



Nuu-chah-nulth

Employment and Training Program

Volume 4 Issue 2 / Quarter 4, 2008

KUTIIS GRADUATION CEREMONY UCLUELET FIRST NATION

The Ucluelet First Nation welcomed the Kutiis Employability and Skills Training Program on January 26th, 2009. The program is an intense eight-week educational journey of self-understanding; improved interpersonal relationships; conflict, stress and anger management; personal budgeting; problem-solving techniques; and effective communication. The Kutiis Program assists individuals to develop both life and employment skills, while increasing the students' self-esteem and confidence.

On March 19th, 2009, in the community of Ittattsoo, family and friends joined together for cake and coffee to celebrate and honor the Kutiis graduates.



Kutiis Program Graduates

Barbara Touchie opened with a prayer followed by the Nuu-chah-nulth song, performed by Daniel Blackstone and Kutiis grads. Master of Ceremonies John Duff, the community A&D counselor, guided the process throughout the day.

Glen Touchie, the valedictorian for the graduating class, spoke of his changed thought process and how he is more

aware of his behaviour's effect on others. Glen shared his fellow classmates' comments to him: "looking forward to moving on", "can speak more openly", "started counseling and is now able to speak about his problems", "plans to start work in the near future", "more

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Kutiis Graduation Ceremony
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confident and learned to control her anger”, “feels he can help others with what he’s learned”, “not content with the fish plant”, “feels good about the change the program has brought”, “wants to go after her goals”, “ready to leave and look for work elsewhere”, “time to get in the game”.

Wendy Gallic, NETP Supervisor presented each grad with their certificates and a hooded sweatshirt with the Kutiis logo. Graduates, upon receiving a certificate, introduced themselves and their family lineage in the Nuu-chah-nulth language.

A respected elder, Barb Touchie shared her life

story and spoke of the meaning of Kutiis—to lead by the hand—as she demonstrated by reaching out to hold the hand of Beth Meuser, a Kutiis Facilitator. She talked about the group and that they have reached out to try to understand a little bit about their life.

“This is not an easy walk,” she said. “Take on the challenge to do

“This is not an easy walk... Take on the challenge to do better. Our nations really need something to lift them up.”

better. Our nations really need something to lift them up. Start walking; be proud of who you are”.

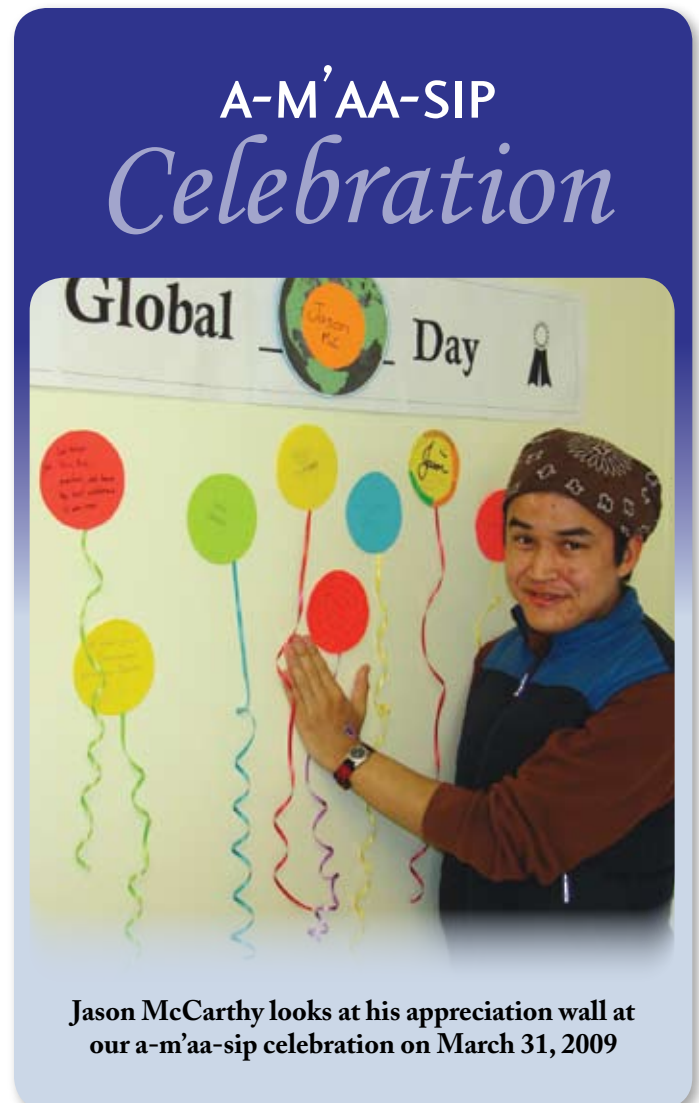
Special presentations were made by the program facilitators Beth Meuser and Daniel Blackstone. Nick Touchie received recognition for best student, obtaining 90%, Annie George: most persistent, Kaleena George: most determined, Sharon Tate: punctuality, Lyle Williams: public speaking, and most improved went to Glen Touchie.

