


# **HR & TRAINING**


CHELSEA DOYLE, TRAINING COORDINATOR, BDT

# WHAT DOES CHELSEA DO?!

- 1. Support training wants/needs for individual CFEs**
  2. Stay current on opportunities and address training and education wants/needs of the CFE network
  - 3. Support human resource planning and implementation for individual CFEs**
  4. Regional Enterprise Management and Administration Training Program
  5. Regional Maritime Surveillance and Emergency Response Training Program
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# OPPORTUNITIES

## Canada-BC Jobs Grant

- Up to \$10,000 (2/3 of cost)
  - Any kind of certified training – also “culturally relevant” flexibility
  - Do NOT need to be unemployed
  - CFEs OR sole proprietors (fishers) can apply
  - Applications accepted on-going basis
  - Larger projects also qualify ex. Excel College Aquaculture Training Program
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# OPPORTUNITIES


## Local ASETS Organizations

- Nikki Johnson, Riverfresh



# OPPORTUNITIES

## Aboriginal Community Based Training Partnerships Program

- 5.7 million in 2015/16 – Employment Services & Supports, Advanced Education, INAC
  - Community in partnerships with local post-secondary institutions
  - \$25,000-\$300,000
  - Applications in March/April – START NOW
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# OPPORTUNITIES

## Aboriginal Fisher's Apprenticeship Program

- 2 Successful Pilot Projects - young fishers employed as deckhands
- **3 month program - Community-led**; supported by school districts, industry, organizers
- Key champions – Project Lead (community member/fisher), Project Coordinator, Education Assistant, Course Instructors, “Elder in Residence,” Educator/District Rep
- Approx. \$80,000 (varies on program!)
- Spring is best – Participants can get straight to work – **START NOW**
- Final reports finished – please take one
- Fiona McRaid & Dan Claxton - [macraid.fiona@gmail.com](mailto:macraid.fiona@gmail.com) or [seinefisherman@gmail.com](mailto:seinefisherman@gmail.com)


# OPPORTUNITIES

## FishSafe

- Randy Bell, Mama'omas




# CHELSEA'S THOUGHTS

- I don't want to assume what you want
  - Even if we can't make it happen right away – always good to know.
  - Critical mass helps – doesn't have to be entire CFE network – regions, etc
  - More opportunities, not enough time; HUB
  - Call/Email/Coffee me! (or the BDT)
  - **START NOW**
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# HR/BUSINESS PLANNING

PICFI or no PICFI, people are a *critical* component of business planning

1. Where are we now?
  2. Where are we going?
  3. What/Who do we need to get there?
  4. How are we going to do that?!
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# BUSINESS PLANNING – WHERE ARE WE NOW?

1. Do individuals involved with the organization understand organization **goals and objectives**?
  2. Does organization understand the **actions necessary** to achieve organization goals and objectives?
  3. Does organization account for all actions in **defined role responsibilities**?
  4. **Do individuals involved understand** their role responsibilities?
  5. Do individuals have the skills they need in order to complete their role responsibilities at a satisfactory level? If not, how can you fill in gaps through training, recruitment, or resources?
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# BUSINESS PLANNING


## Where are we going?

- Status quo or growth?
- Opportunities for more community involvement or skill building?
- Diversification?




# BUSINESS PLANNING

What/Who do we need to get there?

- Capacity = Time & Skills
  - Are we already at full time capacity?  
(hint: many of you are!)
  - Any new skills required? Any skills that need to be built on?
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# BUSINESS PLANNING

How are we going to do that?!

- Train or recruit?
  - In-house or outsource?
  - Full time or part time?
  - How do you prepare for busy times?  
How to you attract seasonal workers?
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# BDS/PICFDI APPLICATIONS

Same process, project-based scale...

