



**Nuu-chah-nulth**  
Employment and Training Program

Volume 5 Issue 1 2010

# CHA-CHUM?A-LTHUK HOSPITALITY AND TOURISM EMPLOYMENT PROGRAM: ON THE PATH TO SUCCESS!

In the fall of 2009, Nuu-chah-nulth Employment and Training Program (NETP) received Aboriginal Skills and Training Strategic Investment Fund (*ASTSIF*) training dollars. *ASTSIF* funding is an important initiative through Canada's federal *Economic Action Plan* for Aboriginal communities. Local communities are in control of developing and implementing short-term, focused initiatives for specific skills training for Aboriginal people. The specific skills training links directly to the workplace skills needed in today's economic environment.



**Orientation week is for everyone; learners and facilitators alike. NETP Program Supervisor, Wendy Gallic, guides people through the overview for NETP's cha-chum-?a-lthuk curriculum and training.**

On November 30, 2009, NETP launched **cha-chum?a-lthuk**, our Hospitality and Tourism Employment Program. There are two intakes with this program, with 20 participants in each session. The **cha-chum?a-lthuk** Program is nearing the middle of the first intake. The application for the second intake will be announced in communities very soon.

**cha-chum?a-lthuk** is a Nuu-chah-nulth principle meaning "being a hospitable host/ess when looking after people." This speaks to the heart of our program that integrates traditional values and knowledge with main-

Continued on page 2

## Inside this issue

|   |     |
|---|-----|
| cha-chum?a-lthuk Hospitality and Tourism Employment Program.....                | 1-3 |
| a-m'aa-sip, NETP.....   | 4-5 |
| Nuu-chah-nulth BladeRunner Speaks at Provincial BladeRunner's Celebration ..... | 6   |

|  |    |
|--|----|
| Kutiis Program.....                        | 7  |
| Getting Ready for School and a Career..... | 8  |
| a-m'aa-sip Graduate .....                  | 9  |
| Essential Skills Toolkit.....              | 10 |
| NETP Employment Counsellor .....           | 11 |



cha-chum?a-lthuk Hospitality and Tourism Employment Program continued from page 1


stream skills development. cha-chum?a-lthuk has been developed around a four stage process:

1. T.O.W.E.S. (Test of Workplace Essential Skills): used to assess and enhance individual awareness of the skill levels required to create career/occupational opportunities.
2. Certification: one to three day sessions provide participants with industry certificates to assist in Job Readiness. The Essential Skills Program is also a key component of this stage of training and is delivered over ten days.
3. Tourism Training: provides six-weeks of theoretical and experiential training.
4. Job Placement: assists each participant to identify and acquire a job in their chosen tourism sector.


One of the primary strengths of our program is the forming of a three-way partnership between **cha-chum?a-lthuk, Best Western Tin Wis Resort, the School District #70 VAST (Vocational Adult Secondary Training) Centre** and NETP along with many other key industry players. We know that this is the path to providing an effective training and employment strategy.

*The process begins with a TOWES assessment.* The TOWES is a prerequisite for each person applying to our program. The results of the TOWES allow individual participants an opportunity to see their own strengths and developing areas. The result of the assessment supports NETP staff and partnership staff members to develop an individualized foundation skills curriculum and Essential Skills training for each participant.

