



**PESP-SYILX**

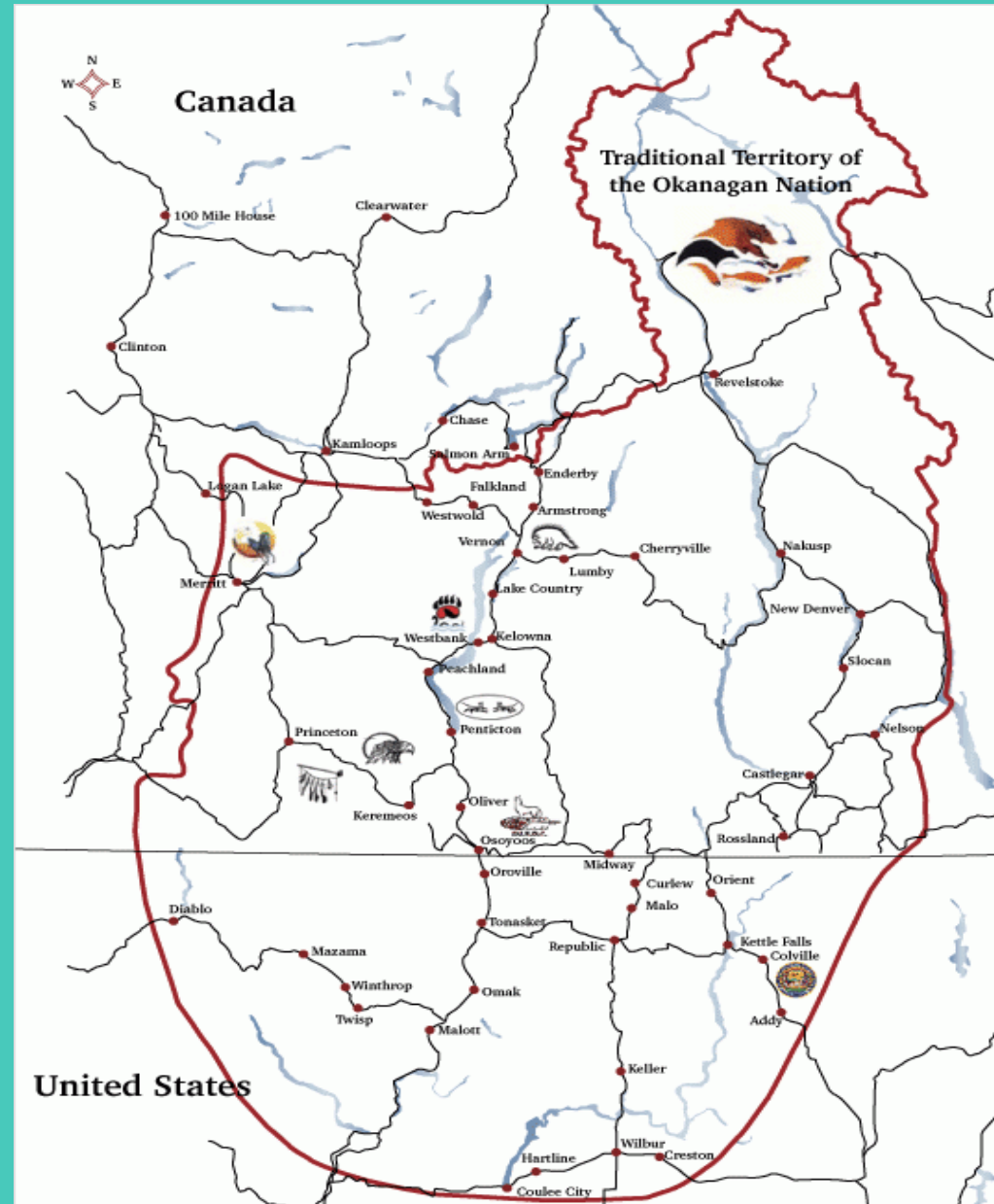
# Pre-Employment Supports Program

PESP funded by Indigenous Services Canada &  
Program Administered by Okanagan Indian Band

# Okanagan –Syilx Nation: The ancestral and unceded territory of the Okanagan Peoples



EXTENDS FROM THE  
NORTHERN POINT OF MICA  
DAM-REVELSTOKE BC, DOWN  
SOUTH TO WILBUR,  
WASHINGTON, USA AND  
EXTENDS FROM WEST OF  
GUICHON CREEK OVER TO  
KOOTENAY LAKE IN THE EAST.



