



RIVERFRESH

WILD BC SEAFOOD



ASETS

ABORIGINAL SKILLS EMPLOYMENT  
& TRAINING STRATEGY

# Aboriginal skills employment training strategy / Asets objectives

*ASETS receives funds from Human Resources & Skills Development Canada (HRSDC) to provide training and employment opportunities to Aboriginal people within the province of British Columbia.*

The objective of the ASETS agreement is to:

- \*Increase Aboriginal participation in the Canadian Labour Market.
- \*Strengthen and facilitate flexible programming that meets the unique and varied needs of Aboriginal people and employers.
- \*Provide the industry with skilled workers

# Programs available for CFE's

- ▶ Demand Driven / Project Based
- ▶ Direct Course Purchase
- ▶ Labour Market Initiatives
- ▶ Targeted Wage Subsidy
- ▶ Youth Initiative
- ▶ Summer Student Program

## Summer Student Program

- To assist eligible students to prepare for future entry into labour market
- Program focuses on providing work experience and developmental learning for in school youth through the provision of a wage subsidy to employers

### *Eligible Participants:*

- Must be First Nations
- Should be a minimal 15 years of age by May 1st of the current year and returning to school
- Secondary and post-secondary students must be registered full time students during previous academic year and intend to return to school full time in the following academic year
- Must not have another full time summer job
- Must have a valid Social Insurance Number at the start of the program
- Employers are to avoid hiring the same students for the same positions in consecutive years
- Hiring must be done in a fair and equitable manner providing equal opportunity to those interested in the position. Students cannot be supervised by their immediate family members.



## Target Wage Subsidy Program

- To provide an employment opportunity for an unemployed eligible participant who requires assistance to overcome existing or anticipated labour market barriers. This opportunity may lead to continued employment with the sponsor
- To provide a wage subsidy, employment related costs and related training dollars for an unemployed eligible participant
- Sponsors will offer likely hood of long term employment or sustainable employment

### *Eligible Participants:*

- Must be First Nations
- Must be working age
- Long term unemployed (3 months or more)
- No longer required by law to attend school
- Participant may have marketable skills but lack work experience in area in which the work experience and/or training will occur

# 1. Increase Aboriginal participation in the Canadian Labour Market.

- ▶ For the past 3 years Asets has enabled us to hire 9 staff members from our communities. Both part time summer students and full time targeted wage subsidy. Asets has contributed wages to help with RiverFresh's operational costs. They have supported us with salary, merc (mandatory employee related costs) and training dollars.
- ▶ Training dollars was used for food safe as it is a mandatory requirement for all staff members serving samples at our farmers markets.







## 2. Strengthen and facilitate flexible programming that meets the unique and varied needs of Aboriginal people and employers

- ▶ Asets helped us put together an application for funding based on our needs. We needed our youth to engage and learn more about our fisheries and our value added side. We can up with 2 job descriptions for summer students and full time staff.
- ▶ Job descriptions included, customer service, sales, deliveries, farmers markets, inventory control, cash handling, and many other items. But they were flexible to meet our CFE needs.
- ▶ Training included First Aid, and Food Safe.
- ▶ Opportunity to advise and influence program design and delivery through your own CFE and its individual needs. ( fisherman, administrators and support staff and everything in between)
- ▶ Access to marine safety training, such as SVOP, MEDA3, ROC-M, Marine Basic First Aid
- ▶ Access to marine safety training beyond the above basics, including Incident Response training & Environmental Stewardship training

# 3. Provide employers with skilled workers

- ▶ Through Asets, I gained 9 employees that cost me only \$3.00 /hr
- ▶ They gained engagement, employment, knowledge, confidence and a better understanding of RiverFresh.
- ▶ Informed decisions on if this industry is for them
  
- ▶ Currently you pay fisherman \$/lb or lump sum. How many lbs can 1 person catch in an hour. How much are you paying someone per/hr.
- ▶ Asets pay \$10.85 /hr or up to 50% of the wage subsidies
- ▶ Can we afford to top up; pay 1 person \$3.00 to work on a boat, drive a fork lift, pull a net, mend a net maintain a boat, put a community member to work.
- ▶ Can we afford not to engage our youth?



# Aboriginal Youth-

## **Aboriginal youth**

Aboriginal youth between the ages of 15 and 30 are the fastest growing population segment in Canada. They play a very important role in filling jobs left vacant when older fisherman retire.

The Government of Canada, in partnership with Aboriginal communities, is providing the resources necessary for Aboriginal youth to succeed in the job market so they can build better futures for themselves and their families.

Aboriginal agreement holders determine the type of youth programs to deliver based on the needs of the Aboriginal youth served. They may design, develop and deliver unique partnership-based and demand-driven youth programs, while supporting Employment and Skills Development Canada (ESDC) objectives.