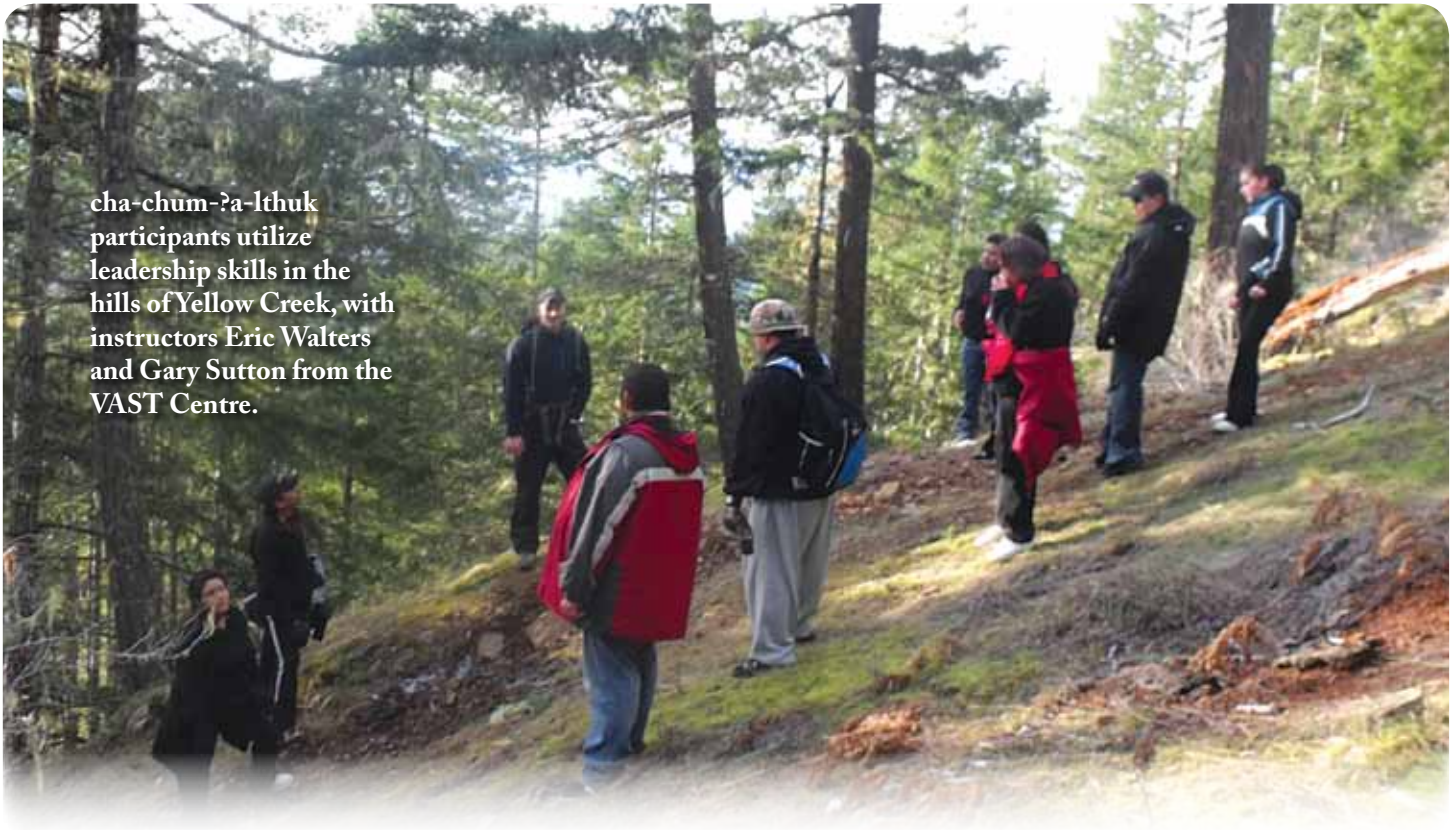
*The next stage is certification.* Through the VAST Centre, the **cha-chum?a-lthuk** Program offers the basic certification requirements that are in demand by leaders in the tourism industry, including: FirstHost, World Host, First Aid, Wilderness Adventure Tourism, West Coast Adventure Tourism Leadership, Introduction to



A beautiful winter's day on the Alberni Canal. For some learners, this was their very first (but not last) time kayaking. Eagles and seals were just some of the West Coast wildlife that paddlers saw.



cha-chum?a-lthuk participants focus on map and compass work with Eric Walters from the VAST Centre.



*cha-chum?á-lthuk* participants utilize leadership skills in the hills of Yellow Creek, with instructors Eric Walters and Gary Sutton from the VAST Centre.

Food Service, Cash Handling, FoodSafe and WH-MIS. The VAST Centre is also our educational partner; providing the foundations academic skills curriculum component of our program.

