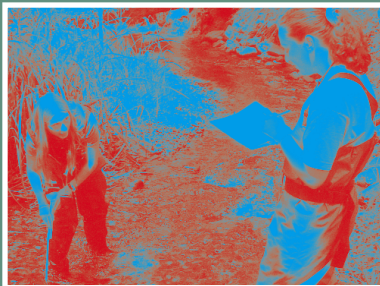


RESOURCE MANUAL



Fisheries and Oceans Canada

Human Resources Development Canada

Western Economic Diversification Canada

Indian and Northern Affairs Canada

December 1999



Produced by
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Introduction

The past year has been one of tremendous change in the west coast salmon fishery — change in the way we manage the fishery, change in environmental conditions, and change in the salmon fishery itself. The federal government is making a \$400 million investment over a five year period to increase efforts to protect and rebuild salmon habitat, restructure the commercial fishing industry by further reducing the fleet and moving to selective harvesting, diversify fishing income, and helping people and communities adjust to the changes currently taking place.

To assist with new changes in the Pacific salmon fishery, and deal with the individual and community impacts, initiatives by Fisheries and Oceans Canada and programs from Human Resources and Development Canada are available to individuals from all sectors — First Nations, commercial and recreational. Western Economic Diversification is providing economic development support to communities affected by restructuring. Indian and Northern Affairs Canada is assisting First Nations in accessing federal programs for employment adjustment and economic development.

This reference manual provides brief descriptions of programs now available to assist individuals, businesses and communities adjust to the changes in the salmon fishery. If you have questions about specific programs or would like to participate in one or more of the programs offered please call the reference numbers provided or visit the local offices listed in the directory.

— Fisheries and Oceans Canada

Fisheries and Oceans Canada

Fisheries and Oceans Canada is working with fishermen and communities throughout BC to restructure the Pacific salmon fishery. Studies have concluded that further restructuring of the fishery is necessary if it is to be sustainable for the future. In a report commissioned by the Province of British Columbia, *Coping with the Coho Crisis*, author Parzival Copes wrote that, "The need for reduction in the size of the salmon fishing fleet is beyond dispute." And *Fishing for Money*, the final report of the British Columbia Job Protection Commissioner, concluded that, "The industry as we know it today will not survive unless fundamental change is embraced and implemented."

Fisheries and Oceans Canada conducted extensive consultations in communities throughout British Columbia in advance of the 1998 season, and heard similar recommendations from commercial fishing, recreational fishing, First Nations and conservation groups.

Stakeholder recommendations have contributed to the design of several new programs. Elements of the fisheries restructuring initiative include licence retirement, selective fishing, and the diversification of new and underutilized species. Fisheries and Oceans Canada is also providing funds to support marketing efforts to promote a conservation-based recreational fishery. In addition, significant investments will be made in resource rebuilding programs to protect and rebuild salmon habitat and strategically enhance salmon.

Restructuring the Fishery

Voluntary Salmon Licence Retirement Program

The objectives of the Licence Retirement Program are to:

- meet conservation objectives through a substantial reduction in the number of commercial salmon licensed vessels in the fleet;
- reduce the level of dependence on a fluctuating salmon resource;
- provide more sustainable livelihoods for those who remain; and,
- over the longer term, address related allocation issues.

The Voluntary Salmon Licence Retirement Program operates through a voluntary reverse auction conducted in a series of “bidding rounds”. Eligible applicants include all salmon vessel owners holding full and reduced fee salmon licence eligibilities in good standing who applied for and were issued a commercial salmon licence in respect of a vessel in 1997. Applications will not be considered when the vessel ownership is in dispute.

An advisory committee will review application bids that are sorted by:

- salmon-only licensed vessels where application is made to retire all salmon licence(s) on one vessel;
- salmon-only licensed vessels where application is made to retire less than all salmon licences;
- salmon licensed vessels with other vessel licence eligibility/s in quota fisheries;
- salmon licensed vessels with other vessel licensed eligibility/s in non quota fisheries.

Applications are then assessed by bid value. Other factors that the advisory committee may use to compare bids include: vessel length, gear type, gear selectivity, catch history, age or residency of vessel owners, target reduction by gear and area and allocation by gear and area.

