



# Skeena Native Development Messenger

June - September 2009

[www.snds.bc.ca](http://www.snds.bc.ca)

## Note from the Editor:

I am very excited to be back from maternity leave. This issue of the *Messenger* is packed with more of the good news you have come to expect. We had a busy summer at SNDS and it is time to bring you up to speed. I always welcome your comments and suggestions. To be added to the email distribution group, please be in touch. If you haven't joined our **Facebook** group, do it today! **Find us by searching groups for: Skeena Native Development Society.** We regularly update our site and hope to hear more from our clients (past and present). We are also Tweeting! Follow us at [www.twitter.com/snds\\_bc](http://www.twitter.com/snds_bc), we will be posting links and other useful info we do not feature on our Facebook page. Until next time...Hilary Zornow ([hilaryzornow@snds.bc.ca](mailto:hilaryzornow@snds.bc.ca))

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## Recession Proof Your Income

While the jury is still out on whether or not Canada is starting to emerge from the recession, one thing is certain: many people are still facing unemployment and need to find a means to an end. The answer to that dilemma, a common trend in Canada, is self-employment. According to an article posted online by the Small Business Finance Centre, "The country has lost 414,000 jobs since the beginning of the downturn, according to Statistics Canada. In that same period, the number of self-employed rose by 75,000."<sup>1</sup>

Why is self-employment such an attractive alternative to seeking out full-time employment for many? Self-employment is certainly risky and requires a great deal of personal commitment. However, it is an opportunity for people who have been in the work force for an extended period to benefit from their years of experience and enjoy the flexibility of entrepreneurship.<sup>2</sup> For others, contract work can actually end up

leading into permanent positions with a company. "Organizations are reticent to take on full-time employees during a recession and, even though they may have an opening on their organizational chart, they can account for a consultant or contractor so it appears on the balance sheet a different way", reports Derek Sankey in the *Calgary Herald*.<sup>3</sup> He quotes Richard Bucher, Right Management Calgary, who says, "We've seen it happen often in oil and gas where you get...people to go back into a position in a contract role, then over a period of a few months, it often converts into something that is longer in nature."<sup>4</sup>

Regardless of ones motivation during these difficult times, entrepreneurship is certainly proving a viable option, especially for persons who are having difficulty securing employment and whose Employment Insurance is running out. The Self-Employment Benefits (SEB)

*cont'd pg. 8*

1 Small Business Finance Centre. "Recession Sparks Self-Employment Surge." <http://www.grants-loans.org/blog/?p=289>

2 Wendy Waters. "Divergent Self-Employment Trends for Canada and US." [http://www.creativeclass.com/creative\\_class/2009/07113/divergent-self-employment-trends-us-canada](http://www.creativeclass.com/creative_class/2009/07113/divergent-self-employment-trends-us-canada)

3 Derek Sankey, "Self-Employment Thrives in Recession: Being Your Own Boss Has Special Appeal." *Calgary Herald*, August 1, 2009.

<http://calgaryherald.com/health/self+employment+thrives+recession/1852297/story.html>

4 Derek Sankey...

# Women in Trades: Adrienne Nisyok

Fitting into an occupation that has traditionally been dominated by men is not easy. In Canada, while the number of women in the construction trades has steadily increased since the 1970s, women continue to represent a small segment of the trades workforce (roughly 1% to 3%)<sup>1</sup>. When Adrienne Nisyok was pursuing her journey status as an Electrician, she was only one of two women in her first year class. She admits to dealing with feelings of insecurity while adjusting to working in an all-male environment. Fortunately, in her case, prejudice and workplace harassment was not an issue. According to her employer, Jack Kennedy, today women are more readily accepted into the trades workforce.