***The third stage is our modularized, tourism training.*** This portion of training is hosted on-site, at the Best Western Tin Wis Resort. The Tin Wis Resort is an industry leader in hospitality and tourism on the West Coast of Vancouver Island, located near Tofino, B.C. Tin Wis is one of our industry partners for the ***cha-chum?á-lthuk*** program. This portion of the program consists of twelve sections including; industry training in marketing, communication, hospitality and conflict resolution, as well as professional development in interpersonal relationships, problem solving and decision making, time and stress management and career

planning and resume writing.

**The fourth and final stage** assists participants in exploring job options and applying for current opportunities in full-time employment, part time employment, self-employment and/or continuing education. Each ***cha-chum?á-lthuk*** trainee also receives program support and assistance beyond the completion of the initial training from the full resource team at NETP. Response and feedback from participants is positive on all fronts. They are enthusiastic and motivated and are working hard to master all tasks put before them in class. The instructors praise their efforts and accomplishments, particularly in foundation skills, Essential Skills, Certificate workshops and wilderness training.

Canada

*"Success is the result of perfection, hard work, learning from failure, loyalty, and persistence."*

~ Colin Powell



## A-M'AA-SIP, NETP

Our NETP learning place was named after the Nuuchah-nulth principle and value of “a-m’aa-sip” - when you begin to do something for the first time. Ahousaht Elder, Lena Jumbo, and NETP staff members helped vision and name our wonderful, individualized learning program.

When a-m’aa-sip opened its doors (June 2007) to Aboriginal, Inuit and Metis community members 15 years of age and older, NETP’s Advisory Committee and staff were definitely starting something for the first time! Over the past two and a half years, NETP staff and learners have pooled our creative energies together, to develop and offer a personalized and culturally relevant learning program.

Each learner at a-m’aa-sip both defines and drives their individualized learning process. Our staff facilitates a feedback process where each learner reflects within and beyond his or herself. Learners are offered

space and time to learn more about their unique learning abilities by understanding and working with their strength areas alongside their developing areas. Learners and staff alike utilize a cumulative learning process to realize how to apply our abilities and talents to the

real world of family, school and work: the worlds we must learn to navigate in. We work in the Educational Sensory Integration Gym, with the Structure of Intellect learning modules and the audiobooks, as well as having special projects (like arts and

*"All participants say that they are able to apply their new understandings of learning directly to their lives..."*