# Meet the Team



**Randi Robins**  
Sr. Caseworker



**Julianne Brewer**  
Caseworker for OKIB  
& WFN



**Lisa Clement**  
Caseworker for PIB & OIB



**Jeanette Alexander**  
Caseworker for UNB



**Tammy Allison**  
Caseworker for LSIB & USIB

**Ivy Gregoire**  
Administrative  
Support



**Glenda Louis**  
Program Lead

# Introduction

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The Pre-Employment Supports Program will incorporate a holistic integration of Syilx cultural values and beliefs to support the client(s) to reach their optimum level of wellness, self-care management through traditional activities which will enhance their connectedness to self, family, community, and land.



## Fiscal Year 2018-2019

The program was thriving throughout the Nation and this fiscal year end with 197 clients recorded on the DCI.

2019-2020 would start with 197 clients.

A 98.5% engagement for PESP



# The Pandemic2019

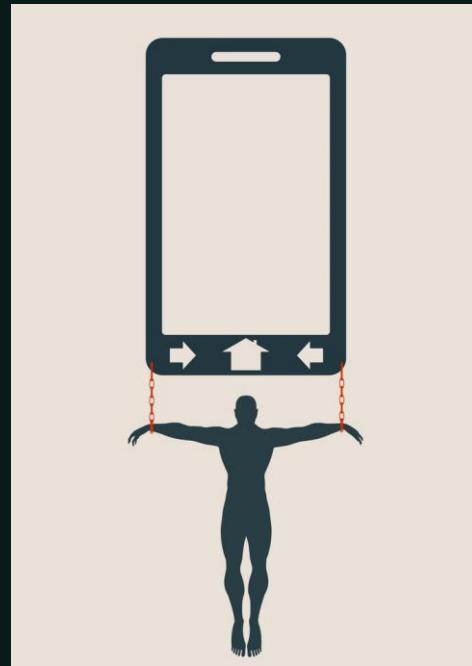


# Challenges which arose from the lockdown

Isolation & Loneliness



Smartphone Addictions



Domestic Violence



Substance Abuse



Increased Anxiety



Disconnection

Segregation created \* Vaccination Passport(s)

Lack of employment due to non-vaccination or closures

Limited access to services = ineffective employment hybrid models increased social anxiety or overcrowded spaces.

Shortage of supplies = inflation increases \*price gouging\*

Poverty Increased

Staff turnovers BSDW / PESP

Limited to no resources for internet connectivity in some communities.

Canada Emergency Response Benefits (CERB)





Fiscal Year 2020-2021 33% of Engagement for PESP down 65.5%

| 2021-2022    | Male | Female |    |
|--------------|------|--------|----|
| 18- 24 Years | 5    | 8      |    |
| 25-34 Years  | 5    | 5      |    |
| 35-44 Years  | 14   | 7      |    |
| 45-64 Years  | 18   | 4      |    |
| Total        | 42   | 24     | 66 |

A photograph of wooden blocks spelling 'EPANDEMIC' on an orange background. The word 'EPANDEMIC' is spelled out using wooden blocks. The letter 'E' is on a block that is slightly taller than the others, and the letters 'PA' are on a block that is slightly wider than the others. The blocks are arranged in a row, and the word is centered horizontally. The background is a solid orange color.

EPANDEMIC

Lack of Trust

Social Anxiety

Mental Wellness Impacts

Anger , Anxiety, Fearful,

Canada Emergency Response Benefits  
(CERB) = IA Inflation Top-Ups

Addictions = Increased Overdoses

Increased Helicopter Parenting

As the Province of BC reopened to a new normal, a few of our communities remain closed until late Fall 2023.



COVID19 became the top excuse to decline participation into programming, returning to the workforce, returning to school and socialization.

Time to rekindle connection and engagement, but how.