The process for the retirement of commercial salmon licences will be through reverse auction. The reverse auction is a competitive process. Bids are evaluated and ranked against bids from other vessel owners with similar gear type and vessel length. Applicants assess the value to them of permanently retiring a salmon licence(s) and submit a bid. All bids are evaluated by an independent advisory committee, which will make recommendations to the Regional Director General, Pacific Region. The advisory committee membership will be composed of six members: a chair, two other independents and three gear sector experts.

As of April 1999, two rounds have been completed and a third round will conclude by year end.



*For information contact the toll free line at 1-877-666-0836
In the Lower Mainland, call 666-0836 or Rita Purdon at (604) 666-4775*

Fisheries Development

Fisheries and Oceans Canada has several initiatives underway in British Columbia to foster the development of new fisheries. First, the Department and the BC Ministry of Fisheries signed a Memorandum of Understanding of Fisheries and Seafood Diversification in 1995 to co-ordinate policy development and administration on diversification issues.



Second, the Fisheries Development Program was established under the Canadian Fisheries Adjustment and Restructuring Program. The objective of the Fisheries Development Program is to help develop sustainable and viable fisheries and aquaculture opportunities.

The program includes the following three elements:

- **Develop new and expand existing fisheries for underutilized species.** To ensure that new fishery proposals meet the Department's conservation requirements, assistance is available to gather information on the biology of the target species and the impact of fishing on the species and the eco-system. Results will enable the Department and industry to determine the commercial potential of stocks and design of the fishery.
- **Increase the value of these fisheries.** Assistance is available to investigate improving the value of new and underutilized species through better harvesting, handling, and processing techniques; higher quality; and better marketing. Results will help the fisheries attain commercial viability.
- **Investigate new aquaculture opportunities.** Assistance is available to assess the feasibility of aquaculture techniques for new aquaculture opportunities. Results will provide the biological, technical, and habitat impact information from which new commercial aquaculture can be launched.



*For more information contact Dan Clark at (250) 756-7327
or Fiona Scurrah at (250) 627-3455*

Selective Fishing

Canada and some sixty other countries are signatories to an International Code of Conduct for Responsible Fishing. Fisheries and Oceans Canada has committed to this code through a new conservation-based management program. Selective fishing is the cornerstone of the plan to maintain a viable salmon fishery and protect weaker fish stocks in British Columbia.

In traditional fishing practices salmon are harvested in mixed-stock fisheries where fish from different stocks and species intermingle. Selective fishing limits the harvest of weaker species, such as coho, chinook, and steelhead, while allowing for the continued harvest of salmon from stronger stocks. Selective fishing methods mean conservation can be achieved without compromising the harvest of other species. As Don Lawseth, Fisheries and Oceans Canada's Selective Fishing Co-ordinator explains, "the more selective fishermen are the more fishing opportunities there are likely to be."

All sectors, First Nations, commercial and recreational, have been instrumental in the development of selective fishing methods and technologies. Through consultation, experimental pilot fisheries, new conservation measures, and educational workshops, the Department is assisting fishermen from all three sectors to fish more selectively. Fisheries and Oceans Canada will continue to encourage the use of existing selective fishing methods which have already shown to be successful during the 1998 fishing season. Financial support for the development and testing of new technologies or modifications to existing gear will be provided over a transition period of three years.

Forty experimental projects were supported this past year, including experiments with gear modification and methodology, testing of new fishing technologies and projects to improve the selectivity of food, social and ceremonial fisheries for Aboriginal groups.

As part of the ongoing consultation with fishermen regarding selective fishing, an industry technical workshop was held for all sectors on November 3–5, 1998 and two other workshops were held in 1999 to discuss what was learned in previous experiments, and to explore different ideas presented by the workshop participants.