1 Heather Mayer and Kate Braid. "A Winning ticket: Women in Trades in British Columbia and Yukon," Simon Fraser University. [http://www.sfu.ca/~wsweb/documents/WIT-report.final\\_000.pdf](http://www.sfu.ca/~wsweb/documents/WIT-report.final_000.pdf)

2 Jennifer Scullen. "Women in Male Dominated Trades: It's Still a Man's World." (Prepared for the Saskatchewan Apprenticeship and Trades Certification Commission, January 1, 2008) [http://www.saskapprenticeship.ca/siteimages/misc%20pamphlets\\_newsletters/women\\_in\\_the\\_trades\\_FINAL2008.pdf](http://www.saskapprenticeship.ca/siteimages/misc%20pamphlets_newsletters/women_in_the_trades_FINAL2008.pdf)

*“During World War II approximately 255,000 women worked in non-traditional areas such as welding, electronics, drafting and industrial chemistry or as radio operators and vehicle mechanics...Most women enjoyed their work experiences because of... the chance to demonstrate their independence.”<sup>2</sup>*

Adrienne's father was an Electrician and so her career choice was an easy decision. She worked under his tutelage for her first year and was then indentured at JAC Kennedy Services for her second to fourth years and continues to work with the company.

From day one Adrienne has taken the initiative to get to where she is today. When her high school didn't offer the physics course she needed to pursue her career as an Electrician, Adrienne took the course through correspondence. Her ambition continued to carry her forward as she put herself through school and sought out and secured an apprenticeship on her own. She admits that moving into a larger center from an isolated community was challenging, but as she advises others, "you just have to stick with it." Adrienne has given public presentations to students about her experience, "I'd like to see more young native women get into the trades" she says. Now she is mentoring a small crew of young people currently enrolled in the SNDS apprenticeship program.

Adrienne has been in the field for ten years now, including her time as an apprentice, and is considering pursuing another trade working with computer automated systems. "I couldn't see myself in an office job," says Adrienne, "[as an electrician] I get to meet new people and I am always learning something new."



*“From a woman's perspective, one reason to see construction as a viable option to more traditional work is the incentive of higher wages...Trades work not only provides satisfying work, but is one of the few areas where the equality of male and female wages on average is higher than in other industries... this means on average, women in construction earn 98.9% of what men make in the same trade.”*

- Heather Mayer and Kate Braid

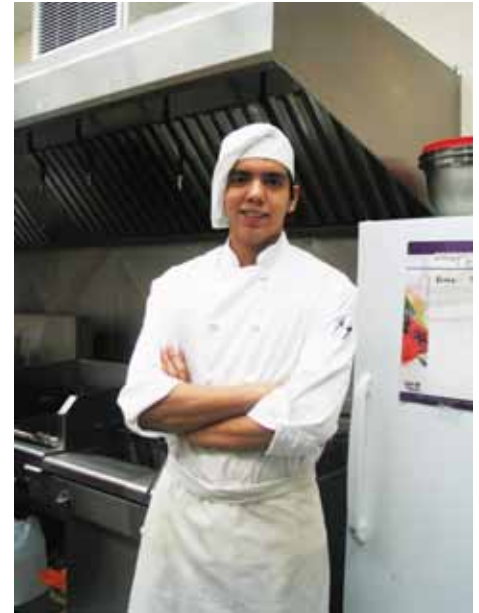
# Recipe for Success

**Justin Starr** is a Red Seal certified Chef. When he was in grade 10 his parents encouraged him to begin thinking about his future. Justin knew he did not want to have an office job “stuck in a cubicle” and began to think about careers he could pursue that would allow him to be expressive creatively. He tried a culinary arts class and from there decided it would be the right direction for him.

Justin completed his theoretical training at the Vancouver Community College and was indentured at Seamasters Restaurant in Kitimaat Village. He found the second and third years of his training the most challenging, as the more detailed training experience, such as fine dining and plating design, are

not easily available in the North. Overcoming this involved his own personal commitment to learn these elements of his trade on his own. Justin earned his Red Seal in the Spring of 2008 and was able to secure employment in Vancouver. He is currently working at the Cannery Seafood Restaurant, a well-known establishment, which specializes in French cuisine.