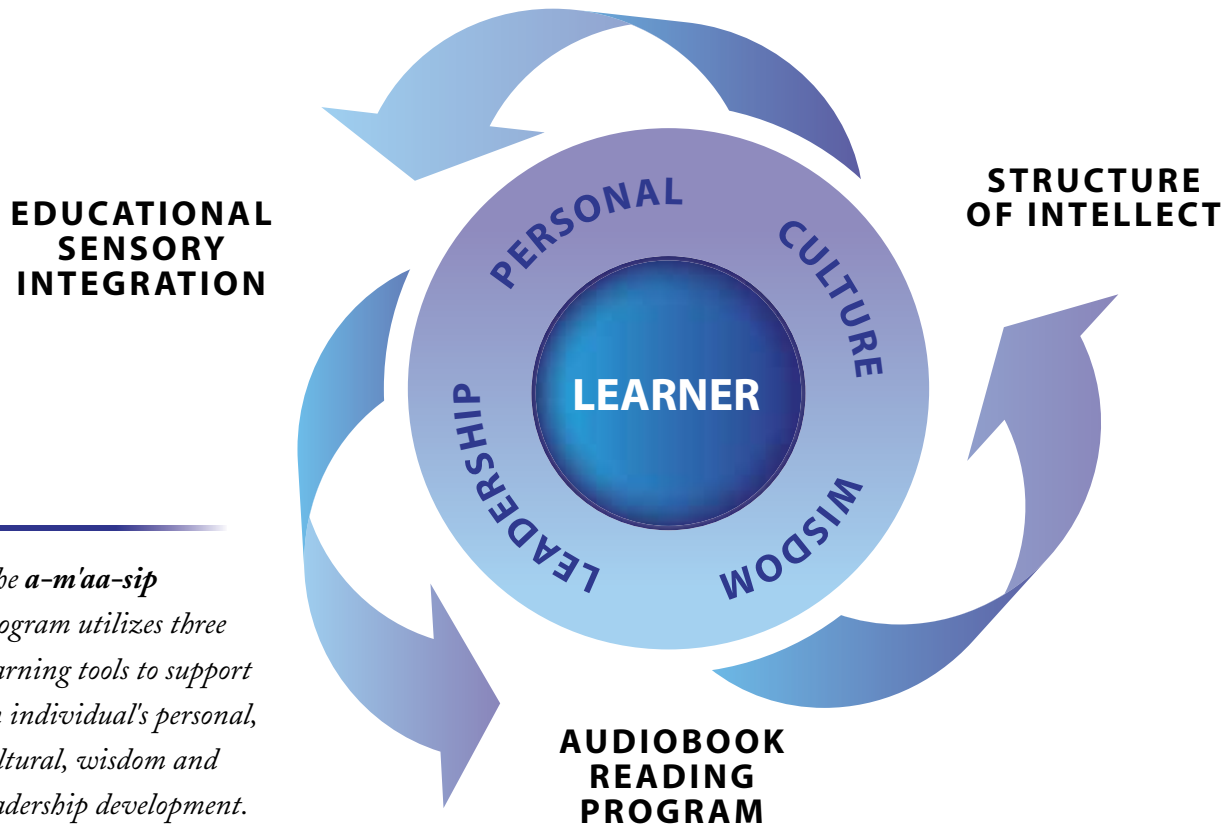


crafts, traditional language and Essential Skills). All of our program components are guided through and by Nuu-chah-nulth teachings.

Learners who come to a-m'aa-sip may be in school at the secondary, trades or post secondary level of education. Other learners are working part time and recognize the importance of combining work with our learning program. As well, there are other learners who come to a-m'aa-sip on a full time basis each week. Many of these learners are engaged in career planning, coming back to school after some time away, or upgrading their skills sets while seeking long term employment. All participants say that they are able to apply their new

understandings of learning directly to their lives, as well as to academic studies and the workplace. Many people say that they feel a renewed interest and ability to try school again and/or look at career options. a-m'aa-sip staff and the full complement of NETP staff are here to discuss options and support people in their planning process. We can walk side by side and work together, as community members make the transition to the worlds of school, training and employment.

There is definitely something for individuals of all abilities and interests at a-m'aa-sip. Drop in for a site tour of our facilities in the uptown heart of Port Alberni at 3088 3rd Ave. Our contact number is 250-723-1331.



*The a-m'aa-sip program utilizes three learning tools to support an individual's personal, cultural, wisdom and leadership development.*

*"The only way of finding the limits of the possible is by going beyond them into the impossible."*

~ Arthur C. Clarke



## NUU-CHAH-NULTH BLADERUNNER SPEAKS AT PROVINCIAL BLADERUNNER'S CELEBRATION

Nuu-chah-nulth BladeRunners participated in the 15 year anniversary celebration of BladeRunners at GM Place on November 13th, 2009. GM Place was a fitting venue for the milestone celebration, as BladeRunners from the very first BladeRunner program were part of the construction crew that built the facility.

Several prominent dignitaries and special guests who became involved in BladeRunners over the past 15 years were in attendance. One of the special guests who participated in the celebration was Nuu-chah-nulth BladeRunner, Jennifer Watts. Jennifer is a Tseshah First Nation member. She became a Nuu-chah-nulth BladeRunner this past summer 2009. Jennifer completed the 6 week BladeRunner training program in Port Alberni. She recently surpassed 20 weeks of full-time employment as a production labourer at Acoustic Woods.

During the celebration, Jennifer was invited to speak to the audience and the attending media about her involvement in BladeRunners.

"I am new to BladeRunners. I got into the program back in May. What I learned in BladeRunners is that if you use the right tools and the right mindset you can accomplish anything. Thank you BladeRunners for providing the opportunity and I hope it helps others."

After the celebration event at GM Place, Jennifer assisted with the handing out of several BladeRunner recognition awards to some of the prominent program supporters over the past 15 years.

Nuu-chah-nulth BladeRunners wishes to express their gratitude to Jennifer for stepping up to the opportunity to represent BladeRunners and share her success with others.



