

Natural Resources Youth Training Program (NRYTP)

Resource Rangers 2010

Final Report

Manitoba Keewatinowi Okimakanak Inc

200-701 Thompson DR

Thompson Manitoba

R8N-2A3

Tel (204) 677-1600

www.mkonorth.com



**Prepared By:
Corporate Relations Services
September 2010**

Acknowledgement

The 2010 Manitoba Natural Resource Youth Training Program was made possible through the generous support provided by the following organizations and our First Nation partners:

Alex McIntyre Contractors
Arctic Signs
Boardman Funeral Home
Burntwood Hotel
Burntwood Regional Parent Child Coalition
Callinan Mines
Corporate Relations Services
CrowFlight Minerals
Discount Car Rentals
Dumas Contracting
Flight Aviation
Frontier School Division
HBM&S
Kinosao Sipi Cree Nation (Norway House)
Leo's Home & Office Decorating
Manitoba Geological Survey
Manitoba Hydro
Manitoba Keewatinook Okimakanak
Marlborough Hotel
MB Aboriginal & Northern Affairs
MB Conservation
MB Innovation Energy & Mines
Mathias Colomb Cree Nation (Pukatawagan)

Moose Lake Community Council
Mosakahiken Cree Nation (Moose Lake)
Northern Manitoba Sector Council
Northlands First Nation (Lac Brochet)
Opaskwayak Cree Nation (The Pas)
O-Pipon-Na-Piwin First Nation (South Indian Lake)
Outland Forestry Inc.
PDAC Mining Matters
Rick's Family Foods
Sapach Trucking
Scotia Bank
Smook Bros.
TD Bank
The Brick
Thompson Chrysler Jeep
Tolko
United Steelworkers Local 6166
Vale
VMS Ventures

The Steering Committee of the First Nations Natural Resources Youth Training Employment Program would like to take this opportunity to thank Corporate Relations Services, Winnipeg, Manitoba for delivering an outstanding work and training program.

TABLE OF CONTENTS

2010 Resource Rangers Final Report



[2010 NRYTP SUMMARY](#)

[PROGRAM DESCRIPTION](#)

[PROGRAM OBJECTIVES](#)

[2010 NRYTP RESULT COMPARISON: 2009 vs. 2010](#)

[OTHER PROGRAM RESULTS](#)

[SUMMARY OF ACTIVITIES](#)

[CLOSING GRADUATION CEREMONY AND FEAST](#)

[FINANCIAL SUMMARY](#)

[RECOMMENDATIONS FOR FUTURE PROGRAMMING](#)

[APPENDIX I](#) Program Training & Event Schedule for 2010

[APPENDIX II](#) – Resource Rangers, Experts, Trainers & Staff

[APPENDIX III](#) - Camp Schedule & Rules



**Resource
Rangers**

2010 NRYTP SUMMARY

With the leadership of MKO and the collaboration of 42 sponsors, the Natural Resources Youth Training Program (NRYTP) was established in northern Manitoba for a second year during July and August 2010. The program registered 16 aboriginal youth, referred to as Resource Rangers, representing six northern communities for the five-week program based at the Egg Lake camp. The purpose of this initiative was for aboriginal youth to develop career awareness and employability training in the resource sectors most prevalent in northern Manitoba –mining, forestry and hydropower.

Industry partners provided trainers and experts to deliver training sessions, hands-on work experience and tours which enabled the Resource Rangers to gain an understanding of the resource-based careers available in the northern region and the knowledge and skills required to embark on those careers. In addition, camp staff and local professionals provided life and professional development skills training. A northern Cree cultural component was integrated throughout the five-week period through the contributions of on-site elders and attendance at cultural events. The Resource Rangers were supported daily with the assistance of three staff members, a cook and elders who remained on-site at the Egg Lake camp.

There were many improvements and refinements made over the success of last year's program. These included a larger number of communities involved, program contributors and program graduates. The program hours were more than double than that of the previous year and more jobs were created. A rich cultural component was introduced. In addition to this the overall expenses were decreased.



**Resource
Rangers**

PROGRAM DESCRIPTION

Manitoba Keewatinowi Okimakanak (MKO) assumed the lead in April 2010 as primary delivery agent and facilitated the second year of the Natural Resources Youth Training Program, now referred to as the **Resource Rangers**. The goal of the program was to provide northern youth with skills, training, work experience and exposure to career opportunities in the fields of geosciences, mineral exploration, mine development, forest management operations and hydro-electric energy production in northern Manitoba.

The 2010 NRYTP offered hands-on work experience, on-the-job training and a variety of educational, recreational and cultural activities for selected aboriginal youth. The program was conducted during five weeks of July and August in a field camp setting at Egg Lake where program supervisory staff maintained control over daily work and training schedules, meal times, and recreation time. The field camp ensured a predictable, comfortable and safe environment for building life skills. For aboriginal youth across northern Manitoba, this program not only delivered safe and structured training and work activities to facilitate their future employment and broaden their awareness of science-based natural resources career opportunities, but also provided a meaningful cultural component. The value of acquiring high school and post secondary education was reinforced with the youth participants throughout the program.



**Resource
Rangers**

PROGRAM OBJECTIVES

The overall program objective is to deliver a safe and structured work and training environment for aboriginal youth across northern Manitoba that facilitates their future employment in northern industries (mining, mineral exploration, forestry and hydro power) by broadening their awareness and cultivating an interest of natural resources sector career opportunities and encouraging a commitment to secondary and post-secondary education.