Justin finds the opportunity to meet all kinds of people and the exposure to a wide range of cooking styles the most rewarding part of his field. He hopes to one day become an Executive Chef and looks to get some more management expertise under his belt. In the meantime, he continues to work hard to establish himself. He says, “its a tough industry to crack into, but if you stick with it



and are passionate the rewards are incredible.” We look forward to watching Justin’s career blossom, we know he will be successful at anything he chooses to do!

## High Flying Career: SNDS Update

**Craig Walsh** began his training to become an Aircraft Maintenance Engineer at the age of 18. Seven years later he has an established career with Hawkair.

Starting off as a baggage handler, he was inspired by the engineers to consider the field when an opportunity arose through a trades apprenticeship arrangement with Hawkair and SNDS.

Craig excelled in his training and was prepared for the challenges as had graduated with all of the necessary academic high school courses (Math, Sciences etc) that he needed. While it was difficult moving away from his community to attend the Stevenson Aviation School in Manitoba, he admits it was a great learning experience. There he learned all kinds of

new and exciting skills. Aircraft Maintenance Engineers need to know a little bit of everything from mechanics to electrical. Their work is extremely important, as it is their responsibility to ensure an aircraft is safe and fit to fly.

Craig greatly enjoys the work he does. He says, “you get a lot of self-satisfaction knowing you are keeping people safe.” Working with his hands, troubleshooting and figuring things out also provides added enjoyment to his profession. His advice to others is to “be open minded, stick with it, and be prepared to put in the time”.

SNDS is extremely proud of Craig’s achievement. His example proves that you can have an exciting and rewarding career in the trades.



# New Professional Cook Program

Aspiring chefs in BC now have a new industry standard to follow. The Professional Cook Program replaces an antiquated system that did not quite meet the needs or interests of apprentices and employers. This new structure will recognize three progressive certification levels: Professional Cook 1, Professional Cook 2 and Professional Cook 3/Red Seal Chef Certification. Completion of each level is provincially recognized giving cooks credentials for employment without having to make a three-year commitment. Apprentices can carry forward to the next level when and if they want.

Chef Willy Beaudry, Crest Hotel, is a member of a task group that helped bring about the new changes. He says, “before a cook could only get credit as a chef after three years. If they stopped

at any point they were considered incomplete even though they had many skills” he adds, “employers who may not necessarily require a chef, still need cooks...the new structure recognizes both.” In addition, employers “can basically rest assured that a potential candidate has demonstrated and understood different levels as prescribed,” says Willy. Students are required to prove their abilities and are judged by a provincially assembled team of professional chefs before they are awarded a certificate. This creates higher cooking standards in the industry and also aids students who may have difficulty with the written test, but have what it takes to be an excellent chef.

**To learn more about the Professional Cook Program visit: [www.go2propel.ca](http://www.go2propel.ca)**



**Professional Cook 1**  
Candidates should exhibit a solid foundation of culinary skills. They will usually work in a supervised environment and be able to display basic knife skills, correct terminology, and knowledge of a variety of cooking methods. They must be able to follow recipes, weigh and measure food accurately, and have an understanding of the major techniques and principles used in cooking, baking, and other aspects of food prep.

**Professional Cook 2**  
Candidates will have a preliminary understanding of food costing, menu planning, and purchasing processes. They will usually work under some supervision, demonstrating the ability to perform a variety of cooking, baking, and food prep tasks using multiple cooking methods.

**Professional Cook 3/Red Seal**  
This most advanced level meets all of the requirements of the national Red Seal standard for cooks. Candidates usually work under limited supervision and will be competent at the major techniques and principles used in cooking.

Information taken from [www.go2propel.ca](http://www.go2propel.ca)

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# Sunset RV Service and Repairs Inc.

Maurice Bulleid has been a Recreational Vehicle Technician for eight years. Having gone through the SNDS apprenticeship program, we were delighted to receive a letter from him stating that he opened his own business. Maurice is enjoying self-employment; while the hours are longer he appreciates being accountable only to himself. We have enjoyed being apart of his professional development and his services come highly recommended by SNDS.

