



2019 Annual Report

THE FIRST NATIONS CAPACITY FUND

BRINGING THE PRINCIPLES OF RECONCILIATION INTO A COMPANY IN MEANINGFUL WAYS FEELS LIKE A DAUNTING TASK TO MANY OF THE PEOPLE I SPEAK WITH AS I DO BUSINESS.

That’s one of the reasons we created the First Nations Capacity Fund in the first place: to provide a simple and proactive starting point for companies that want to do something, focused on what we can do now and together to have an impact. Simply put, The Fund delivers support where and when it’s needed and, by pooling our investment, we have a bigger impact.

The Fund is a collective and practical approach to Indigenous Engagement that creates training and employment opportunities for Indigenous people in any vocation of their choosing. We seek to remove barriers to employment that can seem like no-big-deal to some, but that are significant to others.

We invest in programs that apply directly to the Fund for grants. And we are willing to partner with government-funded service organizations that use Fund investment to offer support to clients where government dollars can sometimes not be used.

In the past, we have provided training dollars to several different individuals through a few different organizations and programs. In 2019, we concentrated our investment in an Oil & Gas Industry Safety Certification Program offered to members of the Okanagan Nation. We funded the cost of the trainers, safety equipment, and course materials and were delighted when nine of the 16 participants found full-time employment within a short time of finishing the program. You can read more about the initiative on page two of this report.

I often tell people there’s no prescribed right way to approach reconciliation. What we offer through membership in the First Nations Capacity Fund is a way. We can do more by attracting new members to join us. This past year, we welcomed Parkland Fuels and thank them, and our other members, for their ongoing support of the Fund.

We can also do more when we receive requests for funding. We encourage applications to the Fund to support training and development activities within Indigenous communities across British Columbia, Alberta, and Saskatchewan.

Chad Bentley
President, First Nations Capacity Fund

OUR MEMBERS



OIL & GAS SAFETY CERTIFICATION PROGRAM DELIVERS TRAINING-TO- EMPLOYMENT RESULTS

Last year, Kevin Ned had an idea. As the Employment Training Facilitator for the Westbank First Nation (WFN), he'd been hearing community members talk about their eligibility for employment opportunities in the oil and gas sector. It's an industry with a lot of safety requirements, even for entry-level positions, and Ned knew this would be a barrier to employment for many of those expressing interest.

Ned wanted to offer an Oil & Gas Industry Safety Certification Program to WFN members and others in the Okanagan Nation. The program would give participants the opportunity to earn the eight safety training tickets required for entry-level work in the sector.

FINDING FUNDING FOR THE PROGRAM

Ned approached Leonard Jackson, one of the founding members of the [First Nations Capacity Fund](#), at an Okanagan Training & Development Council event. While most of the FCNF's members do very little work in the Oil and Gas sector, the collective is focused on creating training and development opportunities in any vocation, so Ned's proposal was a fit.

DESIGNING TRAINING TO MEET LEARNER NEEDS AND CERTIFICATION REQUIREMENTS

"Each of the eight safety certifications required a mix of classroom instruction, discussion, hands-on exercises, and testing," says Ned. "Our candidates had different levels of comfort and experience in classroom settings, so the training team committed to finding ways to deliver a program that met the needs of each individual learner, while satisfying the requirements for certification."

Most days, trainers and candidates stayed late after class to ensure there was enough time for students to understand and complete coursework before testing.

"The training team was really open to looking at the curriculum and finding ways to teach it that were relevant and appropriate for some of our older Aboriginal learners," continues Ned. "Essentially, we were building capacity with both trainers and students at the same time!"

IDENTIFYING CANDIDATES AND GETTING RESULTS

When the initial call went out for applications, 30 people applied for 16 places in the FNCF-funded program (Ned ended up running a second cohort of students, funded under the Workplace BC Bladerunners program). The training-to-employment outcomes of the FNCF cohort speak for themselves: nine of the 16 program participants are now in full-time employment in Central and Northwestern BC, the Lower Mainland, and even as far afield as Yukon.

Read the full story at [on BCT Projects' website](#).



President: Chad Bentley, PEI

Vice President & Secretary: Leonard Jackson,
BCT Projects

Treasurer: Tim Bell, Arrow Transportation

OUR BOARD

SMALL INVESTMENT.
BIG RETURN.

HOW CAN YOU JOIN THE FUND?

Becoming a FNCF member is a modest investment with a significant return. To join us in this innovative approach to creating genuine community partnerships and engagement, contact Leonard Jackson at 250.571.4339.