Additionally, the NRYTP aims to:

- Have aboriginal youth live and work away from home in a camp setting founded on a sense of community;
- Build self-confidence, individuality and understanding through cross-cultural relations;
- Equip youth with skills and a desire to build their own future bringing both economic and social benefits to their communities.





Resource Rangers

2010 NRYTP RESULT COMPARISON: 2009 vs. 2010

The 2010 program ran for 5 weeks, from July 12th to August 14th 2010 inclusive based out of the Egg Lake Camp. Results of the program indicate that more was achieved during 2010 compared to the 2009 program.

- The Resource Rangers included 16 youth, which was up from 14 in 2009, representing 6 communities:

Mathias Colomb (Pukatawagan) First Nation	6
Mosakahiken (Moose Lake) First Nation	3
Moose Lake Community	2
Kinosao Sipi (Norway House) First Nation	2
O-Pipon-Na-Piwin (South Indian Lake) First Nation	2
Barren Lands (Lac Brochet) First Nation	1

- Program (see appendix 1) modifications were implemented which enhanced:
 - The cultural component
 - Literacy and English language arts
 - English as another language
 - Supervision
 - Programming
 - Outdoor field experience
 - Northern Manitoba tours of natural features and industry
 - Recreation
 - Self esteem.
- The program was changed from an 8 hr workday – 5 days a workweek model to a 12 hr – 7 day supervised training program with work experience. This change meant the youth received more programming. The training and theory instruction, which took about 40% of the time is essential to prepare the trainees for field work experience, which took approximately 60% of program time.
- Cultural programming was enhanced in 2010. The Rangers attended the Pow wow that was part of The Pas Treaty Days celebrations, and visited the former residential school site at Sturgeon Landing. The MKO cultural unit included the seven sacred teachings and the history of aboriginal people. Youth also participated in drumming, sharing circles, aboriginal art and stone carving. The elders in residence supplemented programming with teachings in history, politics and treaties, traditional natural medicinal plants and willow work.
- Several company representatives made employment offers to several 2010 Resource Rangers during tours of their company work sites or at training sessions. Additionally, reports on last year's Rangers indicate



**Resource
Rangers**

that 4 (of the 11 graduates) have made choices directly related to the Resource Rangers experience. Two of the 2009 Rangers were employed to clear helicopter pads and two others enrolled in the UCN Natural Resources program.

Summary Results Comparison: 2009 vs. 2010

	2009	2010
Resource Rangers	14	16
Females / Males	2 / 12	3 / 13
Ranger Home Communities	4	6
Program Hours	200	510
Graduated	11	13
Communities Involved	5	13
Elders employed at camp	0	5
Jobs (created)	4	5
Manitoba Jobs	1	5
Jobs filled by Aboriginal people	25%	75%
Experts, Trainers, Volunteers	40	84
Tours / Trips	8	23
Cultural	Minimal	Enriched
Graduation Guests	60	100
Sponsors	10	42
Budget	165k	115k



Resource Rangers

OTHER PROGRAM RESULTS

During the program, youth were *introduced to careers* and introductory work experiences in the fields of geosciences, mineral exploration, mine development, forest management operations, and tree planting and hydro-electric energy production. Curriculum included a variety of training sessions and work experiences. This programming was provided by, industry, provincial government, and program staff (see Appendix II) Outland Reforestation Inc., Manitoba Hydro, PDAC Mining Matters, Resource Ranger staff, HBM&S, and industry members of the Northern Manitoba Sector Council and community leaders.

The Resource Rangers learned about career awareness and employability training in the resource sectors most prevalent in northern Manitoba: minerals, forestry and hydro power sectors. *Introductory work experience* was a key element of the program. *Personal life skills and healthy eating* components were also a critical part of the training.

Fundamental to the learning philosophy is the *use of mentors* to deliver program. Educational and Industry leaders shared their expertise in the various areas of program study and work.

Literacy is an important component of the program, as most employers require a minimum of grade 12 or equivalency. Participants were required to maintain a daily journal and encouraged to read. A library of fictional works was available at the camp. Program staff who are licensed educators identified that literacy levels ranged from grade 2 to grade 12. Special one to one assistance was provided to two participants who had difficulty with basic literacy and required assistance in preparing their resumes or filling out application forms. Differentiated instruction and evaluation was implemented.

Youth were focused on *acquiring essential employability skills* such as job skills, workplace health and safety knowledge, workplace ethics, as well as teamwork skills. These skills can be applied to a broad range of employment occupations. The job skills are usually specific to the natural resource based sector thus matching the employment opportunities our industry partners can provide.

A combination of *natural resources training, tours, and personal growth and development workshops* were successfully weaved into the employment program.

As a direct result of being involved in this program, the youth participants were provided the opportunity to not only improve the employability skills they already had, but were able to gain *additional knowledge in areas not readily offered in the world of school and part-time employment activities*.



**Resource
Rangers**

Highlights of Training

During the 2010 summer pre-employment program the Resource Rangers had the opportunity to form a cohesive team based upon on model of family dynamics. The youth learned both life skills and work skills. They were able to acquire the skills and habits that will help them face success as potential employees in the three key resource sectors. The trainees were also able to enhance their employability by obtaining certifications in important areas, obtain relevant work experience, prepare the forms necessary to get an interview, and practice being interviewed. At least half of the trainees received positive feedback regarding their performance on the job. The trainers considered those trainees' skill set and work performance to be at a high standard.