Following the presentations, members from council Laurie Mundy and Allen McCarthy gave words of encouragement and pride to the Kutiis grads. Chief Councilor Vi Mundy spoke of how glad she felt inside to see that they’ve come a long way.

“People like yourselves that move forward want to see change in your own lives and change in your communities. I’m really happy today to see you all sitting here.”

Final comments came from Ed Mack on how proud he was of all of them and their accomplishments and then said, “you can’t sit at home and just let life go by. Learn through life’s lessons.” Ed then jokingly added, “maybe I’ll take the next program.”

The next Kutiis program will start on April 27th in Ehattesaht.



Jason McCarthy looks at his appreciation wall at our a-m'aa-sip celebration on March 31, 2009



WHAT IS HAPPENING IN THE CAREER COUNSELING AND TRADES DEPARTMENT OF NETP?

Submitted by Judy Rumney, R. SW

It is really hard to believe another fiscal year has come and gone! When your work is focused on future events, it seems to go even faster.

We have a few new things that have been added to our services. We have been working with the Ministry of Housing and Social Development to ensure that aboriginal people on income assistance and living off-reserve have a choice of who they would like to work with: Alberni Valley Employment Center or Nuu-chah-nulth Employment and Training. This partnership will hopefully make the transition to employment easier for some people. If you have questions regarding this, you can call the Employment Counselor at NETP, at 250-723-1331.

Although resume writing and job search services are not new to NETP, we are expecting to be receiving many more calls this year for these services. We have a job board, job search computer, and career exploration services for all aboriginal peoples living within Nuu-chah-nulth territories. If you are looking for work, or just want to drop in to say hello, you can come to our new office located at 3088-3rd Ave., Port Alberni. NETP is housing all our services in one place to make it easier for our clients to see us.

This last year has been busy in the area of trades training. In 2007-2008, 33 people entered into the trades program; this year we have 26 attending college, and as the Career Counselor, I have worked with 143 individuals throughout the year. The clients that did not enter into trades have been referred to BladeRunners, a-maa-sip, further Career Counseling, or to other NTC services, as well as a few referrals to community agencies.

On March 31, 2009:

Students currently enrolled in classes	16
Completed training	9
Completed training and working	7
Referred to BladeRunners	50
Current Career Counseling Clients	13
Trades Applications in Process	6
Clients in Job Search	7

During the last fiscal year, 2008-2009 the most attended trades were:

Residential Building Maintenance Worker	7
Cosmetology & Esthetics	5
Residential Care Aid	5
Falling	2
Electrician Apprentice	1
Joinery & Cabinetry	1
Construction	1
A & D Counsellor	1
Traditional Chinese Medicine	1
Welding	1
Class 1 with air endorsement	1

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"It had long since come to my attention that people of accomplishment rarely sat back and let things happen to them. They went out and happened to things."

~ Unknown



Trudy Tate, on the Great Wall of China

YOU'VE COME A LONG WAY!

Trudy Tate did not have a perfect childhood. She is a third-generation residential school survivor. Her father left her family while she was young. He lived 30 years on skid row, and died in a slum hotel in Vancouver. She grew up hearing the words "...you are good for nothing and you will never amount to anything." She did not believe this then, and she certainly does not believe it now.

