



BCAMTA

British Columbia Aboriginal
Mine Training Association



2010 ANNUAL REPORT

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OPPORTUNITY • TRAINING • RESULTS

British Columbia Aboriginal Mine Training Association – Opportunity, Training, Results

Canada's mining industry is the largest private sector employer of Aboriginal men and women. Today in BC, the sector plays an important role in the First Nations' economy, bringing jobs, economic growth and prosperity to communities across the province. Mining is helping people provide for themselves, their families and the towns and communities they call home.

The British Columbia Aboriginal Mine Training Association (BC AMTA) was created to help connect Aboriginal people to jobs in exploration and mining. Launched in October 2009, BC AMTA works in partnership with industry associations, educational institutions, First Nations and mining companies within the Northwest and Central Interior regions of BC.* A federally funded program through Human Resources and Skills Development Canada, BC AMTA operates as an Aboriginal Skills and Employment Partnership (ASEP).

Message from the Chair of the Board

While it's been less than a year since we started, we've already accomplished so much and I'm proud to report the BC AMTA partnership's strong commitment to developing and delivering relevant training-to-employment plans that prepare BC AMTA candidates for a range of direct job opportunities in the exploration and mining sector.

BC AMTA: Making Connections & Finding Solutions

The exploration and mining industry; First Nations communities; educational institutions; men and women looking for opportunities and careers: BC AMTA's stakeholders are diverse, but the organization exists to make connections between these stakeholders, to find solutions to meet their unique individual, community and organizational objectives and needs.

Today, BC AMTA is connecting employers – with future labour shortfalls and employment commitments to First Nations communities – to trained, job-ready Aboriginal people looking for work. The association does this in part by offering tailored solutions to help employers find suitable employees.

From an educational perspective, today's job-ready training programs and curriculums need to reflect and meet employer and student requirements, and we are connecting educators, employers and communities to find ways to do this. Student enrolment in post-secondary mining-related programs is below predicted industry demand; BC AMTA is actively recruiting new Aboriginal students to schools offering mining-related training.

In First Nations communities, BC AMTA is facilitating participation in mining by connecting these communities to education and employment in the sector. BC AMTA identifies and helps overcome barriers to entry and advancement for Aboriginal people looking for employment in the sector and, through candidates, enables communities to use the land to provide and shape their nations' social and economic development.

*figure 1

BC AMTA's 16 partners are:

- Association for Mineral Exploration BC
- British Columbia Institute of Technology
- Central Interior Partners in Aboriginal Human Resources Development
- Eagle Plains Resources (Yellow Jacket Mine)
- Hard Creek Nickel (Turnagain Mine)
- Human Resources and Skills Development Canada
- Imperial Metals Corporation (Red Chris Mine)
- Mining Association of British Columbia
- NewGold (New Afton Mine)
- Northwest Community College
- Skeena Native Development Society
- Skeetchestn Indian Band
- Tahltan Central Council
- Teck Resources Ltd. (Highland Valley Copper Mine)
- Thompson Rivers University
- Tk'emlúps Indian Band

“Today, getting things done in business is about building relationships. The mining industry has changed over that last two decades. Today, at New Gold, we work closely with First Nations and other stakeholders because by doing so, we find solutions that bring benefits to the company and to the communities in which we operate. We see far better results taking this approach than we've done when operating without stakeholder support.”

– Ann Wallin, HR Manager, New Gold Inc.

Program Structure & Operational Focus

The BC AMTA partnership is made up of 16 organizations (see figure 1*) that bring their capabilities and talents together to reduce barriers to entry into minerals and mining sector careers for Aboriginal participants. Each of these partner organizations provides financial or in-kind contributions to support BC AMTA operations. The BC AMTA Board meets quarterly and two separate Training Committees meet regularly to establish and monitor relevant processes and programs that answer the unique needs of the Northwest and Central Interior regions. The education options and infrastructure vary greatly between the two regions so solutions and programs also vary.

BC AMTA's Executive Director is responsible for managing day-to-day association operations; facilitates relationship building between employers, First Nations and educators; and develops and executes strategic priorities on behalf of the Board. In addition to administrative and program staff in Vancouver, BC AMTA employs program coaches who work in the field with candidates to assess their skill sets and develop meaningful career paths in exploration and mining. These coaches can help candidates evaluate the choices available and connect them with fulfilling opportunities. BC AMTA:

- Works with candidates to build career plans that match candidate interests and strengths.
- Provides funded education and training, and helps candidates secure other funding sources for education and training.
- Provides support to participants through planning, coaching, training and on-the-job orientation.
- Connects candidates with employers in the mining industry who wish to hire or who can help them find jobs.
- Helps candidates get where they want to go with a career in mining.