Certificates Received

The Resource Rangers received certificates for the following:

- Standard First Aid/CPR
- EFF Level 3

Basic Training was also received for Boat Safety, Brush saw and Chainsaw.

In addition the two Resource Rangers who were 18 years of age received a Prospector licence

Transferable Skills Acquired

Highlighted below are the transferable skills learned and the unique ways in which they were presented and acquired.

SKILL	HOW ACQUIRED
<p>Communication</p> <ul style="list-style-type: none"> • Write and speak so others pay attention and understand • Read and understand information presented in a variety of forms (e.g. words, graphs, charts, diagrams) • Share information using a range of information and communications technologies 	<p>This skill was enhanced through participating in the various training activities such as sharing circle, First Aid and CPR, EFF level 3 Fire Fighting, Orienteering, Introduction to Prospecting and Geology etc.;</p> <p>In addition, the Crew Leaders and visiting trainers used a range of communication tools to the youth participants on a wide variety of subjects. Resource Rangers were required to:</p> <ul style="list-style-type: none"> • Keep daily log books; • Participate verbally in the daily sharing circle • Work in groups to make a presentation for the closing ceremony; • Complete feedback forms/evaluations
<p>Think & Solve Problems</p>	<p>This skill was learned by:</p>



**Resource
Rangers**

<ul style="list-style-type: none"> • Assess situations and identify problems • Seek different points of view and evaluate them based on facts • Readily use science, technology and mathematics as ways to think, gain and share knowledge, solve problems and make decision • Recognize the human, interpersonal, technical, scientific and mathematical dimensions of a problem 	<ul style="list-style-type: none"> • Participating in the Mining Matters workshop where participants were asked to construct and test their own mine head frame including shaft pulley systems; • Planning and construction of an emergency fire fighting base camp, which required a variety of logistical and group problems to complete the assignment.
<p>Be Responsible</p> <ul style="list-style-type: none"> • Work independently or as part of a team • Be accountable for your actions and the actions of your group • Be socially responsible and contribute to your community 	<ul style="list-style-type: none"> • Learned through Standard Operating Procedures, Safety, teamwork training, tree planting, brush saw training, chainsaw training, line cutting, GPS orienteering etc. • Learned through team building and leadership, self awareness; • As supervisors of the youth participants, the crew leaders were required to act as mentors and role models
<p>Be adaptable</p> <ul style="list-style-type: none"> • Work independently or as part of a team 	<ul style="list-style-type: none"> • Youth are required to work both independently and as a team during work related activities such as tree planting and thinning and deal with adversity in the work environment such as weather/bugs etc.
<p>Learn Continuously</p> <ul style="list-style-type: none"> • Set learning goals • Identify and access learning sources and opportunities • Plan for and achieve your learning goals 	<ul style="list-style-type: none"> • All of the youth were provided the opportunity to acquire these skills through résumé building, weekly evaluations, career talks and university and college tours. • They also spent time constructing personal road maps which provided them the tools to set personal/work/and educational goals.
<p>Work Safety</p> <ul style="list-style-type: none"> • Be aware of personal and group health and safety practices and procedures and act in accordance with these 	<ul style="list-style-type: none"> • The Health and Safety Committee covered all of this through training received in Bear Aware, WHMIS, Worksafe and First Aid. • Crew Leader and Crew Leaders in Training had to make sure that the participants in the program were at all times adhering to the safe work practices taught in all work and camp settings
<p>Work with Others</p> <ul style="list-style-type: none"> • Understand and work within the dynamics of a group • Recognize and respect people's diversity, individual differences and perspectives • Ensure that a team's purpose and objectives are clear • Be flexible and respectful: 	<ul style="list-style-type: none"> • Youth participants learned a lot about group dynamics. They learned respect for people's diversity as they worked with youth from communities across Northern Manitoba. • During Tree planting and thinning field work, the youth learned that in order to be successful, they had to set goals and motivate each other. • Youth worked as teams in a competitive atmosphere to plan and create objects that will accomplish given tasks