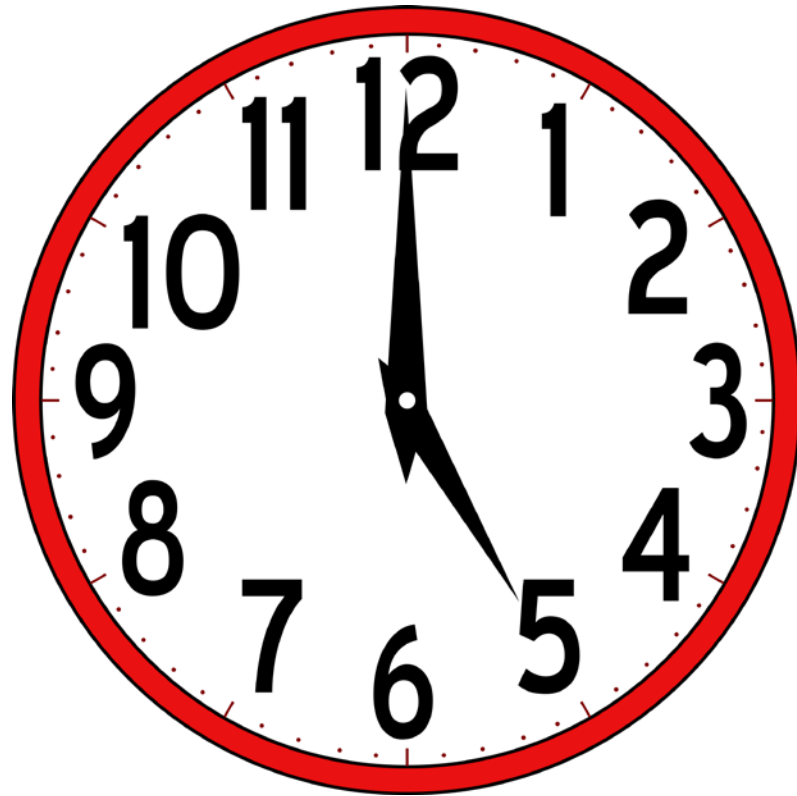


# SALPAC – PICFDI PROJECT




# HUMAN RESOURCE PLANNING

Biggest barrier =







# CHELSEA'S THOUGHTS

- HR planning worth it – way easier in the long run
  - Work training and employment directly into your PICFDI and BDS applications
  - START NOW... ongoing process
  - Don't have to do it all at once, even small steps makes a difference
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# REGIONAL TRAINING PROGRAMS

- **SPF/ESDC Application**
  - Skills and Partnership Fund distributed through Employment and Skills Canada
  - Submitted July 31<sup>st</sup>
  - Some of you supported with letters – thank you!
  - \$3.341 million ask – program delivery, participant costs, administration
  - 4 year program - First Nations Fisheries Council
  - 2 program components: Enterprise Management & Maritime Surveillance and Response
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# ENTERPRISE MANAGEMENT & ADMINISTRATION TRAINING PROGRAM

- Heard it today... “workshops” “capacity building”
  - 4 year program – First Nations Fisheries Council - 4 regions
  - Adapting curriculum from the east coast
  - 6 modules: informed decision making, intro to financial management, fisheries operational management, business planning, project management, human resources management
  - For new recruits/unemployed & current managers
  - 1<sup>st</sup> year – pilot – 1 region
  - Tight timelines for application – clear framework/plan but also room for flexibility - will need CFE Advisory Committee
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# MARITIME SURVEILLANCE AND EMERGENCY RESPONSE

- Roundtable – FN, educational institutes, industry
  - Reality: FN knowledge, ability and location
  - How did we get involved? Similar certifications needed, training opportunity for people already on the water who want a career on the water
  - “Occupational pluralism” – CCPFH
  - 6 month program; associate certificate, “ladder-able”
  - 2 year pilot program – roundtable has plan to scale larger
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# SPF APPLICATION


I really wanted to give everyone  
an update...



I don't have one.



# TAKE AWAYS

- I'm much more useful if you reach out – don't want to make to assumptions
  - Some initiatives/ideas take time – **START NOW**
  - Very exciting opportunity in the SPF application; however, we have to wait and see...
  - Will need CFE Steering Committee - Please get in touch if you would like to volunteer
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Questions???





# OPPORTUNITIES

## Urban Partnerships Grant

- Up to \$80,000 (full cost)
- Youth, Social Enterprise, Innovation
- ‘reducing barriers to participation in the economy’
- ‘Urban’ only – no direct nation involvement

ex. Port Alberni Friendship Centre: Hospitality, Tourism & Entrepreneurial Foundational Program

- Applications in January/February– START NOW

# OPPORTUNITIES

## Project Based Labour Market Training

- Industry/Career focused
- Combination of on/off the job training
- Unemployed participants only
- Significant \$ available
- Ongoing applications – START NOW