**Jennifer Watts, guest speaker at 15th Anniversary of BladeRunners at GM Place in Vancouver.**



## *Ditidaht learners go after their dreams!*



NETP's Kutiiis program ran in their community from August 10th to October 8th, 2009. Standing side by side together, in celebration, are instructor; Daniel Blackstone, along with Andrew "Big Daddy" Mack, Tara Giesbrecht, Jacqueline Joseph, Arnold Shaw, Esther Edgar, Peggy Tate, Anna Joseph and Cyral Edgar.

## *Ehatis is moving forward and embracing change as they do.*

Ehattesht Kutiiis took place from April 27th to June 19th, 2009. Coming together to celebrate their successes and looking beyond at new opportunities were; Jessie Mack, Trina Smith, Juanita John, Tom John, Tracy Smith, Everly Harry, Haley DeBoer, Vince Smith, Monica Shenavar Liam (Arthur) John and Daniel Blackstone - Instructor.





# GETTING READY FOR SCHOOL AND A CAREER

## DEFINING SKILLS

The term “skill” is used to describe a person’s ability to perform an activity well. Skills often mean a certain level of education and training. With this there is an implication: the more education or training a person has, the more skilled they are. In today’s economy, education and training are necessary for all Canadian citizens. We need to have a strong toolkit of skills so that we open the door to as many opportunities as possible. Today’s workplace have many new technologies and are constantly evolving. Change is the norm in today’s work environments.

## IT PAYS TO STAY IN SCHOOL

Staying in school and planning for post-secondary education and training is one of the best ways to work on your career development. Nowadays, career development is a lifelong activity, just as continuous learning is a lifelong activity. The most important value and action to that value is; preparation. You must be prepared to continue to improve and update your occupation skills. It is good to consider staying well beyond the program or training requirements of your position so that you are ready for career advancement when the opportunity comes along. With the rapidly changing nature of work, start looking at your education and training goals to help you define your career strategies. Preparation provides you with a solid plan to support your future. Participating in lifelong learning will keep you on top of the needs of the current labour market and your career goals.

## CAREER DEVELOPMENT SKILLS

**You can expect to have as many as seven to nine career changes in your lifetime. You could be surprised to find out all of the opportunities waiting for you out there. Consider self-employment, part-time employment or other types of work, like job sharing or working from home. Possessing a set of career development skills will enable you to become more self-reliant and confident with both your personal life and your work future.**

## EMPLOYABILITY SKILLS

There are many types of skills that are needed in the workplace. These are often called Employability Skills. Employability skills can be as straight forward as; writing, document use, basic math and computers, to more complex skills like; persistence, dedication and critical thinking skills. Think of your Employability Skills in terms of:

1. What are your employability skills?
2. How can you outline these skills in a clear way on your resume?
3. How can you demonstrate knowledge of these skills in a job interview?