**Resource
Rangers**

<p>be open to and supportive of the thoughts, opinions and contributions of others in a group</p> <ul style="list-style-type: none"> • Accept and provide feedback in a constructive and considerate manner • Lead or support when appropriate, motivating a group for high performance 	<p>accomplish given tasks.</p> <ul style="list-style-type: none"> • Teams of participants planned and created orienteering courses, and then worked together to traverse them. • Crew Leaders were required to teach and act in accordance with all of these traits.
<p>Participate in Projects & Tasks</p> <ul style="list-style-type: none"> • Plan, design or carry out a project or task from start to finish with well defined objectives and outcomes • Work to agree quality standards and specifications • Select and use appropriate tools and technology for a task or project • Continuously monitor the success of a project or task and identify ways to improve. 	<p>The goal of the whole program means that youth must:</p> <ul style="list-style-type: none"> • Successfully complete their workplace and personal development training • Work to quality specifications especially in regard to tree planting and thinning • Successfully complete their training and field work in order to receive their graduation certificate. • Youth completed various construction projects where teams were asked to build devices to survive and/or traverse certain elements. The task would begin with a final goal in mind. It was up to the separate teams to plan, design, and carryout the project in an agreeable manner. • Youth were given a limited selection of materials to choose from to complete their tasks. Once their projects were completed and tested, they were asked to review the steps that they had taken and analyze where they could improve. • Crew Leaders were required to teach and lead various projects and to ensure that these activities were carried out in a manner consistent with the rules and objectives laid out.
<p>Work Ethic</p> <ul style="list-style-type: none"> • Honesty and integrity-bases actions on a personal set of values; can be trusted to follow the rules even when supervisors are not present , trustworthy • Good manners- courtesy and respect towards others • Accepts advice, supervision, criticism – has high self-esteem and does what is asked; accepts criticism and uses it to improve future performance • Dependability/follow through: Works diligently to complete tasks, alerts supervisor to problems or delays so there are no surprises about work not being done. • Good Attendance/ On time: 	<ul style="list-style-type: none"> • Rules and expectations were outlined during the orientation session at the beginning of the program and reinforced throughout the camp. • One on one counselling sessions were provided by an Elder who is also trained in social work. • Staff conducted evaluations on each participant. Youth reflected on their own work in their journals. Youth evaluated the program • Clear rules and timelines and schedules were set out. • Youth were assigned daily camp maintenance responsibilities that they were responsible to complete. • Lateness policy established whereby Resource Rangers lost pay for tardiness and leaving without permission. • Evident in the head-frame and stone-carving projects. • Youth also designed and prepared their graduation presentations.



Resource Rangers

can be depended upon to be at work; ready to begin work on time

- Accuracy of work/no waste; is careful and avoids mistakes; if mistakes are made, will correct the errors; takes pride in work well done; holds high standards
- Pride and productivity in work; shows initiative; is ambitious; figures out how to get the job done; works as efficiently as possible to get the job done-well

The above description demonstrates that the youth participants' skills were enhanced as they all received certification and training on a variety of employment and personal development related activities in which they had not previously participated.





Resource Rangers

SUMMARY OF ACTIVITIES

Please refer to Appendix 1 to see the complete program of activities.

Week 1

- Introduction
- Team Building
- Safety
- Canoe Training
- Standard First Aid & CPR
- Wilderness First Aid
- Personal & Camp Hygiene
- Effective Communication
- Anger Management
- Problem Solving
- Banking
- Sexual Health

Week 2

- Emergency Fire Fighter Training
- Silviculture
- Helicopter safety
- Bear safety
- Pumps & hoses
- Personal Protective Equipment
- Brush Saw Training
- Tree Planting
- Tolko Tour

Week 3

- Hydro Electric Power Generation Orientation
- Boat Safety Training
- Boat Trip
- Visit to MKO office
- Camping
- Jobs with Manitoba Hydro
- Tour of Wuskwatim
- Skills Assessment Training Opportunity
- Global Positioning Systems (GPS) Training
- Culture / Leadership Development Training
- OCN Pow wow

Week 4 & Half of 5

- Orientation & Intro to Mining Matters
- Safety
- What Minerals are
- Rock Cycle
- Line cutting
- Staking a claim
- Compass work
- Vale Tour



Resource Rangers

- Smook Construction
- Camping
- Pisew Falls
- Crowflight Mine Tour
- Geophysics demonstration
- Prospecting
- Reclamation and environmental tests & monitoring
- Drill site visit
- HBM&S Tour & Briefings
- Tour of HBM&S Core Shack
- Rock carving
- Preparation for obtaining a job
- Learning style identification
- Career Planning
- Resume, cover letter, & interview skills
- VMS Core Shack tour
- Geological Mapping
- New Britannia Tailings Pond Tour

Final Half of Week 5

- Healthy foods
- Stress management
- Chain saw training
- Traditional Healing Plants
- Willow Work
- Wrap-up, evaluation & graduation

Tours

During the program, participants were taken on various tours to enhance their knowledge about natural resources, culture, and entrepreneurship.

- **Thompson:** Manitoba government geological core library and expediting base, Vale nickel mine, Pisew Falls, Wasquatim, Thompson community
- **Wabowden:** Setting Lake, Bucko Mine
- **Snow Lake area:** Herb Lake Landing, Wekusko Falls, VMS core shed, New Britannia tailings pond, Snow Lake community
- **The Pas area:** Tolko, Sturgeon Landing residential school site, OCN Pow wow, Clear Water Lake, Saskatchewan River, The Pas community
- **Flin Flon Area:** HBM&S, Creighton, Channing, Flin Flon Museum, Flin Flon community



Resource Rangers

CLOSING GRADUATION CEREMONY AND FEAST

A closing ceremony was held on Saturday, August 14th, 2010 at Egg Lake Camp. Invited guests included parents, representatives from various First Nation communities, NRYTP team, industry and government partners, experts, trainers and community members. A drum song opened the ceremony led by Daniel Dumas, followed by a prayer by elder Madeline Spence. Bill Taylor, camp supervisor, acting as the Master of Ceremonies, welcomed everyone and introduced special guests Chief Garisson Settee, Chief Arlen Dumas and MLA Gerard Jenisson. Greetings were received from Chief Settee and Chief Arlen Dumas, from industry by MaryAnn Mihychuk representing the Prospectors and Developers of Canada, from MKO (Freda Lepine) and then from elder Marlene Carriere. This was followed by an address from Kayleen Balfour and Alicia Martin on behalf of the Resource Rangers. Following the greetings Irene Balfour sang and drummed a honour song after which Resource Rangers received their certificate and completion bonus. A feast followed hosting over 100 attendees.