For more information contact

North Coast	<i>Jim Steward</i>	<i>(250) 627-3421</i>
	<i>Todd Johansson</i>	<i>(250) 627-3475</i>
South Coast	<i>Gord Currie</i>	<i>(250) 756-7255</i>
Fraser River/Interior		
<i>Commercial</i>	<i>Jim Echols</i>	<i>(604) 666-2370</i>
<i>Recreational</i>	<i>Devona Adams</i>	<i>(604) 666-6512</i>
Regional Co-ordinator	<i>Don Lawseth</i>	<i>(250) 756-7003</i>

Marketing

Fisheries and Oceans Canada is committed to presenting accurate, factual and up-to-date information about recreational fishing opportunities to the public, and, more specifically, to the recreational fishing community. The Department is working with the Canadian Tourism Commission, the Sport Fishing Institute and Tourism BC on a tourism and marketing campaign aimed at encouraging recreational fishermen to come to British Columbia and countering the negative perception that "the coast is closed." This includes promoting conservation-based and selective recreational fishing at trade shows, print advertising and public awareness programs.



For more information contact Deborah Phelan at (604) 666-8675

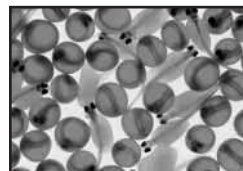
Helping People and Communities Adjust

See the next sections on Employment Initiatives, Community Economic Development and Programs for First Nations.

Rebuilding the Resource

The main elements of the \$100 million Resource Rebuilding package are:

- Repair damaged habitat and rebuild weak salmon stocks by extending the Habitat Restoration and Salmon Enhancement Program;
- Foster community-based watershed stewardship by establishing stewardship coordinators and habitat auxiliaries to assist community groups, industry, local government and volunteers to effectively protect habitat;
- Rebuild threatened salmon stocks, such as coho, through strategic enhancement.



Habitat Restoration and Salmon Enhancement Program

The Habitat Restoration and Salmon Enhancement Program aims to conserve West Coast salmon stocks and improve the quality and quantity of habitat available for fish. Funding is provided to a diverse range of community, fishing and First Nations groups that are working in partnership with Fisheries and Oceans Canada. Many of the projects are designed to improve weak coho salmon stocks.

The projects funded by the program are restoring fish habitat, rebuilding salmon stocks through enhancement, mapping habitat, monitoring stock abundance and improving the stewardship of watersheds. Proposals for funding are evaluated on criteria such as the conservation importance of the targeted stocks and/or habitat and the involvement of partnerships.



For more information contact Gary Logan at (604) 666-6810
Web site: <http://www-heb.pac.dfo-mpo.gc.ca/heb/home.htm>

Habitat Conservation and Stewardship

A network of new positions is being created to help communities protect fish habitat and improve watershed stewardship throughout BC and the Yukon. The positions — called habitat auxiliaries, stewardship coordinators and habitat stewards — are a key part of the Habitat Conservation and Stewardship program. These new positions will assist community and stewardship groups, industry, First Nations and government agencies to more effectively prevent habitat damage. These positions will help advocate for fish and fish habitat, participate in watershed planning and promote sustainable use of land and water resources.

These new positions will strengthen and complement the Department's existing habitat program, including the work of community advisors — who support enhancement and stewardship groups — and habitat field staff.



For more information contact Mark Johnson at (604) 666-6831

Web site: <http://www-heb.pac.dfo-mpo.gc.ca/heb/home.htm>

Strategic Stock Enhancement

Efforts are underway to address serious conservation concerns for salmon stocks, particularly coho, through strategic stock enhancement. This involves using federal government hatcheries to augment stocks at risk of extinction. The program has been focusing on weak coho stocks in the Thompson and Upper Skeena watersheds, as well as Puntledge River summer chinook.



For more information contact Brian Pearce at (604) 666-3909

Employment Initiatives

Human Resources Development Canada

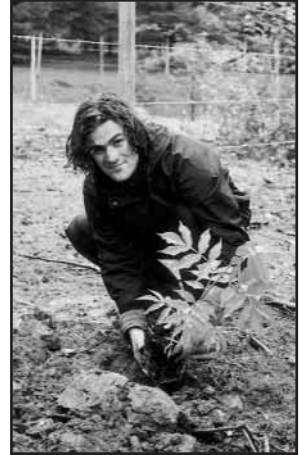
Since former Fisheries and Oceans Canada Minister David Anderson's announcement of the Pacific Fisheries Adjustment and Restructuring (PFAR) Program, Human Resources Development Canada (HRDC) has made significant human resource investments for adjustment programming directed at impacted individuals and those coastal communities that are most affected. The funding has been used to support initiatives and programs that help people to adjust to the changes in the fishery; whether to prepare for employment outside the fishery, to supplement or replace fishing employment with alternative work, or to explore other adjustment possibilities.