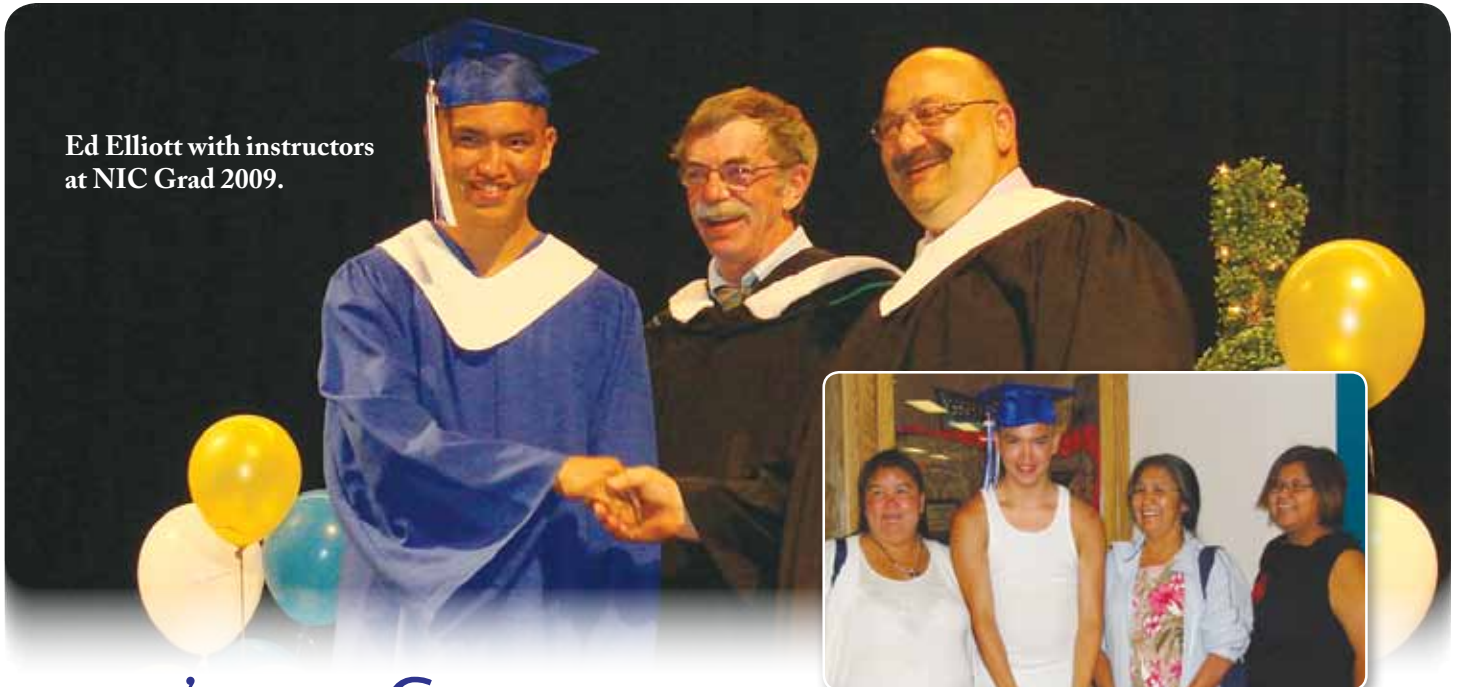
**Work at being able to talk about what your skills are and how you use these skills in work environments. Also practice talking about your skills. This will have you feel more confident to give examples in an interview situation or when you are creating or adding to your work portfolio.**

*"If you are aware of your weaknesses and are constantly learning, your potential is virtually limitless. You can build something that will be a legacy."*

~ Jay Sidhu



Ed Elliott with instructors  
at NIC Grad 2009.



Ed Elliott with family at NIC Grad 2009.

## A-M'AA-SIP GRADUATE

NETP staff would like to congratulate Ed Elliott. Ed is the first graduate of NETP's a-m'aa-sip learning place. Alongside his training at a-m'aa-sip, Ed also graduated from the Culinary Arts Program at North Island College. Ed lives in Port Alberni, as do many of his family members. Ed's heritage is from the Cowichan and the Ahousaht First Nations. With great pride in his voice Ed states that he is the first graduate from his immediate family to successfully complete college.

*"Ed plans to continue learning and working in the cooking industry with aspirations to become a head chef one day soon."*

At the age of 21, Ed started at a-m'aa-sip. This was just prior to his entry into NIC in September of 2008. Ed proved just how dedicated he is, as he was attending not only his program at North

Island College full time, he also attended a-m'aa-sip (NETP) full time. After 10 months of focus, determination and hard work (and some fun for good measure), Ed graduated on June 17th, 2009. This was a proud moment for him, as well as his culinary arts cohort and many other individuals dressed in their blue regalia on that special day. Ed is an inspiration to everyone who is thinking about or already attending a post secondary school. Ed believes

finishing high school with good grades gave him exactly the encouragement he needed to continue with his education.

When talking with Ed he says, "Go with what's on your mind," when looking at attending a post secondary school, and deciding what program you want to enroll in. Ed decided to attend the Culinary Arts Program, because he really enjoyed cooking at the High School. He enjoyed and did really well in his cooking program there, so he thought he would try the culinary program at the post secondary level. Ed is very proud that he graduated from North Island College with an A-. Ed states, "I enjoyed the experience, especially because I learned faster ways to do things." Graduates from the Culinary Arts program, walk away with the opportunity to learn from highly experienced and qualified instructors, while earning an Apprenticeship Technical Training credit towards Interprovincial (Red Seal) Certification.