Sunset RV Service and Repair Inc. had an extremely successful summer, accommodating 280 clients. All services are completely mobile, if you can't move your vehicle or bring it in for an appointment Sunset RV will

“come to you” (your home, campsite, side of the road, you name it). The shop is open year round, and Maurice says customers can call anytime. He traveled throughout the northwest over the summer and says he is happy to travel to different communities for repairs and maintenance.



**Sunset RV Service and Repair Inc.**  
**250-641-2217**  
**[sunsetrv@hotmail.com](mailto:sunsetrv@hotmail.com)**



## Congratulations Post Secondary Bursary Recipients!

The SNDS Post Secondary Bursary awards academic excellence. The program runs each semester. The deadline to apply for the upcoming intake is **February 28th 2010**...visit our website to learn more: [www.snds.bc.ca](http://www.snds.bc.ca) (under “Programs and Services”, click on “Youth Services”)

Richelle Frocklage	Assoc. Arts Degree (NWCC)
Marsha Spencer	First Nation Studies (UNBC)
Erica McLean	Social Work Degree (UNBC)
Julie Morrison	BA of Education (UNBC)
Sandra Reviakin	BA of Education (UNBC)
Alix Morrison	BA in Political Science (UNBC)
Chantel Mitchell	BA English and FN Studies (UNBC)
Valine Crist	Post BA of Fine Arts Diploma (UVic)
Marsha Therrien	Assoc. of Science (Comosun)
Tania Joseph	BA of Social Work (NVIT)
Jessie Newman	General Studies (Kwantlen)
Michael Davis	Social Work Degree (UNBC)
Georgette Carlick	BA of Nursing (UNBC)
Anthony Adams	Social Work Degree (UNBC)
Kayla Sankey	Fine Arts Degree in Theatre (UVic)



# Youth Business Development

The Youth Business Development program had another successful year this past summer with even more young people taking advantage of an opportunity to start their own venture. Young people learn about financial planning and money management as it relates to owning and operating a business. They are required to submit an informal business plan and follow up at the end of the summer with a report of how they ran their business. They must also submit a record of their revenues and expenses. We received very positive feedback from the participants and look forward to their continued interest in self-employment.

## We acknowledge the following students for a job well-done!

- Aaron Collison ( Haida) - Yard Maintenance
- Rachel & Yvonne Hill (Tsimshian) – Food Vendor
- Ashley & Justina Johnson (Gitksan) – Food Vendor
- Brett Parnell (Haida) – Dog Walking
- Katrina LaRochelle (Tsimshian) – Food Vendor
- Leah Haldane (Nisga’a) – Art - Paintings
- Geoffrey Martinuik (Haida) – Yard Maintenance
- Fabian Martin (Gitksan) – Food Vendor
- Corey Nole (Tahltan) – Yard Maintenance
- Delaney Nole (Tahltan) – Car Washing
- Jonathan Nelson (Tsimshian) – Yard Maintenance
- Kleanza Cathers (Nisga’a) – Food Vendor
- Kaela Moldenhauer (Gitksan) – Gourmet Cupcakes
- Teara Green (Gitksan) – Cookies and Smoothies
- Hilary Robinson (Tsimshian) – Cedar Creations – Weaving
- Jacob Dudoward-Sterritt (Tsimshian) – Paddle Making & Art
- Michael Yeomans (Haida) – Yard Maintenance
- Grace Wells (Tsimshian) – Candy Vending
- Jade Ward (Nisga’a) – Handbag Designs
- River Bright (Gitksan) – Photography



*“What I learned from this experience is you have to keep up with what you are doing... also to keep all the money in one spot with all the receipts together. But lastly I learned that business takes a little while to start and to not give up if it starts bad because it will come through in the long run. This was a great experience.”*  
- Brett Parnell (Dog Walker)



*“I was able to run my own company, “Jon’s Mowing” this past summer. I was able to get 5 clients...I didn’t realize that lawns grew so fast, I had to mow a lot but I did make an amazing amount of money that kept me going week after week. Thank you for the opportunity to feel like a business person.”*  
-Jonathan Nelson (Yard Maintenance)



L-R: Geoffrey Martinuik, Jacob Dudoward-Sterritt,  
Top -Bottom: Jade Ward, Aaron Collison

## The Candy Stop - Youth Business Development



Grace Wells and her friends weren't sure at first what kind of business they would like to start up this past summer, but they did know it would be a great opportunity to earn some money and gain valuable experience. Many food related sales require *Food Safe* and the fourteen year old admits they weren't quite creative

enough to think of a product they could make to get them started right away. Candy sales seemed like a product that would sell and would be easy to acquire.