Resource Rangers Comments:

"I liked all the hands on activities, going on trips and outdoor activities, and going to The Pas, Flin Flon, and Thompson."

"I would like more hands on things and less in-class things."

"Good stuff – EFF training, First Aid/CPR, geophysics, hydro & chainsaw."

"I would love to see more hands on work done with mining and hydro. Also, I would like to see a driver's ed. class in the program. It would be cool because we will need driver's licences in the future jobs we will have!"

"I enjoyed EFF Training, First Aid/CPR training, geophysics and touring Vale. The geophysics activity was very great. For me it kicked ass! I loved it."

"I liked it all! More computers with internet. Ekosane (Thank-You!)."



**Resource
Rangers**

FINANCIAL SUMMARY

The 2010 program was made possible by Manitoba Hydro, the Manitoba Government, industry, community businesses and First Nations communities working together to provide the necessary skills and training for First Nation youth to eventually participate in Manitoba's labour force. Funding support is detailed below:

NRYT Program	Amt Committed	Amount Rec'd	In kind
Manitoba Keewatinowi Okimakanak			\$ 17,250.00
Dumas Contracting	\$ 1,000.00		
Marlborough Hotel	\$ 600.00		
Burntwood Regional Parent Child Coalition	\$ 900.00		
Smook Bros	\$ 500.00	\$ 500.00	\$ 800.00
Callinan Mines	\$ 5,000.00		
HBMS	\$ 10,000.00		\$ 3,600.00
Crowflight	\$ 1,500.00		\$ 1,900.00
Tolko	\$ 3,598.00		\$ 400.00
Prov of MB - Aboriginal & Northern Affairs	\$ 12,500.00	\$ 12,500.00	
Prov of MB - Inovation Energy & Mines	\$ 12,500.00	\$ 12,500.00	
Mathias Colomb Cree Nation	\$ 6,000.00	\$ 6,000.00	
Moose Lake Community Council	\$ 2,000.00	\$ 2,000.00	
Mosakahiken First Nation	\$ 3,000.00		
Norway House Cree Nation	\$ 2,000.00	\$ 2,000.00	
Northlands First Nation (Lac Brochet)	\$ 1,000.00	\$ 1,000.00	
Northern Manitoba Sector Council	\$ -	\$ -	\$ 5,300.00
South Indian Lake (Opipon-Na-Piwin)	\$ 2,000.00		
Frontier School Division			\$ 3,000.00
Opaskwayak Cree Nation			\$ 1,000.00
Arctic Signs			\$ 200.00
VALE			\$ 1,000.00
Discount Car Rentals			\$ 2,100.00
Outland Inc			\$ 4,000.00
Flight Aviation	\$ 200.00	\$ 200.00	
Boardman Funeral Home	\$ 50.00	\$ 50.00	
Thompson Crysler Jeep	\$ 200.00	\$ 200.00	
VMS Ventures	\$ 2,000.00		\$ 200.00
Sapach Trucking	\$ 500.00	\$ 500.00	
Manitoba Hydro	\$ 50,000.00	\$ 25,000.00	\$ 10,000.00
Mining Matters			\$ 8,000.00
Ricks Family Foods			\$ 200.00
Corporate Relations Services			\$ 1,000.00
Burntwood Hotel			gift



**Resource
Rangers**

The Brick			gift
United Steelworkers Local 6166	\$ 200.00	\$ 200.00	
TD Bank	\$ 100.00	\$ 100.00	
Scotia Bank	\$ 100.00		
Leo's Home & Office Decorating	\$ 500.00	\$ 500.00	
Alex McIntyre Contractors	\$ 500.00		
Manitoba Geological Survey			\$ 1,500.00
Manitoba Conservation			\$ 1,500.00
Total	\$ 118,448.00	\$ 63,250.00	\$ 62,950.00

Expense	Estimated Costs
Personnel, wages	66,380.00
Transportation	9,940.00
Accommodations & Food	18,396.00
Equipment	5,930.00
Training	14,743.00
Total Expenses	115,389.00
In-Kind Costs	61,950.00
TOTAL COST OF THE PROGRAM	177,339.00



Resource
Rangers

RECOMMENDATIONS FOR FUTURE PROGRAMMING

Relevance of the NRYTP Program

The second year of Resource Rangers is widely considered a success. Through the leadership of MKO and the collaboration of 42 sponsors, staff and community volunteers, the Natural Resources Youth Training Program (NRYTP) was organized and delivered in spite significant challenges.

The FN **population** is changing. The First Nations, and Métis populations are the youngest and fastest-growing segments of Manitoba society and, as an aging population prepares to leave the workforce in Manitoba, First Nations, and Métis youth will be available to supply needed skills and talent, provided they have the capacity and tools to take advantage of opportunities. This will be particularly true in regions of Manitoba where Aboriginal people constitute a significant component of the labour force.

The FN **environment** has also changed as evidenced by the fact that virtually all levels of capacity are now reflected within the cross-section of FN communities. This ranges from the management of large enterprises in some communities to others that are inexperienced in administration of the resource sector. This changing environment will require better co-ordination between educational institutions, industry and governments. There needs to be a recognition that expectations within the many aboriginal communities have been raised and as a result, the Program needs to have **sustained support**.