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# The Drawing Board Recipe

A cup of partnerships

A little bit of hide tanning

A gallon of dress for success

A dash of computer literacy

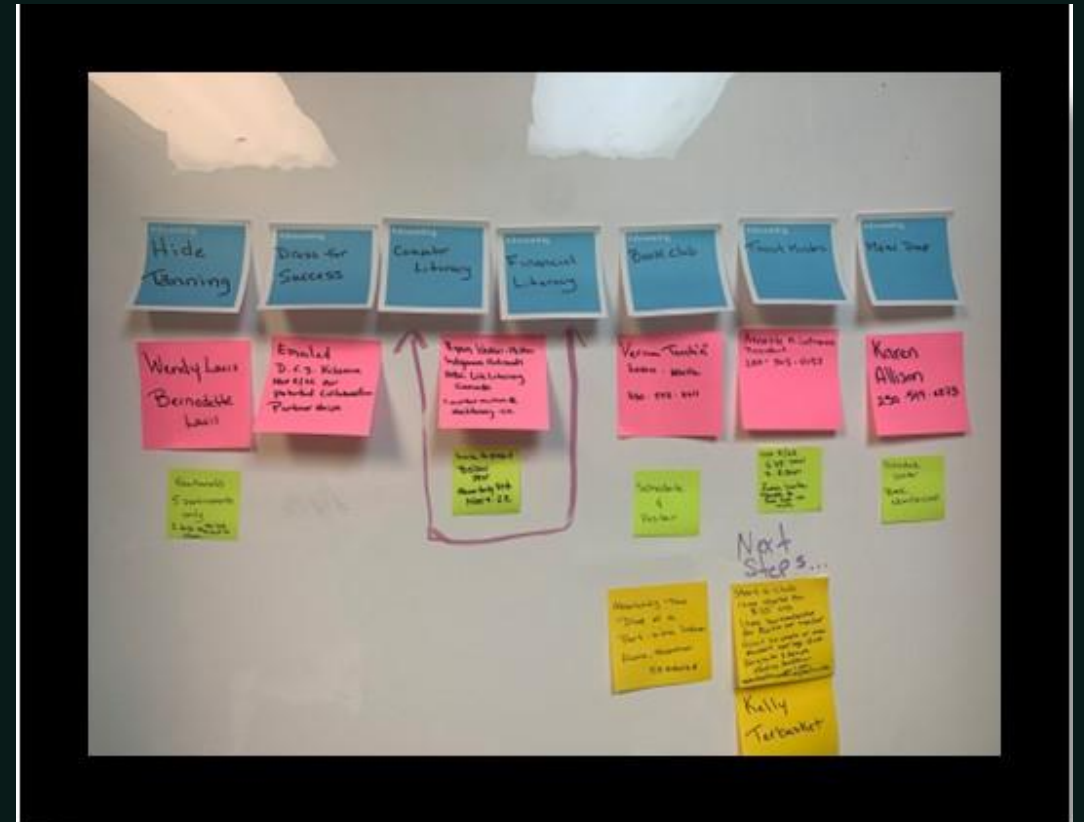
A dash or two of financial literacy

A whole lot of book club intertwined with toastmasters

A whole lotta meal prep.

Stir in as needed the sharing of ancestral knowledge.

In no set order and always prepare for the unexpected or unknown factors ....



*Western Society has turned every aspect of our connection with the land into a career.*

- ✓ Partnership with OKIB Territorial Stewardship Division for hunting camp in the traditional territory.
  
- ✓ Clients who will attend will be required to be certified or trained in 3 certificates
  - ✓ Foodsafe
  - ✓ First Aid/Wilderness First Aid
  - ✓ PAL Certification





If you don't know... that's okay as learning opportunities are plentiful as the wild game is harvested. Sometimes its early morning or late in the evening. Even the hide requires special attention to be put away for a later time.



- On-site former butcher, and an elder knowledge keeper provided hands on practical knife skills to process the game and further rolling the meat in preparation of slow smoked meat over fire.
- Everyone has opportunity to learn including youth who are in attendance.
- “in event of fire ban, electric smokers’ is alternate option.



## Possession and Acquisition License (PAL) Training

Employment opportunities:

Wildlife Control –Conversation

Firearms Inspector

Pro Hunting Outfitters/Guides

Armed Guards: Border Agency/Brinks Security



# First Aid Training



- More than just tanning a hide...
- 1. Physical exercise
- 2. Stress Reliever
- 3. Connection to Nature
- 4. Community Bonding.



Harvesting Tea



Learn to Fish



Harvesting Sage



kn\_tix<sup>w</sup>m tə\_q<sup>w</sup>lq<sup>w</sup>l<sup>w</sup>lniṭp ixí? iktmrí<sup>m</sup>stn.

Additional land-based healing opportunities within the territory.

Returning to the roots of traditional diets by way of innovative and new practices for preparing foods.



## Community Kitchen



## Canning Salmon and Wild Game





Men's Breakfast

Elder connection

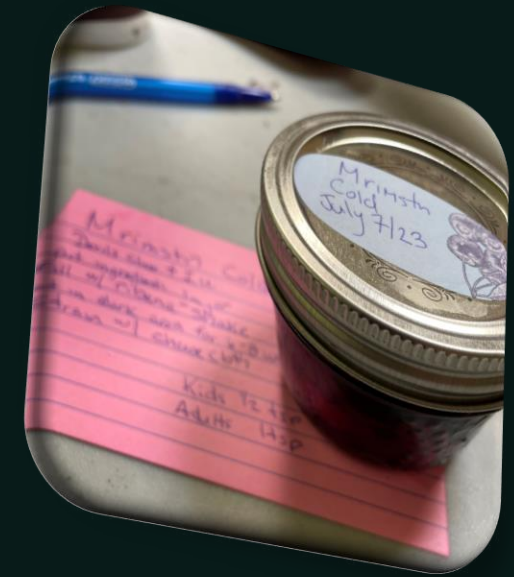
Employer

presentations

Community

Engagements with

wellness programs



## Mrimstn (Traditional Medicines)

13 Moon Train the Trainer

### Partnerships:

K<sup>w</sup>u Stəmtíma? (Grandmothers group)