"My one saving grace was a kind and generous step-father, Leonard Mack," she says. Trudy is sure to acknowledge and thank him for all his assistance. She is the wife to a husband who lived for ten years in a residential school. She is the mother of a recovering cocaine-addicted son. She has two beautiful grandchildren. In short, Trudy wants people to know that she is just like everyone else, except for one very important difference. Today, Trudy Tate is a doctor of Traditional Chinese Medicine graduate.

Trudy writes, "When I first decided to become a doctor of Traditional Chinese Medicine, I had a hard time finding funding to go to school, and out of frustration

I blurted out to the Creator to give me a sign to show that I was on the right path. Two hours later, I received a phone call from a lady who said, '...you don't know me but my brother was a doctor of Traditional Chinese Medicine and he has died. I heard you wanted to study Chinese medicine.' She said that her brother had four boxes of Chinese medicine books, and she wanted to give them to me. I had goose bumps and I was literally jumping for joy. It was such a good feeling. Was this a coincidence or what?"

Once Trudy knew what she wanted to do, it took a lot of planning and preparation to go back to school. She took some risks too, as her husband was reluctant to move from Ucluelet. Once she was in school, he became her best cheerleader and greatest support. Trudy had to find a way to live while in school, and she advertised to share accommodation with an elderly woman. The woman with whom Trudy was well-to-do, and decided that she would not charge Trudy for living with her. She fed and housed Trudy because she believed they were fated to meet, and all she wanted was Trudy's company.



Trudy's compassion for people was evident even then. Trudy calls the woman she lived with a Godsend, and states she will never forget her.

Trudy first met with the Employment Counselor for NETP at the coffee shop in Ucluelet in 2007. She applied for assistance through NETP and returned to her classes in September. Trudy had to leave her community to attend school in Victoria. She worked very hard, but today, Trudy has completed her training.

One of the most interesting times during Trudy's education was during a practicum at the Traditional Chinese Medicine University Hospital of Chengdu. There she witnessed a completely different health care system than the one we are used to here. There are no doors to the hospital so it is exposed to the cold, damp environment and there is no heat in the building. It is an old dark building, but it is bustling with people. Unlike here, every floor was filled with people waiting to see the doctor. The line up in the pharmacy was very long while people waited for their herbal prescriptions. Unlike here, the

doctors see the people in a small room with others crowded around. The Western medicine hospitals were never as busy as the Traditional Chinese Medicine hospital. Trudy did a rotation in the digestion, gynecology, respiratory, diabetes, nephrology, dermatology, pe-



Andrea is enjoying an acupuncture treatment.

diatrics and arthritis departments.

Trudy was fortunate to see a doctor while she was there, as a doctor can see up to 40 patients in one morning. Trudy became ill during her practicum and benefited from the Chinese herbs. She felt better in no time.

Trudy has decided to come back to the Tseshahat community to open her practice. It will be for anyone



Trudy Tate and her colleague Yan Qu. A Western Medical Doctor from China, Yan is attending the same college Trudy attended. Yan will take her new knowledge to China and integrate it into her practice there.

who would like to benefit from her knowledge of Traditional Chinese Medicines of acupuncture and Chinese herbs. She will be located in the Tseshahat Administration Building, hopefully, by summer time.

Trudy states, "When I watch the doctors here in China, I can't believe what I have accomplished, but I tell myself to believe it because I couldn't have done this without the support of the NETP. I am truly grateful for your support."

"The Nuu-chah-nulth Employment Training Program (NETP) helped me to achieve my goal as a doctor of Traditional Chinese Medicine. Most of my colleagues have a \$70,000 debt by the time they are finished school, and I am so grateful, and I feel really privileged that NETP paid for my move to Victoria, plus my tuition and living costs. If you have a strong desire to make a difference in the world, I would encourage you to take action and take advantage of training programs such as NETP."

"As adults we are in control of our own destiny by the choices we make. Now, I feel happy and content knowing that I have contributed, and if I can help make a difference for at least one person, I can die happy with a smile on my face."