Over the past four years, HRDC has invested more than \$52M to help British Columbia salmon fishing industry workers (361 projects to help over 17,500 workers) adjust. HRDC's network of Human Resource Centres continues to deliver a wide range of programming at the local community level, including employment services, skill development, wage subsidies, mobility assistance, community capacity building, self-employment and job creation.

The additional monies HRDC received under the PFAR Program to help people and communities is being expended over a three-year period. The PFAR Program is now into its second year and HRDC is committed to assist clients to the fullest extent possible. Funding will continue to be directed towards new initiatives that will help workers obtain long term sustainable employment. HRDC also has an agreement with five Aboriginal organizations under the Regional Bilateral Agreements to deliver employment adjustment programs and services to Aboriginal fishing industry workers.

All those affected by the salmon fishery closures are eligible for HRDC's programming, regardless of their eligibility for Employment Insurance. This includes commercial fish harvesters, processors, aboriginal fishery workers, sport fishing guides, fishing lodge employees, suppliers of sport fishery bait and equipment, tourism workers and other businesses and individuals who are suffering because the commercial and recreational fisheries are bringing less income into the local economies.

A summary of HRDC adjustment options under the June 19, 1998 Pacific Fisheries Adjustment and Restructuring announcement is provided here along with specific examples of how these programs can assist with fisheries restructuring, diversification and rebuilding the resource. For more program details please contact your nearest Human Resource Centre of Canada. For office locations and phone numbers see our directory in this manual.



Employment Benefits and Measures

Programs and purpose:

- **Targeted Wage Subsidies**
To assist unemployed individuals in obtaining skills and experience by providing a subsidy to employers who will provide work experience and employment.
- **Self-Employment**
To work with community economic development partners to assist unemployed individuals set up their own business.
- **Job Creation Partnerships**
Work with community partners to help unemployed individuals get work through work experience and labour market development activities which are linked to local economic development plans.
- **Term Job Creation** (*for non EI eligible clients*)
To support community employment development that provides unemployed individuals with short-term opportunities through which they can gain work experience and transferable skills to assist them to re-enter the work force.
- **Skill Development**
To assist unemployed individuals to obtain new or enhanced skills.
- **Local Labour Market Partnerships**
Partnerships are formed to develop coherent adjustment strategies to assist unemployed individuals.
- **Mobility Assistance**
To assist unemployed individuals who are willing to relocate permanently from their area of residence to areas where they can find work.
- **Employment Assistance Services**
HRDC's contracts with community based agencies and institutions to deliver the services for unemployed individuals.

Examples to Support Fisheries Restructuring, Diversification and Resource Rebuilding

Restructuring of the Fishery

HRDC supports impacted communities on economic development initiatives caused by the upheaval through fleet reduction. HRDC will focus on the human resource development side of the equation regarding economic development initiatives.

EXAMPLE: Fishery workers who choose to move away from the traditional commercial harvesting of salmon and wish to pursue a business venture in eco-tourism, there will be assistance provided through HRDC that helps them to develop the necessary new skills in other fields of employment.



RECOMMENDED PROGRAMS: Targeted Wage Subsidy and EAS

Re-Training & Skill Development

HRDC will provide financial assistance for tuition and living expenses for displaced workers to take training courses to obtain skills for alternative employment.

This assistance is normally negotiated and cost-shared with the applicant.

EXAMPLE: A fishing industry worker wishes to move out of the industry and seeks training in Computer Equipment Repair. The course starts in early January 1999 and will be 12 months duration. Financial support for this person is negotiated to include half the tuition plus living costs of \$350 per week for the duration of the course.