*The Candy Stop* was a regular feature outside *Canadian Tire* this summer and Grace says sales were good. "It was a lot of fun, but", she adds, "it was also a lot of work." Just getting started took a great deal of effort. Grace had to obtain a business license in order to operate and had to pass an inspection from Northern Health. Market research was also a challenge as she and her friends spent a great deal of time comparing candy prices in order to earn the best profit. Learning to talk directly to professionals to ask permission to set up *The Candy Stop* was intimidating at first, but Grace says soon it was just another part of doing business. She learned what it means to run your own

business, how selling a product works, and how to deal with customers.

*The Candy Stop* continued to operate on weekends to the beginning of October, with all profits going toward the Skeena Band. Grace is a part of the Concert and Jazz bands and plays the bassoon, saxophone and clarinet. When she is not playing basketball and hanging out with friends, she likes to get involved in the community. She hopes to become a part of the Youth Committee with the Terrace City Council. While she does not see operating a business in her future she has taken away from the experience life-long skills that she knows will strengthen her resume. We have no doubt that this young lady will accomplish many great things!

## Kaela's Gourmet Cupcakes - Youth Business Dev.

Kaela Moldenhauer loves to bake. This summer she was able to turn her passion into a business opportunity and did exceptionally well. *Kaela's Gourmet Cupcakes* were a hit at the Farmers Market. Selling between 12-14 dozen almost every Saturday. Kaela was able to establish a regular client base after her first few weeks and filled orders when they came in.

Kaela admits it was difficult planning her time at first. She often spent many late nights baking and then had to get up early to get to the farmers market. It also took some trial and error to figure out how many cupcakes to make in order to make a profit.

With the wisdom of one with

much more life experience Kaela writes in her business summary, "I learned that it is healthy to fail. That a few failures are almost a pre-requisite for success, mainly because it is impossible to learn unless you have a few 'character building' experiences to guide you. I learned that goals matter. The focus I put into my goals, and much more importantly, how I could achieve my goals was essential."

Kaela would like to become a professional Baker after high school and has dreams of opening her own Bakery one day. When she isn't baking she enjoys drawing and art. She also likes to play the piano and is learning to play



the guitar. We are proud of her achievement this summer and are confident she will accomplish anything she sets her mind to!





The House of Carvers hosted their grand opening August 1st 2009 during the annual Riverboat Days celebration in Terrace, BC. An enthusiastic crowd watched as the carvers cut a ceremonial cedar ribbon, enjoyed cake and toured the newly renovated building. The House of Carvers is located at 4613 Lazelle Ave. L-R: Geo McKay, Henry Kelly, Jacquie McNeil, Phyllis McDames, Geri Budden and Titus Aukland

*“Recession Proof...” Cont’d from pg. 1*  
 program extends EI without requiring individuals to look for work. The program helps to ease the financial strain during the transition from employee to self-employed. Local Community Futures offices administer the SEB program for Service Canada. A referral from an employment assistance service provider, like SNDS, is a requirement in order to access these benefits. SNDS must first assess whether business ownership is a viable option for the client and if they are in fact eligible. To qualify for the program clients must have received (in the past three years) or be receiving EI benefits and be currently unemployed. Also, the business must be new to the client, not already established. If you are serious about opening your own business be in touch with Geri Budden, Business Development Administrator (geribudden@snds.bc.ca)

Skeena Native Development  
**Business Development**  
*You can't build a future without a plan...*  
 Individualized business planning, market & sales planning, capacity building, after care and funding identification

**OPPORTUNITY OPPORTUNITY**  
**WEALTH WEALTH**  
**CREATE CREATE**

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*...aiming higher...*