BC AMTA operates on a fiscal year that begins April 1 and ends March 31. The second half of the 2009/2010 fiscal year marked the official launch of BC AMTA operations which were mainly focused on establishing administrative policies and procedures and hiring staff. Significant effort was also put into creating a brand and website (www.bcamta.ca) as well as developing and beginning implementation of a formal communications plan. Management also focused on creating a business infrastructure that would support the efficient start-up of two remote locations in the early part of the 2010/2011 fiscal year (beginning April 2010).

Consultation

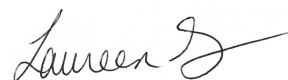
Prior to program launch, BC AMTA engaged with several other ASEP program directors and staff to gain an understanding of the opportunities and challenges they faced through their start-up activities. More specifically, the collaborative support, information and resources provided by the Yukon Mine Training Association, the Northwest Territories Mine Training Society and VanAsep assisted the swift development of BC AMTA operations.

To ensure BCAMTA's programs and structure are set up to position the partnership for success in each region, we engaged consultants to prepare a formal Needs Assessment. They worked with BC AMTA's industry and post secondary partners, local service providers, and the First Nation communities in the Central Interior and Northwest regions to identify not only barriers and challenges facing potential BC AMTA participants, but also promising practices and existing capacities that support Aboriginal training, education and employment. Recommendations for BC AMTA programming, support services and retention strategies arising from the needs assessment will provide targeted direction for each region. Early indications from the assessment point to BC AMTA taking a leadership role in several collaborative cohort training projects related to Trades and Apprenticeships, Heavy Equipment Operations and Job Readiness and Essential Skills. Partners are currently working together to create project plans for each of these opportunities.

Looking Ahead

Early into our mandate, BC AMTA is already moving participants into training and employment that is generating a real source of pride for our partners. Our early success is due in no small part to the exceptional effort of BC AMTA staff, as we exceed stakeholder expectations in business structure development, program creation and candidate attraction and recruitment. What's more, the effort of our partners to be more inclusive with the Aboriginal community, and each other, is making a difference.

Thank you to everyone who has participated in and supported BC AMTA thus far. On behalf of the BC AMTA Board of Directors, we present this Annual Report.



Laureen Whyte,
Chair of the Board

“Mining and minerals have always played an important role in our economy and we want that to continue, while playing an active role in managing our own resources. We have a strong history of negotiation over litigation and refuse to look at situations from an “us” versus “them” perspective. When First Nations and the mining industry sit at the table together as equals, we come up with solutions that work for us all. For the Tk'emlúps, through teamwork, we create action and pride.”

– Chief Shane Gottfriedson, Tk'emlúps Indian Band

BRITISH COLUMBIA ABORIGINAL MINE TRAINING ASSOCIATION

for the period from inception on September 14, 2009 to March 31, 2010

STATEMENT OF FINANCIAL POSITION

2010

ASSETS	
CURRENT ASSETS	
Cash	\$525,883
GST Receivable	967
Prepaid and Advances	3,690
	<hr/>
	530,540
CAPITAL ASSETS	
	<hr/>
	\$4,846
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	535,386

LIABILITIES	
CURRENT LIABILITIES	
Accounts Payable and Accrued Liabilities	\$21,120
Deferred Revenue	463,099
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	484,219
COMMITMENTS	
FUND BALANCES	
Unrestricted	\$46,321
Invested In Capital Assets	4,846
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	51,167
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	535,386

STATEMENT OF OPERATIONS

Sept/10-Mar 31/10

REVENUES	<hr/>	\$169,844
PROGRAM ASSISTANCE EXPENSES		
Community Support and Capacity Development		\$3,657
Job Coach Program		395
Planning and Implementation		16,774
Project Management		4,613
Student Support Costs		nil
Wage Subsidy Program		nil
	<hr/>	25,438
PROGRAM ADMINISTRATION EXPENSES		\$93,239
Excess of Revenue Over Expenses		\$51,167

Canada 



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