

ACR Aboriginal Programs Project Program Template

Program Area:	2.0	Workforce Development
Sub Program:	2.2	Supporting Employment-Related Training
Template:	2.2.2	Aboriginal Community-based Environmental Training (ACET) Program
Sponsor(s):	<i>Golder Associates Ltd./Golder Institute</i>	

1. Objective

To increase local capacity, employment and business opportunities in environmental field services, impact assessment, environment monitoring, environmental inspection, and auditing both on and off-Reserve through training in communities.

2. Description

The ACET Program develops long term employment potential in Aboriginal communities through a well defined business model and an internationally accredited community-based environmental training program developed, presented and managed by Golder Associates Ltd., and its training entity Golder Institute. The program was designed to work with communities, resource developers and government to create the best-fit modules for regionally located work and related training. With the environmental sponsors' guidance and expertise, Aboriginal communities build working relationships with resource companies while gaining expertise, creating jobs, and expanding business opportunities.

Golder, the Environmental sponsors, gain a ready and qualified local workforce. Aboriginal communities benefit in two key areas from this Program: They gain a greater technical understanding and a more informed role in environmental decision making on Aboriginal lands and; they gain real business and job opportunities through contracting and project management experience.

ACET uses an integrated model that includes classroom and on-the-job training in each project undertaken on or near Aboriginal lands. The training plan is tailored for each individual participant and fits into a strategic plan for local community capacity building. On-the-job training, capacity, skill development and accreditation are a means to assist communities in developing environmental business knowledge and opportunities. Through meetings with the community and the company, specific accredited training programs can be developed for integration into actual field work. Education and training courses range in length and may be formatted into field site programs, workshop or other combinations.

ACET is accredited through the Environmental sponsor's world-wide in-house training system. Golder is authorized to issue valuable Continuing Education Units (CEU's). Participants practice skills under the supervision of qualified professionals, and progress is carefully monitored and recorded in a "Passport of Skills." When training is complete, participants may use the "Passport

of Skills” to create a detailed technical resume. This formal record confirms that learning has occurred and skills have been mastered before the participant advances to the next level.

The ACET program consists of three levels of instruction, each with several mandatory and optional modules. It may lead participants toward further study in technical, college, or university programs. Each training level has core competency requirements and optional modules, depending upon the needs of the student and the working environment.

- The first level provides an orientation to the program and the mandatory health and safety training to allow the participants to work on site, including basic first aid, hazard awareness, use of tools and equipment, and an orientation to the working environment to be encountered on the specific project. Level One is a mix of classroom study and fieldwork designed to turn theory into practice. Participants will be employed in job shadowing or field assistant roles until they have the skills and confidence to work independently under professional guidance. We are training a good biologist’s assistant. We only train as many individuals as the regional work area can accommodate.
- Level Two introduces the participants to more detailed concepts and practices. It provides supplementary industry overviews, enhanced field skills, and more technical training to enable the participant to move forward from field assistant duties to more technical duties. Successful completion of Level Two may lead to employment as an environmental field technician. After this level of work experience and training, the participant may decide to pursue an academic degree or technical diploma in support of a professional career.
- Level Three offers support and guidance for those who wish to pursue a cutting-edge professional career in environment services. The Environmental sponsors provide mentoring and professional seminars as well as several in-house training modules.

3. Implementation

Some of the key elements for implementation and management of this program are set out below:

- the Environmental sponsors sign a teaming services agreement with the Aboriginal community for delivery specific number of skills.
- the Environmental sponsors enter a partnership with a legal entity of the Band (business), not with the Band or Tribal Council (political);
- the Environmental sponsor assists the Band’s corporation with preparing the funding application for training support;
- through the ACET program, community capacity is progressively expanded through training, mentoring and job shadowing for local people. When the host Aboriginal community is ready to do the technical work on its own, the Environmental partners will step back to concentrate on project management, quality control and assurance, continuous improvement, and training upgrades.

4. Timeframe for Results

Requires a minimum six months for training program reliable qualified environmental technicians

- 400 hours of accumulated workshop time is recommended with a similar combination of work/life experience and on- the job training.

5. Measurable Criteria

These include:

- performance, progress, attitude, attendance and participation, of each participant. These are monitored and assessed after each job task or training module is completed. This is a demanding program with measurable results;
- a number of skilled and accredited environmental monitors, technicians in Aboriginal communities.
- Number of self-sustaining aboriginal businesses evolved from the training
- Number of individuals trained in one year which allowed for better job opportunities
- “passport of skills provides a ‘living record “ of skill sets learned as well as notations from any supervisors or scientists that worked with the technician. This ultimately becomes the resume.

6. Budget

The Environmental partners and the Aboriginal community jointly apply for training funds under the Aboriginal community’s corporate entity. They receive funding from provincial, federal or territorial funding sources, or apply for funding through First Nation channels, or have industry fund the training. The ACET program qualifies for funding schemes contingent on matching contributions.

7. Partners and Sponsors

Golder Associates are the environmental sponsors and facilitators of the training. An example of an Aboriginal community partner is the Siksika Management Team and Siksika Environmental Ltd.

8. Experience with the Program

Very positive.

Five years of development and delivery of the program have led to success in training technicians in their communities to do the work that normally would have been outsourced to off-reserve people. Trained technicians have moved into band related departments, started their own businesses, and hired by outside science companies because of their comprehensive training. In an average year, Golder Associates Ltd. provides training to approximately 2000 trainees.

In some communities, technicians support 100% aboriginal owned environmental science companies as they do their work for resource companies, governments, and other First Nations. Utilization of Golder Associates Ltd. business model for business development has resulted in Golder Associates Ltd. now mentoring nine aboriginal science companies across Canada that are doing their own work, bidding on projects they wish to bid on, assisting other First Nations in capacity building and developing sustainable long term jobs.

Golder only trains enough technicians to meet the demand of a region or community . It is not training for training’s sake. As work opportunities arise they can supplement training for

technicians to accommodate the needed skills they will require to access particular work opportunities.

9. General Applicability

The Program is transferable to other resource sector companies. At the moment this program is being looked at by the UN for Eastern Europe and Africa because of its portability and international accreditation.

10. Additional Information or Support

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