Evidence based on recent court decisions related to the **duty to consult** and implementation of provincial resource management strategies indicate that the First Nations are becoming more significant partners in the resource sectors of minerals, forestry and hydro energy. **Capacity enhancement** in natural resource management provided by the Program will facilitate better understanding and cooperation between FN and the Crown. A principal component of the program is developing a strong pool of experienced individuals and talent within the FNs that collectively have the abilities to make significant inroads on sustainable resource management both on and off reserve.

Manitoba's natural resources are seen as a key economic opportunity for many First Nations, driven by major boreal development projects across Manitoba, an expanding First Nations land base, and a youthful First Nations labour force. The NRYTP is unique in provincial economic-development programs with its focus on natural resources. The Program needs more support from Conservation, Innovation Energy and Mines, Entrepreneurship, Training and Trade, Education, Citizenship and Youth and should be more evident in departmental priorities and policies.

Response from youth, community representatives and industry indicate strong support and interest in the program continuing and growing in the future.



Resource Rangers

Future Directions

Financial Security

The Natural Resources Youth Training Program is a partnership between First Nations, industry and government. It has been hailed as a successful example of private-public-aboriginal cooperation. The Program focuses on its commitment to improve economic conditions in status First Nation communities through natural resource related training.

Secure provincial funding source needs to be established. Funds have been received from Aboriginal and Northern Affairs and Innovations Energy and Mines as bridge funding.

Educational partnerships

The program is a five week live-in program of professional and personal development designed to facilitate future employment, broaden awareness of natural resources industries and encourage a secondary and postsecondary education.

There would appear to be an advantage to establishing a closer relationship with educational institutions at the secondary and post secondary levels. Resource Rangers have indicated interest in extending their education to advance their career goals. Suggestions are to:

- Provide two high school credits for the work experience camp and the theory (as is the case in Ontario).
- Separate the theory (classroom) training from the Camp experience
- Establish a closer working relationship with secondary and post secondary institutions that will allow more programming to take place within those facilities.

Enhance Hands-on training

Most Resource Rangers said they wanted more hands-on work experience. To fulfill this goal, more practical work experience opportunities must be sourced in collaboration with industry and community partners.

Program enhancements

Participants requested an opportunity to access driver's education, training and licence testing. They noted that many remote communities do not have driver's education available. Throughout the province, drivers education is taught by approximately 300 instructors at 170 high schools. Students generally receive 34 hours of in-class instruction, 8 hours of behind-the-wheel training and 8 hours of in-car observation. A modified program would need to be created in collaboration with Manitoba Public Insurance.

Providing drivers education would significantly benefit the Program as a valid drivers license is often required as a condition of employment in resource industries.



Resource Rangers

Increase intake

In spite of the limited and short timeframe of the recruitment process during June 2010, the NRYTP had a waiting list of 15 youth. Due to financial constraints the program could not meet the demand.

Additionally, MKO Employment and Training Portfolio Chief, Garrison Settee has called for substantial expansion to the program.

Interest has been received by an urban foundation, which supports aboriginal youth, to support youth who reside in Winnipeg.

Tracking

Measuring success indicators is important and useful. This type work requires considerable resources as the participants are in or about to enter a phase of their lives where they are moving residence frequently as they transition from school to higher education or the workforce.

In terms of longitudinal tracking, the two specific areas have been identified - career tracking and injuries.

The purpose of the Program is to expose aboriginal youth to careers in the resource sectors that are the main employers in the region and where there are worker shortages. To measure effectiveness of the program, career tracking of participants is recommended.

Research and Workplace Innovation Program (RWIP) makes available \$1 million to fund high-quality scientific research and programs that develop, implement or evaluate innovative, practical, shop-floor solutions for improving workplace health and safety. Workplace safety and health is a priority of the NRYTP. In addition to the first week, which focuses to workplace safety and health, it is emphasized throughout the program by staff and industry partners. A research project would focus on trying to determine whether the NRYTP has positive long lasting benefits whereby lost time accidents would be reduced.

The NRYTP offers aboriginal youth the knowledge, skills, training and work experience that will help prepare them for anticipated employment opportunities in the forestry, mining and hydro energy sectors in Manitoba. It is through partnerships with government, education and industry and a continued collaborative commitment to excellence that this important program can be allowed to continue soar like an eagle and give more youth a viable future.