Relocation

HRDC will assist displaced fishery workers who are willing to relocate permanently from their area of residence to areas where they can find work. Providing financial assistance to partially offset the costs of seeking work, house-hunting and permanent relocation of the participant and his/her dependants will do this.

NOTE: Priority is given to those who have little or no possibilities of employment locally, by giving them access to jobs available in another locality.

Fisheries Diversification

HRDC supports the development and diversification of new fisheries where it will create new employment opportunities - e.g. support of new harvesting techniques that would target under-utilized marine species, seafood value added processing, and the development of new seafood products.

NOTE: In the past three years HRDC has worked closely with the private sector, the BC Seafood Council and other government and non-government agencies to diversify and create new employment opportunities outside the salmon fishery. Regarding fisheries, diversification proposals and projects that impact on the Pacific fishery HRDC will consult with Fisheries and Oceans Canada, the BC Ministry of Fisheries and where appropriate industry organizations regarding viability and sustainability of the project, prior to any HRDC program funding support considerations.



RECOMMENDED PROGRAMS: Canada Jobs Fund, Local Labour Market Partnership, and Self-Employment

Work Experience

HRDC has a wage subsidy program that assists individuals into long-term employment by providing direct work experience. The program encourages employers to hire targeted individuals whom they would not likely hire in the absence of a subsidy.

EXAMPLE: A fish plant worker decides to leave the fishing processing industry and finds an employer who is willing to provide her with work experience as a computer parts assembly line worker but is hesitant about covering her full wages during the learning on the job phase. To encourage the employer to employ and provide this displaced plant worker with the necessary work experience HRDC would offer a wage subsidy to the employer to help offset the wage costs.



RECOMMENDED PROGRAM: Targeted Wage Subsidy

Community Economic Development

HRDC supports initiatives that will create new sustainable employment opportunities in the communities impacted by change. HRDC's contribution will be used to support the human resource development aspects associated with economic development initiatives.

EXAMPLES:

- HRDC may partner with private sector businesses such as fish processing plants that wish to diversify and expand their capacity to process other marine species other than salmon. The expanded capacity would create new jobs.
- Term Job Creation can support strategic community economic development partnerships which can lead to sustainable, employment opportunities for participants and enhance the communities overall economic climate.



RECOMMENDED PROGRAMS: Targeted Wage Subsidy, Term Job Creation Projects, and Canada Jobs Fund

Rebuilding the Resource and Habitat

HRDC supports fishery conservation related activities (including habitat restoration, stock enhancement initiatives, use of new technology to harvest and process fish, etc.) where the proposed initiatives can demonstrate it will create new sustainable employment.

NOTE: The business community has stipulated that programs not be provided and funded that only turn out skilled individuals who would never find employment related to their “new” skill. It is expected that Fisheries and Oceans Canada and the private sector will play an active role in providing intelligence regarding the demand and supply for workers trained in these areas of work. (For more info on Fisheries and Oceans Canada guidelines contact: Gary Logan at 666-6810)



RECOMMENDED PROGRAMS: Targeted Wage Subsidy, and Skill Development

Community Economic Development

Western Economic Diversification (WD)

Western Economic Diversification is actively involved in helping British Columbia's coastal communities respond to local adjustment needs. WD has been working with its local partners, the Community Futures Development Corporations, which are ideally placed to help people, small businesses and communities adjust to the changing fishery.

WD's approach is to build local capacity to enable the communities themselves to identify opportunities and initiatives. Priority has been placed consistently upon supporting communities to formulate bottom-up driven solutions.

Community Futures Development Corporations (CFDC)

The 13 coastal Community Futures Development Corporations in British Columbia have implemented the following initiatives:

- provided loans to small business in oceans related business ventures and to ex-fishers seeking self-employment;
- hired fisheries adjustment co-ordinators to help communities develop local adjustment strategies and local initiatives and to assist fishermen access government programs;
- held small-business info fairs to identify local business opportunities and highlight small business programs and services offered by the federal government;
- identified local investment opportunities; and
- worked together in coast-wide development opportunities.