If you want to book an appointment to see Trudy, contact her via email at trudytate@yahoo.ca.

LOOKING BACK AND LOOKING AHEAD

It has been over a year since James Nookemus of Huu-ay-aht First Nation became a Nuuchah-nulth BladeRunner.

“Before BladeRunners, I was sitting around with not much to do, collecting social assistance. Today I am living in my own place and that feels good. I am happy with the new skills that I learned and the experience that I have gained.”

In early 2008, Nookemus left Anacla and found temporary accommodations in Port Alberni in order to become a BladeRunner. During phase one of the BladeRunner program he obtained Health and Safety Training and Level One First Aid. After being fitted with construction site safety gear, Nookemus was ready to go to work.

In March 2008, Nookemus began employment as a labourer with Vic Van Isle Construction Inc. The multi-million dollar project had just begun on the Tofino waterfront.

One of the major challenges for employment in the Tofino area is finding a place to live that is available and affordable. For the first month, Nookemus commuted by water taxi from the community of Opitsat to Tofino, and then walked to the job site.

“Commuting to work was a challenge at first, but it did not take long to know my way around,” he says.

On the job, Nookemus learned to operate the Bobcat, Genie Lift, concrete chipper, concrete grinder, and compactor. As well as learning to assemble and disas-



semble concrete forms, and install exterior vapor barriers around door and window openings, he learned what is expected of him by his employer to maintain employment.

Upon completion of employment at The Shore, Nookemus moved full-time to Port Alberni to wait for the next opportunity. After a short period of time off, he returned to The Shore to receive experience in spray-foam insulation. Vic Van Isle site superintendent, Anthony Wreggitt, connected Nookemus with the on-site insulation company, Extreme Foam.

Recently Nookemus traveled to the lower mainland to attend certification

training for the application of spray-on insulation. He received training expense assistance from HUU-ay-aht First Nation, Nuuchah-nulth Employment and Training Program, and his new employer, Extreme Foam. Nookemus is now one of the few who are certified to apply this modern insulation product.

“Overall, BladeRunners has been good to me. The training, job placement assistance, and the ongoing continued support has been appreciated, says Nookemus.

“I am really looking forward to applying my skills in my new position. One day I plan to operate my own construction business. Don’t be afraid to go after what you want and stick to it.”



A VIEW OF A-M'AA-SIP FROM THE LEARNERS' PERSPECTIVES

The southern region a-m'aa-sip program has 16 participants enrolled at this time. Of the 16 people enrolled, there are 11 attending our program on a full- or part-time basis. Jacqui, Rena and Jan are very proud of each individual learner who walks through our doors, as we see positive changes every day in all of our learners. Each person attending a-m'aa-sip starts to learn more about his or her individual learning strengths and abilities, as well as his or her developing learning areas. a-m'aa-sip is a place where people come to a deeper realization of how they learn the best, while also learning how to enhance their level of learning abilities. a-m'aa-sip is a place for personal growth and personal one-on-one support. One learner states, "I am actually starting to want to learn. Since being here, I want to get to know the world more, instead of staying inside".

We appreciate all the hard work and dedication of each learner who attends a-m'aa-sip. To show our appreciation to our learners, we have a celebration at the end of each month called Global Learner Day. This day consists of sharing chumas (sweets), and all staff and learners building a positive affirmation wall. Each learner and staff member has an opportunity to write an acknowledgement to the celebrated learner of the month. We also draw a monthly gift from the incentive coupons learners earn over the course of the past month for working in the gym, completed their learning modules, and participating in activities that make our learning place a respectful, safe and warm environment for all.

Here are some of the thoughts that learners have shared about coming to a-m'aa-sip: why they are here, what changes they have seen, and what they like about the program.

Jason McCarthy states: "Being here makes me feel I am two persons to make up one assortment of things in one box, together forming a balance(d) whole, wide and scope, to focus on the person of small stature. I believe I am restoring my casualty of a particular part of my brain. I also enjoy the company of others. My personality is developing and I am looking forward in growing into who I really am."

Another learner states, "I like coming here because it gives me something to do with my day, and I enjoy coming here."