All Roads- Construction Foundations

Upper Nicola Band Education and Employment & Training

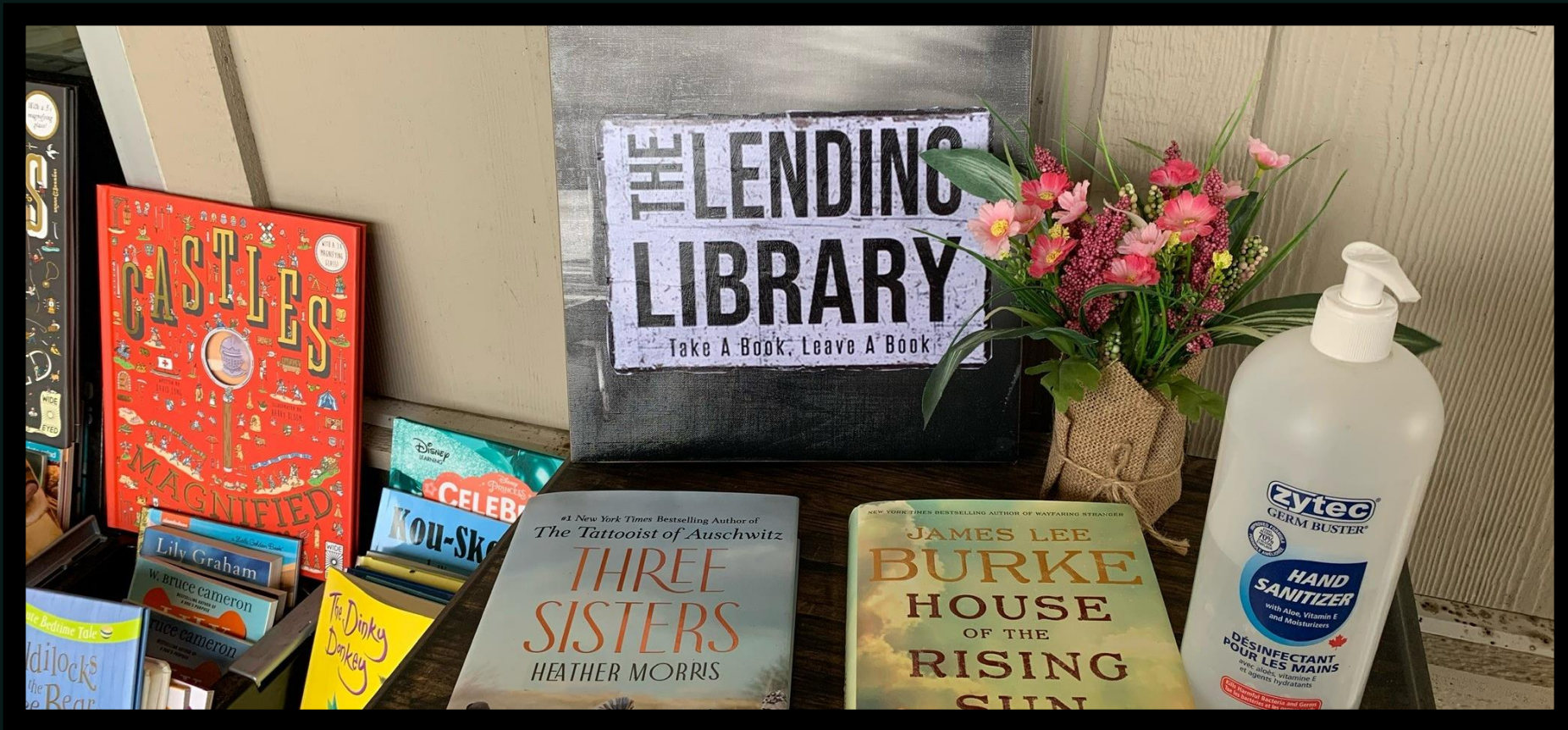
I will be making devils club & IU mrimstn (meds) at the meeting place today at 11:00 am