The federal government's announcement of June 19, 1998, provided new resources to support communities affected by restructuring. The federal government is working with communities and small businesses to help diversify local economies. Initiatives funded by Western Economic Diversification include the three-year Community Economic Adjustment Initiative (CEAI).



*For more information contact George Lerchs at (604) 681-7130.
Community Futures Development Association of B.C.
Web site: <http://www.communityfutures.ca>*

1. Strategic Planning

Boards of Directors of the CFDCs monitor the changes in community conditions to successfully deliver community economic development initiatives. Each CFDC has a professional staff of business analysts, loans officers and project co-ordinators to enable community economic development planning and small-business development.

Community Futures Development Corporations can help their community by providing local analyses and undertaking strategic planning to address local issues.

2. Small Business Financing

The Government of Canada provides CFDCs with an operating budget and access to investment funds that allow each one of them to provide technical and financial assistance to business start-ups in their region. CFDCs manage their own investment fund from which they make repayable loans — up to a maximum of \$125K — to people in their communities who want to start or expand their business and are having difficulty obtaining financing elsewhere.

The CFDCs also make government funds available to promote diversification of the economies of coastal communities. The CFDCs' Fisheries Legacy Trust provides small-business financing to commercial ventures within fishing-related and oceans-based activities. Eligible investments may include, but are not restricted to:

- alternative species or underutilized fish species harvesting;
- fish value-added processing, packaging marketing and exporting activities;
- eco- and marine-based tourism product development and promotion;
- sports fishing product development and marketing; and
- loans and other investments to fishers and ex-fishers to facilitate economic adjustment by assisting them to diversify into small businesses outside of the fishing or ocean-related industries.

3. Technical Support to Small Business

In addition to providing financing, CFDCs provide a wide range of technical support services to meet the specific needs of local small businesses. The technical assistance offered by CFDCs includes such services as providing assistance with the development of business plans, financial planning, and counseling, as well as assisting with marketing, export readiness and supplier development.



*For more information contact George Lerchs at (604) 681-7130
Community Futures Development Association of BC
Web site: <http://www.communityfutures.ca>*

4. Community Economic Adjustment Initiative (CEAI)

The initiative for community economic diversification was announced on January 12, 1999. The CEAI is funded by Western Economic Diversification Canada (WD) under the federal restructuring and adjustment program. The CEAI is administered by a Project Steering Committee made up of local community representatives which includes representation from the Union of British Columbia Municipalities, Aboriginal communities, Community Futures Development Corporations, and the federal government.



The objective of the CEAI is to fund projects in B.C.'s Aboriginal and non-Aboriginal communities affected by changes in the salmon fishery to address local adjustment priorities, needs, opportunities and solutions which have demonstrable community support, and which result in:

- long-term local, regional, coastal and ocean-based strategic investments; and
- community transition from the salmon fishery to alternative and sustainable economic activities.

The following guidelines are applied to projects submitted to the Project Steering Committee for approval. Applicants will have to demonstrate that their project:

- helps diversify the local economy
- has tangible and direct results such as job creation and employment enhancement
- leads to sustainable development
- has community support
- leverages other (private or public) funding
- is not eligible for funding under an existing program

The Project Steering Committee will encourage projects which offer the greatest opportunity to leverage funding from other sources. Funding levels will be applied on a case-by-case basis to retain flexibility in addressing needs, especially those of very small remote communities where access to other financial contributions may be limited.



For more information or to apply for funding, please contact your local Community Futures Development Corporation

Tourism Industry Loan Fund

The tourism industry loan program is designed to meet your special needs and provide capital for projects not normally financed by traditional financial institutions:

- Marketing and promotions in support of ecotourism, outdoor and adventure tourism, heritage/cultural tourism and other related themes;
- Moderate upgrading of facilities and equipment;
- Service training for management and staff;
- Working capital for anticipated sales increases;
- Professional consulting designed to improve performance;
- Acquisition and application of new technology.

The loan terms are designed to be patient and flexible and are tailored to help you maintain adequate cash flow throughout the year.