Another learner states, "I like the atmosphere. It is great for learning; I enjoy the food. I also find it's challenging me to do something rather than doing nothing. I feel it instigates my brain neurons to wake me up."

And yet another learner states, "I am learning a lot. I am catching up on my school work more. It is nice and quiet here to do my work."

We are open from Monday to Thursday each week, from 8:00 a.m. to 4:30 p.m. On Fridays, we conduct assessments for new participants and we catch up on administrative tasks. Please stop by and see what we have to offer!

THE A-M'AA-SIP SERVICE HAS EXPANDED NOW, TO THE NORTHERN AND CENTRAL REGIONS OF THE NUU-CHAH-NULTH FIRST NATIONS TERRITORIES

In the northern region, Michelle James is the a-m'aa-sip Outreach Facilitator. Michelle runs her program at the Adult Education Centre and the Waameesh Gym in Tsaxana (Gold River area).

You can drop in and see Michelle from 8:00 a.m. to 4:30 p.m. Monday to Thursdays or contact her at 250-283-2015

In the central region, Melody Charlie is the a-m'aa-sip Outreach Facilitator. Melody runs her program two days at the NETP Office in Tofino: on Mondays and Tuesdays. As well, Melody runs her program the other two days, on Wednesdays and Thursdays, in Hittatsoo (Ucluelet area). You can drop in and see Melody from 8:30 a.m. to 4:00 p.m. in Tofino or Hittatsoo, or you can contact her at 250-522-2507 (cell) or through the Tofino NETP Office at 250-725-8989.



MICHELLE JAMES

Hello, my name is Michelle James. I am from the Mowachaht/Muchalaht First Nation. My parents are Eva Johnson and Jack Johnson, Jr.. My grandparents are Veronica Dick, (the late) Arnold James Sr., Jack Johnson Sr., and (the late) Mary Johnson. I am the second oldest of twelve children. There are six girls and six boys in my family.

I am currently residing in Gold River at the Tsaxana Reserve with my family. I have now been with Charles Jack Jr. from the Ahousaht First Nation for over ten years. We have three beautiful children together who are also from the Ahousaht First Nation. My son's name is Blair Jack. He is six years old. My older daughter's name is Rebecca Jack. She is three years old. My baby girl, Jordanna Jack, is ten months old.

I really enjoy spending time with my family because they are so very important to me. I like watching my children have fun, listening to them laugh, play around, and

just be themselves. I like to play games with my kids, play basketball, slo-pitch, and take my kids swimming.

I don't really play regularly on a basketball team, but I do play on a slo-pitch team. I play on the team, "Who's Up?". I have been playing for about 10 years now. Our team consists of my mom and her spouse, my sisters and our spouses, my brothers, our uncle, and our cousins. Our pitcher was my papa but he just recently passed on. He was our pitcher and one of our best players too.

I recently was hired in a new position for a new service in our area, with the Nuu-chah-nulth Employment & Training Program (NETP). I started in the new year as an Adult Alternative Learning Outreach Facilitator for a-m'aa-sip. I am really looking forward to getting my program fully started because this brain-based learning program is so interesting. It is going to be so beneficial to so many students and young adults in my community. Chuu.

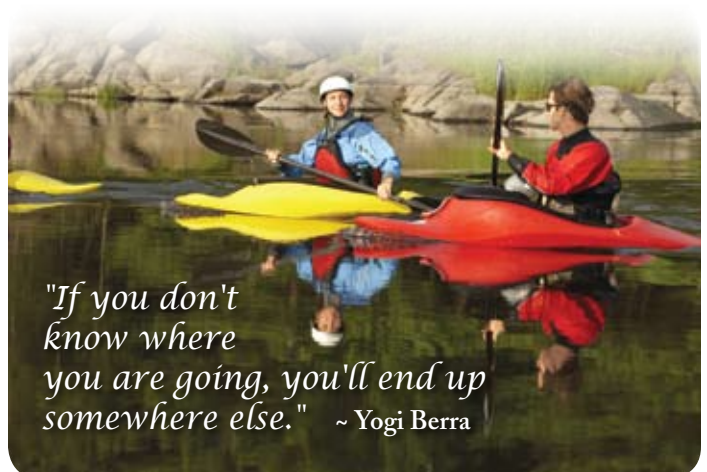
What Is Happening... continued from page 3

What can you look forward to in the next fiscal year? NETP is working diligently to bring programs into the communities. We will be hiring another Employment Counselor to go into the communities on a regular basis. This will allow applicants to do the assessment testing, applications, and some career exploration without having to come to Port Alberni.