M'k'ri?k<sup>w</sup> Jean July 1st  
 - plantain - Dry  
 - mullein - Mix all  
 - horsetail together  
 - yarrow to make a  
 - IU tea / med  
 - Devil club root to olive






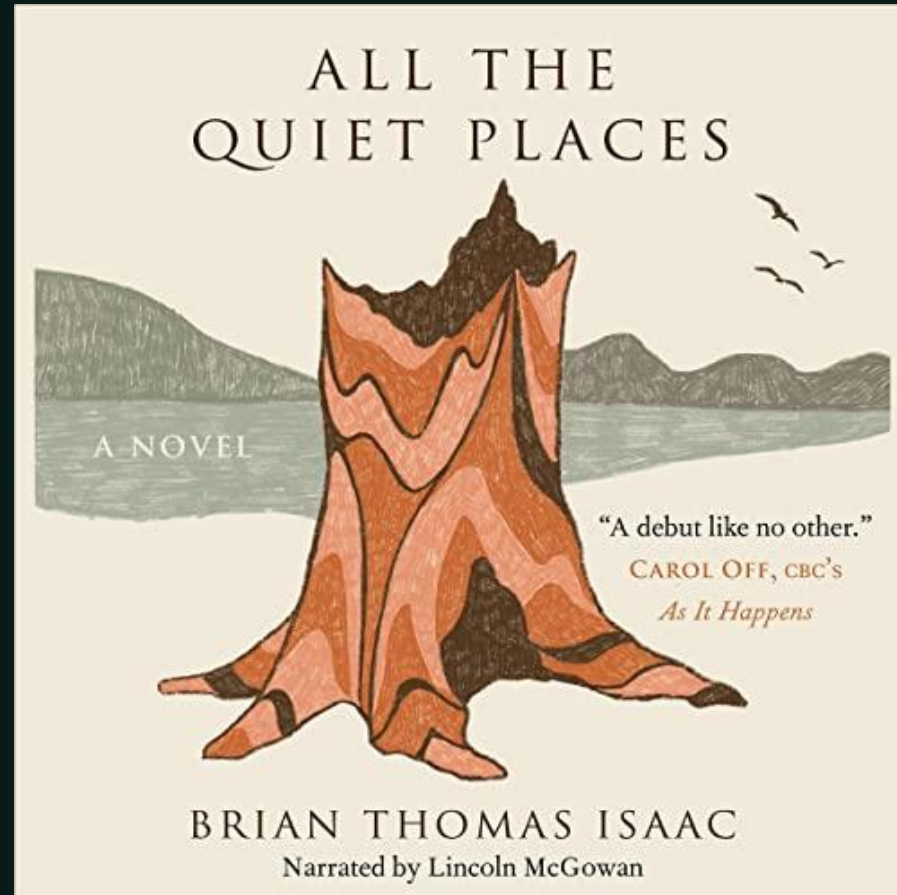
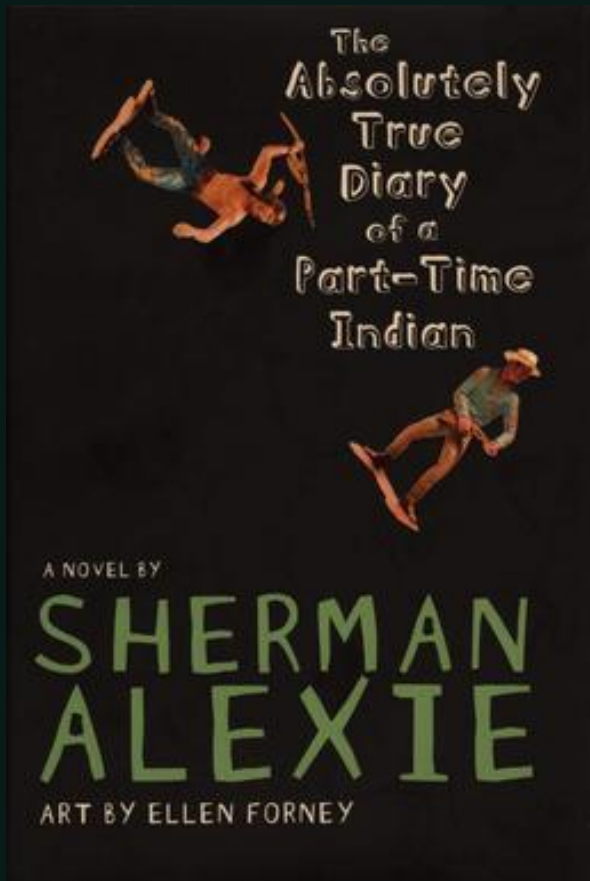


Partnership: Friends of Okanagan Regional Libraries- Vernon

Donation of books and now the library is self-sustaining with a second location at Snc'c amal'n Early Education Centre as our clients utilizes have children registered in childcare, headstart or K4/ K5 classes.

