of the students and some of whom have been in our programs for over two years. Several students started with the Aboriginal Opportunities for Trades (AOTU) program followed by and ITC introduction to construction course and finished with welding foundations.



We look forward to support NEST towards ensuring equal opportunity for their citizens so they can take advantage of any economic opportunities for skilled work.



Paul, Shane and Mitchell in their B Level In Delta at UAPICBC



We did not expect to learn so much in such a short time and would recommend this to all





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