With all the different people coming in to explore their options, it is important that NETP offer a full range of services. When applicants come to see the Employment Counselors they may have the option of attending some of our other services while waiting to get into the college classes. We use assessments to help determine a wide variety of skills, interests, abilities and values, and most clients are required to complete the TOWES assessment. This allows us to see how strong the client is in the use of documents, reading and numeracy. We also provide assistance for those who need to upgrade their skills prior to entering training programs.

Some of our participants are referred to a-maa-sip for

the Structure of Intellect program. The activities within this program assist participants by boosting their self-esteem and increasing their learning abilities. If you have not seen the Brain Gym, or would like more information regarding this or any other NETP service, give us a call at 250-723-1331, and come visit our site. I am sure you will be amazed at what is offered.



"If you don't know where you are going, you'll end up somewhere else." ~ Yogi Berra



RANDY ATLEO HAS A LOT TO BE PROUD OF!

Randy Atleo is a member of the Ahousaht First Nation. He is the son of Esther Fraser. He is a husband and a father of five children: four daughters and one son. He is also a new graduate!

Randy returned to North Island College last September. He enrolled in the Carpentry Foundation program and graduated at the end of February. He is already working full time in the construction industry. Randy completed school, found new work and became the proud father of his fourth daughter, all within a 30 day period. Good work Randy!

When asked, Randy said the hardest thing he learned over the course of the six months was time management. With a large family and a new job, Randy is very grateful for the support of his wife, Wendy, and his children.

Randy is also grateful for the support he found

through NETP. Randy took the time to be sure he had everything in place before he went back to school. This involved finding funding for the tuition and living allowance, which gave him peace of mind.

Randy would advise anyone considering returning to school to have supports, funding, and anything else in place before going back to school.

“Some of my classmates had to work on the weekends just to support themselves. Because NETP assisted me with my living allowance, I was able to concentrate on school and study on the weekends,” he says.

If you are considering returning to college to enter a trade, contact the Employment Counselor at NETP, 250-723-1331, for assistance with career research and funding applications.



Essential Skills Toolkit: Contemporary and Traditional



Essential skills can be defined as the knowledge, skills and abilities that each one of us needs to utilize at home, at school, at play and at work. Essential skills provide the foundation for learning other skills, as well as helping us be safe and efficient in all of our daily activities.

We have looked at the nine workplace Essential Skills in past newsletters. These skills include:

- | | |
|-----------------------------|------------------------------|
| ▶ Reading | ▶ Working with Others |
| ▶ Document Use | ▶ Thinking |
| ▶ Numeracy | ▶ Computer Use |
| ▶ Writing | ▶ Continuous Learning |
| ▶ Oral Communication | |

Ahousaht Elder Lena Jumbo says that the idea of essential skills is fundamental in Nuu-chah-nulth culture as well. The way that a quu?as person develops his or her essential skills is through the process called, uu-n'a-hey-chilth. This principle and value in Nuu-chah-nulth life translates to: "the act of preparing and knowing before doing something". Some of the most important Nuu-chah-nulth essential skills include:

- Providing a safe and nurturing home for our family
- Be loving and compassionate
- Developing good listening skills
- Practicing tribal law (our rights, roles and responsibilities)
- Learning how to gather, preserve and prepare seasonal resources
- Developing healthy connections to the earth and spirit worlds
- Apprenticing, to develop specialized skills and technical knowledge
- Thoughtful preparation and planning in all things
- Carrying family traditions and history forward

So as you can see, essential skills—both Nuu-chah-nulth essential skills, or uu-n'a-hey-chilth, and workplace essential skills—provide each one of us with the foundation for developing and learning all other knowledge, skills and abilities necessary in our lives. As we enhance our understanding and development of essential skills, we enhance our employability and enhance our lives.