## PESP Book Club In-person & Virtual

Benefits: Increases socialization, improves literacy, strengthen comprehension and encourages conversation which develops public speaking skills.



When: Monday Afternoon  
1:00 pm-2:30 pm

Where: OKIB Social Development Boardroom or we can email you a TEAMS Virtual Meeting Link

What: *If I Go Missing*, Brianna Jonnie with Nahanni Shingoose

How: Contact:

**Julianne Brewer:**  
pespnorth@okangan.org  
**Vanessa Edgar:**  
pessouth@okanagan.org  
**Jeannette Alexander:**  
pespnicola@okangan.org  
**Ivy Gregoire:**  
pespadmin@okangan.org

**BOOK CLUB - PESP**

If I Go *Missing* is a graphic novel based on a letter written by 14 year old Brianna Jonnie to the Winnipeg Police Service. This graphic novel begins with a quote from the United Nations Declaration on the Rights of Indigenous Peoples and the right of Indigenous women and children to be free from all forms of violence and discrimination. Citing statistics and information on murdered and missing Indigenous women and girls, this is an open letter to understand how missing people are treated differently especially

**LIMITED BOOKS AVAILABLE**

This novel deals with topics which may cause trauma to readers due its troubling subject matter. If you or someone you know "is triggered and needs help or support while reading the contents of this novel please call:  
KUU-US Crisis Line Society  
1-800-598-8717  
Interior Crisis Line Network  
1-888-353-2273  
Interior Suicide Hotline  
1-800-784-2423  
Kids Help Line  
1-800-668-6868  
310 Mental Health Support Line  
310-6789  
Youth Crisis Hotline  
1-866-661-3311

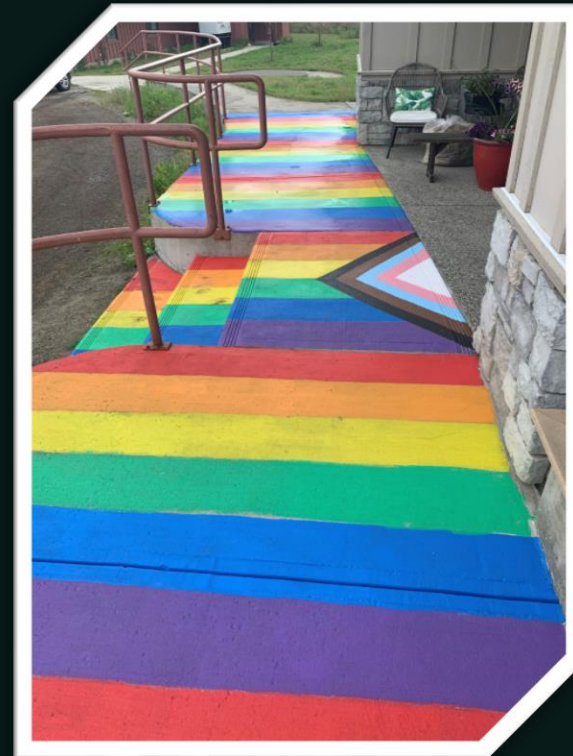
**COSTS MAY OCCUR**

## Inclusion Awareness 2023

Creating safe environments and fostering awareness about inclusion, language and pronouns.



OKIB's first ever Pride Flag



## Fast Track to Office

### 2 Cohorts

510 hours (17 weeks) Office Assistant Certificate course designed for entry level learners to work in business offices; which focuses on essential business skills & math, office procedures', and Microsoft 365 applications.

### Partnerships:

Okanagan College & Westbank First Nation

Okanagan College & Lower Similkameen Indian Band



# Seeking Our Snaqx'silw 2023

Winter Wellness

Dress for Success

Drum Circle

Essential Oils

Dress for Success



# Dress for Success for Men



Partnership: Kevin Ned  
Advisor, Equity Talent  
Acquisition Indigenous  
Peoples Canada Post





## DRESS FOR SUCCESS

February 21- 22 2024  
Spirit Ridge Resort  
Rancher Creek Rd. Osoyoos BC



Join us for a 2 full days of  
Resumes - bring your laptops  
Mens & Womens Circles  
Confidence Building  
Mental Well Being  
Hot Towel Shaves  
Threading  
Haircuts  
Lashes  
Energy Cleanse  
Mens & Womens Attire  
Budget Blenders  
Savings Challenge