**Resource
Rangers**

APPENDIX I - Program Training & Event Schedule

Natural Resources Youth Training Program Calendar of Events

- Orientation & Safety
- Forestry
- Hydro
- Mining & Minerals

Sun	Jul-11	Youth are Picked up & Brought to Egg Lake
Mon	Jul-12	Introduction & Orientation / St John Ambulance Standard First Aid CPR training
Tues	Jul-13	First Aid & CPR (continued) – Steve Merasty
		First Aid & CPR (continued) & Wilderness First Aid– Steve Merasty / Safe Workers Presentation – Darlene Mulholland / Communication skills, problem solving & anger management – Bill Taylor
Wed	Jul-14	Trip to Flin Flon – banking setup, museum visit, laundry / Sexual Health – Sue Unrue, RHA
Thurs	Jul-15	Team Building – Marcella Fenner / Personal & Camp Hygiene – Marcella Fenner & Marlane Carriere / Trip to Grass Routes Youth Festival in The Pas
Fri	Jul-16	Canoe Training
Sat	Jul-17	Canoe Training / Trip to Cranberry Portage for community picnic
Sun	Jul-18	EFF Training – Ken Melnick, MB Conservation
Mon	Jul-19	EFF Training (continued) / Gym night at FCI
Tues	Jul-20	Silvaculture – Devon Huffaman, Outland / Tolko Tour – Paul Chapman
Wed	Jul-21	Outland Tree Planting training and begin hands-on work experience
Thurs	Jul-22	Outland Tree Planting (continued) / Trip to The Pas
Fri	Jul-23	Outland Brushsaw training and begin hands on work experience
Sat	Jul-24	Outland Brushsaw (continued) / Swimming at Pioneer Bay
Sun	Jul-25	Orientation on Hydro Power & motivational talk – Joe Thompson, MB Hydro / Camping trip to Thompson / Visit to MKO office
Mon	Jul-26	Wuskwatim Tour / Boat Safety Training / Boat trip – MB Hydro / Bowling / Return to Egg Lake
Tues	Jul-27	Boat Patrol
Wed	Jul-28	Skills Assessment Training Opportunity (SATO) – Desmond Kushniryk, MB Hydro / Weight Training at FCI & swimming
Thurs	Jul-29	GPS training & scavenger hunt – Burton Blacksmith, MB Hydro / Pow Wow at OCN
Fri	Jul-30	Culture/Leadership Development Training - Rob Robinson of MKO
Sat	Jul-31	EVENING: Pow Wow at OCN
Sun	Aug-01	Culture/Leadership Development Training (continued) - Rob Robinson of MKO
Mon	Aug-02	EVENING: Pow Wow at OCN
		Career Planning, Resume Writing & Cover Letters– Bill Taylor
		PDAC Orientation & Intro to Mining Matters / Safety / What Minerals Are / Rock Cycle
Tues	Aug-03	Evening: Stone Carving – John Donald



**Resource
Rangers**

		MORNING: Jason Sigfrid (1/2 day) to do Line cutting, staking a claim and compass work. AFTERNOON: Dale Wride (1/2 day) GPS with activity in the bush / Trip to
Wed	Aug-04	Namew Lake / Prospecting
Thurs	Aug-05	THOMPSON: Vale tour / Smook Construction Camping at Wabowden
Fri	Aug-06	Pisew Falls Wabowden – Crowflight Herb Landing – limestone cliff climbing Return to Egg Lake
Sat	Aug-07	SNOW LAKE: Tour with Simon Gagne, government Geologist POTENTIAL OPTIONS: See site at Chisel, Lalor / Wekusco falls and swinging bridge / Chipping out garnets / Talk about geology and the adventures of working as a geologist. Mayor Gary Zamzow met up with the group to show them the Mining Museum in Snow Lake
Sun	Aug-08	Return to Egg Lake Work on Final Presentation & Completion of Resumes and cover letters
Mon	Aug-09	FLIN FLON: Mapping / Visit drill site / Core shack tour / Soil sampling.
Tues	Aug-10	FLIN FLON: MORNING: Geophysics Demonstration & Instruction – Alan Vowles for ½ Day AFTERNOON: Green Project with Dave Price
Wed	Aug-11	FLIN FLON: MORNING: HBM&S Safety / Presentation on Environment Reclamation Process / Tour of operations / Water Sampling Project (pH, temp, conductivity & visual) AFTERNOON: Interview skills with Theresa Wride 1:30–4:00 at Friendship Centre LATER AFTERNOON: Dale Wride – Mining Recording Office – Complete form for prospecting certificate
Thurs	Aug-12	In Camp - Work on review of Program / Healthy Eating – Joanna Ledoux, RHA / Stress Management – Krista McIntyre
Fri	Aug-13	In Camp - Work on review of Program / Chainsaw Training – Denis Gagne, Cranberry Portage
Sat	Aug-14	GRADUATION FEAST



Resource Rangers

Appendix II – Resource Rangers, Experts, Trainers & Staff

Resource Rangers

The Resource Rangers who have become Industry Trained youth and their home communities are listed below:

Barren Lands Cree Nation

- Colin Moise

Mathias Colomb Cree Nation

- Daniel Dumas
- Justin Dumas
- Jesse McCallum
- Shane Whyte

Mosakahiken Cree Nation

- Julian Buck
- Daniel Campbell
- Jock Campbell
- Alicia Martin

Norway House Cree Nation

- Brendan Albert
- Kayleen Balfour

O-Pipon-Na-Piwin Cree Nation

- John Colomb
- Trevor Spence





Resource Rangers

Experts & Trainers

Ken Melnick	EFF
Darlene Mulholland	Worker Safety
Rob Robinson	Aboriginal Culture
Devin Huffaman	Brush Saw, tree planting, tree identification
Barb Green Parker	Guiding Circles, mineral units
Amanda Dillon	Rock and mineral identification
Simon Gagne	Geological mapping
Marlane Carriere	Sharing Circle, cultural protocols
MaryAnn Mihychuk	Prospecting, business dev't, entrepreneurship
Ron Scott	Exploration company
Teresa Wride	Interview skills
Dale Wride	Claim Staking & GPS
Wade Lundgren	Heavy equipment
Wellington Spence	Treaties, willow framing
Madeline Spence	Traditional medicines
Pat Strong	Clowning, life skills
Jason Sigfrid	Line cutting, orienteering
Denis Gange	Chainsaw
Joanna Ledoux	Healthy Eating
Krista McIntyre	Stress Management
Burton Blacksmith	GPS
Heather Groom	Industrial minerals
Gary Zamzow	Mining history
Diana DeLaronde-Colombe	Mining-Crowflight minerals
Penny Beyer	Mining- Vale
Alan Vowles	Geophysics
Scott Smith	EM survey
Aaron Beauman	EM survey
Brody Weigers	EM survey
Walt Ryan	Workplace safety
Joel Neilson	Mining environment science
Dave Price	Revegetation
Freda Lepine	MKO- Politics
John Donald	Soapstone Carving
Darlene Mulholland	Safe Workers Presentation
Sue Unrue	Sexual Health
Steve Merasty	CPR & First Aid
Bill Taylor	Communication Skills, Problem Solving, Anger Management, Canoe, Team Building & Hygiene
Marcella Fenner	SATO
Desmond Kushniryk	Motivational Speaker / Working with Hydro
Joe Thompson	Mine Reclamation
Shirley Neault	Boat Patrol
Duane Hatley	Wuskwatim Tour
Lynne Glennon	



Resource Rangers

Resource Ranger Advisory Team

- MaryAnn Mihychuk, CR Services
- Freda Lepine, MKO
- Bill Taylor, Frontier School Division
- Barbara Green Parker, Mining Matters PDAC
- Cheryl Smith, Aboriginal and Northern Affairs Manitoba
- Shirley Neault, HBM&S
- Ron Scott, Northern Manitoba Sector Council
- Doug Lauvstad, Northern Manitoba Sector Council
- Dave Bradley, Outland Inc
- Paul Chapman, Tolko
- Bob Monkman, Manitoba Hydro
- Judy Head, OCN
- Veronica Sinclair, OCN

Staff List and Duties:

- Bill Taylor – Camp Supervisor & Crew Leader
- Marcella Fenner – Crew Leader
- Lyle Mulholland – Crew Leader
- Marlene Carrier – Elder & Crew Leader
- Neil Sayese - Cook
- Karen Taylor – Cook
- Vanessa Petznick – Cooks
- MaryAnn Mihychuk- Coordinator & Crew Leader
- Pat Strong – Elder & Cook
- Orville Strong – Elder & Kitchen Helper
- Madeline Spence – Elder
- Wellington Spence – Elder



**Resource
Rangers**

APPENDIX III - Camp Schedule & Rules

Daily Time Schedule:

6:45 am - wake-up time, shower, clean room, lay sleeping bag out on bed and fluff pillow
7:30 am - Breakfast
8:30 am - Opening prayer
8:30 am - Classes begin
10:00 am - Break
10:15 am - Classes resume
12:00 pm - Lunch
1:00 pm - Classes resume
2:30 pm - Break
2:45 pm - Classes resume
4:30 pm - Dismissal & relax time
5:30 pm - Supper
6:30 pm - Personal time for laundry, emails
7:00 pm - Reflection, Sharing circle, Journal and reading
8:00 pm - Evening activities (swimming, Powwow, Gym, canoeing, movies, bon fire & relaxation)
10:30 pm - Preparation for bed
11:00 pm - Sleep time (lights out)

Safety Rules and Regulations:

1. No alcohol or non-prescription drugs are to be consumed because we are a drug free camp. When we travel the same rules apply.
2. Water from the taps is not safe to drink. Fresh water will be available for you to drink from containers found in the kitchen area.
3. No bullying or fighting because this behaviour affects all of our safety. If you are having conflict with someone try telling the person how you are feeling. If this doesn't work then tell a staff member and they will help you resolve the issue. Remember we are all individuals and we need to work as a team to be successful. Sexual harassment will not be tolerated.
4. Smoke only in designated areas outside because non-smokers have the right to remain smoke free
5. No setting fires - You will be held responsible for the damages caused by careless smoking or intentionally starting a fire.
6. You must remain within the camp boundaries unless you have received my permission to leave. Stay away from the train tracks and swimming in Egg Lake is not advised. We will travel to Cranberry Portage, Clearwater Lake, Gyles Park or other areas to swim, for recreation, and to partake in other activities.
7. You will need to wear personal protective equipment on the work site.
8. If you experience an injury, then report it to your immediate supervisor. A first aid kit will be available on-site and if we require emergency assistance we will phone 911 by means of a cell phone from the highway or through contact with a handheld radio set.



Resource Rangers

9. To enhance responsibility at work the trainees who were late, left work without permission, damaged property or used a camp cell phone/satellite phone had their wages deducted.

Camp Rules:

1. All youth are required to participate in all work/educational/leisure activities because it will maximize your learning, friendship and positive team spirit.
2. All youth need to get along with each other. If there are conflicts, then work them out or get your supervisor or an elder to help you deal with them.
3. All youth will have cleaning and cook helper duties or chores. Everyone is expected to maintain a clean room.
4. Eat at scheduled meal times.
5. Respect scheduled quiet hours and lights out times.
6. Smoking is only permitted in designated areas outside.
7. No alcohol and non-prescription drugs are permitted. (You could have your bags searched and you could be asked to empty your pockets if we suspect you are in possession of drugs or alcohol.

Expectations:

1. Respect self, others and your environment
2. Be accountable for your behaviour – extra chores & loss of pay are two examples
3. Follow all industry partners safe work policies and procedures
4. Work hard and meet safety and quality standards

Consequence:

Progressive discipline will be used to deal with serious rule infractions.