MELODY'S FIRST JOB

My name is Melody Charlie; I am proudly from the Ahousaht and Ucluelet First Nations. My amazing parents are Louie and Selina Frank, my grandparents were the late John and Josephine Charlie, Winona and Joseph Thomas, Ernie and Julia Campbell, Eva Frank, and of course my grandfather Louie Frank Sr., who I am grateful and fortunate to still have with me today. I am the mother of three beautiful boys: Sheldon, Jaden, and Evan Touchie. My world happily revolves completely around them.



Fortunately for the most part I have always been able to do what I am passionate about, which makes working feel not like a job. I truly enjoyed and continue to enjoy the work opportunities that I have had. Mind you, there were a few times where I did have a job that I specifically went to for a paycheck. Not nearly as enjoyable, passionate or fun, but it did pay the bills. I think those jobs are meantime jobs, until you create or are ready for the opportunity to do what you love.

My first job at 12 years old was working at the Quarter Flash Arcade in my hometown of Ahousaht. I happily got paid \$2 an hour to give out quarters and hang out at the “cool spot” with all my friends. Two dollars an hour was big money to me at the time! I felt so independent, important, and mature making my very own money!

By following my heart and envisioning what I have wanted for myself, I have had wonderful opportunities and see many more yet to come.

I knew immediately that I liked all of those feelings. However, it wasn't until my teen years when I began working with children and youth that I would become truly passionate about my work (no offense to my regular and full-time job with my parents, who happily paid me \$2.50 a week for my daily chores of dishes and other numerous miscellaneous tasks).

Pretty much throughout my entire career since I was 15 years old, I have been working with children and youth. I started out with summer recreational work, which was not work at all! I was paid to have a great time! In my more recent years I have worked more in the healing and helping fields, which has kept me humble and inspired on this journey we call life.

“We are what and where we are because we have first imagined it” – David Curtis.

You can never do wrong when you do what you love! I highly recommend everyone to work at what you *truly* love and enjoy doing.

WHAT ESSENTIAL SKILLS DID I USE?

- Numeracy..... Yes
- Oral Communication..... Yes
- Working with Others..... Yes
- Continuous Learning..... Yes
- Thinking Skills Yes

Hello Everyone!

My name is Tatiana Chorney and I am the new administrative assistant for the Nuu-chah-nulth Employment & Training Program (NETP). I will be in the new office location in Tofino, providing support for the various services, including BladeRunners and a-m'aa-sip.

I am originally from Calgary, but I have been living on the island for the last five years, while going to school in Victoria. In Victoria, I studied Environmental Studies and Geography at the University of Victoria. I decided to move to the west coast, after participating in a field research project in the Tla-o-qui-aht territory, and I have now been living in Tofino for nearly a year.

I am excited to be working with the NETP and I am enjoying learning about Nuu-chah-nulth culture. I am looking forward to meeting all the people with whom this opportunity puts me in contact.

I am so thankful that I am able to live and work in such a beautiful area.

Tatiana Chorney

PROGRAM CONTACTS

**NUU-CHAH-NULTH EMPLOYMENT
& TRAINING PROGRAM,
ADULT BASIC EDUCATION:
NUU-CHAH-NULTH TRIBAL COUNCIL,
SUMMER YOUTH EMPLOYMENT & TRADES**
5001 Mission Road
P.O. Box 1383
Port Alberni, BC V9Y 7M2
250-723-57567
fax: 250-723-0463

**A-M'AA-SIP AND EMPLOYMENT COUNSELLING
BLADERUNNERS PORT ALBERNI**
3088 3rd Avenue
Port Alberni, BC
250-723-1331

BLADERUNNERS TOFINO
230 Main Street
Tofino, BC
250-725-8989



Contact Information

**Nuu-chah-nulth Employment
and Training Program**
PO Box 1383
Port Alberni, BC
V9Y 7M2
Canada
Ph: 250.724.5757
Fax: 250.723.0463
Email: info@netb.ca
www.nuuchahnulth.org