**Special Speaker**  
**Dallas Pootlas**  
Indigenous Empowerment Coach  
7 Mindsets to Success

Please contact your PESP Case Worker

Community Employment Lead - Glenda Louis  
glenda.louis@okanagan.org  
PESP Senior Case Worker - Randi Robins  
pespvernon@okanagan.org  
PESP Case Worker - Julianne Brewer  
pespnorth@okanagan.org  
PESP Case Worker - Tammy Allison  
pespsimilkameen@okanagan.org  
PESP Case Worker - Jeanette Alexander  
pespnicola@okanagan.org

Please Note - Tentative & Subject to change

# Hand Drumming



We would like to welcome OKIB Members & Community to share in hand drumming & songs, bring your drum or rattle or use one from our collection.

Amber Cardenas will be sharing songs and this will be an opportune time to learn songs and the stories that come with the songs.

No registration is required- drop in and family friendly



Who: Okanagan Indian Band Membership & Community *All minors to be accompanied by an Adult*

When: Wednesday evenings 6:00-7:30 pm starting February 7 and ending March 27, 2024


Where: Head of the Lake Hall, 118 Head of the Lake Road OKIB IR#1

Light Refreshments to be provided

For more information please contact Glenda Louis 250-542-4328 ext. 3004

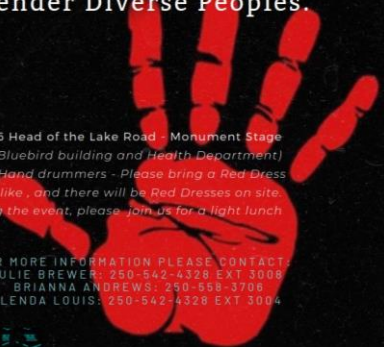

## MAY 5 2023 NATIONAL RED DRESS DAY



We will be hanging Red Dresses to acknowledge, honour and bring awareness to Murdered and Missing Indigenous Women, Girls and Gender Diverse Peoples.

76 Head of the Lake Road - Monument Stage  
(in between Bluebird building and Health Department)  
Calling on all Hand drummers - Please bring a Red Dress if you like - and there will be Red Dresses on site.  
Concluding the event, please join us for a light lunch

FOR MORE INFORMATION PLEASE CONTACT:  
JULIE BREWER: 250-542-4328 EXT. 3008  
BRIANNA ANDREWS: 250-556-3708  
GLENDA LOUIS: 250-542-4328 EXT 3004

## PRIDE DAY

Save the Date June 27, 2023



2:00 PM-7:00 PM  
KOMASKET PARK- VERNON BC  
FAMILY FUN, DINNER & ENTERTAINMENT  
A TICKETED EVENT AND STAY TUNED FOR MORE DETAILS  
MORE DETAILS TO FOLLOW

IF YOU WOULD LIKE TO VOLUNTEER PLEASE CONTACT:  
GLENDA.LOUIS@OKANAGAN.ORG OR 250-542-4328 EXT. 3004

Hosted in collaboration by Okanagan Indian Band:  
Social Development, Pre-Employment Supports & Youth Coordinators Team





# Construction Worker Training

Partnership with  
Okanagan Training & Development Council (OTDC)  
Southern Interior Construction Association (SICA)

Safety Orientation  
Confined Spaces  
Forklift  
Ground Disturbance Level 2  
Fall Protection  
Pipeline Construction Safety Training  
H2S  
Skid Steer  
Mobile Elevating Work Platforms  
Excavator  
Transportation of Dangerous Goods  
Workplace Hazardous Materials  
Standard First Aid – CPR & AED



# Wildland Firefighting & Flood Protection

Partnership: Rider Ventures LTD

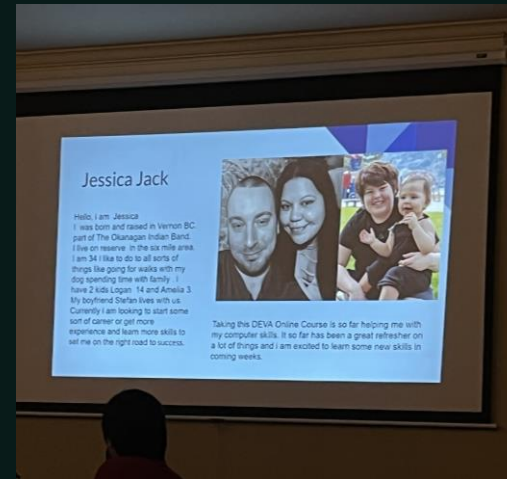
Rider Ventures is locally owned with close family ties within the Okanagan Nation. Owner Craig, former provincial wildland fire fighter will employ success participants who have completed the training each fire/flood season.