Now that school is completed, Ed's future goals consist of pursuing a career in cooking. Ed plans to continue learning and working in the cooking industry with aspirations to become a head chef one day soon. Ed also plans to save up to buy his own car.

NETP Staff and Advisory Committee congratulate Ed on his accomplishments and we wish him much success and happiness in his future endeavors!

# Essential Skills Toolkit: Looking Back, Looking Forward with Traditional Knowledge

In our last NETP newsletter we looked at Essential Skills in terms of the basic skills that are necessary to provide the foundation for learning all other skills. Essential Skills help us be safe, adaptable and successful in all of our daily activities.

The way that a **quu?as** person develops Essential Skills through his or her traditions is through a process called, **uu-n'a-hey-chilth**. This value is shared in many Indigenous cultures. In Nuu-chah-nulth life **uu-n'a-hey-chilth** translates to mean, "the act of preparing and knowing before doing something."

To understand both types of Essential Skills we need in everyday life NETP offers a one day Essential Skill Workshop. Participants have an opportunity to listen and think about these Essential Skills concepts. We name and discuss these skills by analyzing **him-wi-c'a**, (Nuu-chah-nulth origin stories). Past participants who have listened to, "**How Son of Raven Captured the Day**," (Umeek, 2004) identify that Raven, Wren, Deer and Mouse have many Essential Skills. Here are just a few of them:

- ▶ Being prepared.
- ▶ Knowing that traditional knowledge continues to guide us today.
- ▶ Good listening skills are very important.
- ▶ Learning patience, patience, and more patience.
- ▶ Everyday math is everywhere.
- ▶ A plan or a document can help you get things done.
- ▶ Learning how to understand the world that we live in.
- ▶ Develop tools and strategies to help you think, and learn, and remember.
- ▶ Work with others: you can figure out how to build something together.
- ▶ Work side by side... you will learn new things.
- ▶ Family traditions and history tell you the way to go, so never forget it.
- ▶ Our minds are our computers - past, present and future.



*Photo credit: Wilfred Atleo*

**So now you can see that when we enhance our understanding and development of Essential Skills, we enhance our employability and enhance our lives.**



## NETP EMPLOYMENT COUNSELLOR

Happy New Year to everyone! My name is Robyn Samuel. I am the Employment Counsellor for the Nuuchahnulth Southern Region and Port Alberni Area.

Currently, I have 16 Trades students attending courses such as Culinary Arts, Welding Level C, Fallers Course, Piping and Plumbing, Carpentry, Residential Care Attendant, and Joinery & Cabinetmaking.

I also keep very busy with people in job search, resume building and writing, and cover letter writing. One note I would like to share with people is how important it is when you are delivering your resumes; be professional by wearing appropriate dress, speak clearly and remember to smile. You want your first appearance to make an impression and hope this moves you to getting an interview.

As well, make sure you ask several people to be your references, who can speak to your abilities as a good employee. It is always good to have at least 2 references. Your references should know ahead of time, the kinds of



jobs that you are applying for. You should also ask your references for permission to give their contact information to your potential employer(s). If this is your first job you are applying for, it is okay to list at least one family member. It is also important to have references that are non-family members, people such as; a co-worker, family friend, team organizer, class mate, or teacher, just to name a few examples.

Please feel free to drop by or make an appointment if you wish to see me in regards to resume writing, career counseling or job search.

In Friendship,

*Robyn Samuel*  
NETP Employment Counsellor  
robyn.samuel@nuuchahnulth.org  
Telephone 250-723-1331  
Fax 250-723-1336



*"Obstacles are those frightful things you see when you take your eyes off your goal."*

~ Henry Ford

Ron Dick Jr. in foreground and Maggie Peters in behind paddle out for a day of fresh air and sunshine with a magnificent view of Port Alberni and Mount Arrowsmith.



ᕗatw'aa paddling



## CONTACT INFORMATION

**NUU-CHAH-NULTH EMPLOYMENT AND TRAINING PROGRAM:**  
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