# DEVA Digital Skills Program



Designed for Indigenous women to become Independent Contractors, working from their home offices. Everything needed to know to start a home-based business.



Rethinking Employment where employment opportunities do not exist!

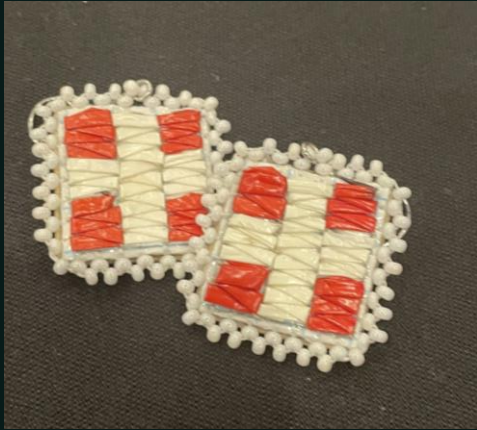
Entrepreneurial Workshop

Partnership with Community Futures Development Corporation of Central Interior First Nations (CFDC of CIFN)

How to prepare:

- Business Plan(s)
- Budgets
- Revenue & Expenses
- Cash Flow Projections
- Income Statements
- Loan Applications
- Registering a Business Name





## Sharing our Ancestral Knowledge 2024

Rethinking income generators- teach skills for micro business for remote communities where employment opportunities do not exist as well for those who suffer from anxiety.

### SHARING ANCESTRAL KNOWLEDGE

**JULY 29 - AUGUST 2**

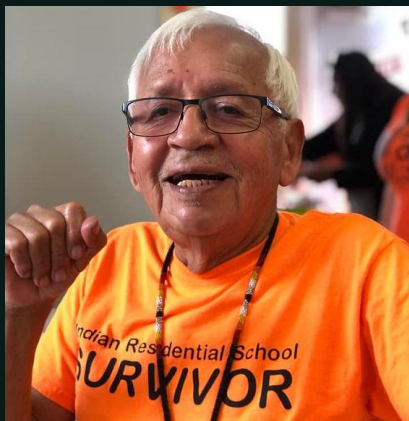
**Penticton Lakeside Resort**  
 21 Lakeshore Drive w Penticton, BC

For more information Please contact your PESP Case Worker

- Jeannette Alexander  
jeannette@okanagan.org
- Julianne Brewer  
jespnorth@okanagan.org
- Randi Robins  
randierand@okanagan.org
- Lisa Clement  
jespnorth@okanagan.org
- Tammy Allison  
tspenn@okanagan.org

**Pick top three ... 1st choice, 2nd second choice, 3rd choice**

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> Wing Dresses</li> <li><input type="checkbox"/> Ribbon Skirts</li> <li><input type="checkbox"/> Pendleton Jackets</li> <li><input type="checkbox"/> Beading</li> <li><input type="checkbox"/> Quiltwork</li> <li><input type="checkbox"/> Leather work</li> <li><input type="checkbox"/> Yarn Baskets</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Painting</li> <li><input type="checkbox"/> Rattle Making</li> <li><input type="checkbox"/> Baby Boards</li> </ul> <p>All meals will be provided</p> <p>Do you have experience sewing?</p> |
|---|---|



Incorporating cultural enriched & out of the box thinking resulted in ending fiscal year 2023-2024 with 176 active clients.

88 % Engagement for PESP = 10% less before COVID

| 2021-2022    | Male | Female |    | 2022-2023    | Male | Female |     | 2023-2024    | Male | Female |     |
|--------------|------|--------|----|--------------|------|--------|-----|--------------|------|--------|-----|
| 18- 24 Years | 5    | 8      |    | 18- 24 Years | 15   | 9      |     | 18- 24 Years | 17   | 25     |     |
| 25-34 Years  | 5    | 5      |    | 25-34 Years  | 23   | 11     |     | 25-34 Years  | 31   | 12     |     |
| 35-44 Years  | 14   | 7      |    | 35-44 Years  | 8    | 13     |     | 35-44 Years  | 21   | 26     |     |
| 45-64 Years  | 18   | 4      |    | 45-64 Years  | 13   | 12     |     | 45-64 Years  | 25   | 19     |     |
| Total        | 42   | 24     | 66 | Total        | 59   | 45     | 104 | Total        | 94   | 82     | 176 |

nyʔip kʷu knkxtwixʷ iʔ kʷu sqilxʷ

*We have always helped each other*

*Wai lem lemp̓t*

Glenda Louis

[Glenda.louis@okanagan.org](mailto:Glenda.louis@okanagan.org)

Tel: 250-542-4328 ext. 300