The Tourism Industry Loan Program is one of several important financing options available through WD Capital Services. Our Client Service Officers are committed to providing valuable information and advice on a wide range of financing alternatives and will help you determine your eligibility for those that best suit your needs.

As well as helping your business access the capital it requires for growth, our extensive network of business specialists can provide information on:

- business planning and development;
- export and trade;
- selling to government markets;
- other government products, services and support program.



For more information on business services provided through Western Diversification contact their Vancouver office at 1-888-338-9378

Programs for First Nations

Indian and Northern Affairs Canada

Indian and Northern Affairs Canada (INAC) participated in consultations with First Nations and is working closely with Fisheries and Oceans Canada, Human Resources Development Canada and Western Economic Diversification on this initiative. INAC's key role will be in facilitating the implementation of the initiative as it pertains to First Nations communities. The department will ensure information about the initiatives is available to First Nations communities and will partner with the co-sponsoring federal departments to ensure the program implementation takes into account impacts on Aboriginal communities, which are often remote and hard hit by the changing fishery.

INAC will continue to work in partnership with Industry Canada, WED, HRDC and First Nations to provide funding for economic development in communities most affected by restructuring.

The federal government is aware of the long-term impact the changing fishery will have on coastal Aboriginal communities and is committed to ensuring that the program initiatives introduced by the co-sponsors are sensitive to their needs. First Nations coastal communities and Aboriginal fishermen will have access to all of the programs and services the federal government is making available to those affected by the restructuring of the Pacific salmon fishery. This includes Fisheries and Oceans Canada initiatives such as licence fee suspension, payments of pre-season costs and programs for outlying communities.



Aboriginal fishermen will have access to a number of HRDC services at the local level, and HRDC will allocate additional funds to the First Nations agencies under their regional bilateral agreements. WD will be setting up additional extension services to reach remote and outlying communities.

Community Economic Development Programs

BC Region INAC has allocated funding to 11 Tribal Councils, 3 Aboriginal Capital Corporations and 125 First Nations (Band) **Community Economic Development Organizations** (CEDOs). The objective of CEDO funding is to assist community-based economic development activities. CEDO budget allocations are formula-driven, based on population. CEDO activities vary, depending on local priorities. Funds may be used to employ Economic Development Officers, to support employment/training programs, to assist with community/business development planning, and/or to assist business startup or expansion.



*Contact: Funding Services, INAC, BC Region, (604) 666-5171
or David Hooper, INAC, BC Region, (604) 666-7762*

INAC has a lead role on implementation of the federal **Procurement Strategy for Aboriginal Business** (PSAB). The PSAB provides Aboriginal businesses with increased opportunities to supply goods and services to all federal departments. The PSAB does not provide funding, but links potential Aboriginal suppliers and federal purchasers.



Contact: David Hooper, INAC, BC Region, (604) 666-7762

INAC provides support to **Aboriginal tourism**, working in partnership with other federal departments and Aboriginal tourism operators. Resources are provided to assist with the implementation of pilot projects and the formation of Aboriginal tourism organizations at the regional and national levels. In BC Region, tourism-related activities are undertaken in consultation with Aboriginal Tourism BC which is an association of Aboriginal tourism operators.



*Contact: David Hooper, INAC, BC Region, (604) 666-7762
or Allan Frost, INAC, Headquarters, (819) 953-2028*

The **Economic Development Opportunity Fund** (EDOF) has been established by INAC on a pilot basis. The objective of the EDOF is to provide a portion of the equity required for an INAC-funded CEDO to secure debt financing and/or attract a joint venture partner for the start up or expansion of a business. The EDOF is not intended to be a primary source of funding. Project proposals are assessed based on the provision of a complete business plan and confirmation that all other sources of funding/financing are in place. At present, projects are recommended at the regional level and approved at headquarters. In BC Region, we are currently exploring options for a process to promote, assess and approve EDOF funded projects in partnership with Aboriginal Capital Corporations (ACCs).



*Contact: David Hooper, INAC, BC Region, (604) 666-7762
or Bill Guerin, (604) 666-5091*

The **Resource Access Negotiations Program** (RAN) provides financial assistance to First Nations and Aboriginal organizations to negotiate agreements for access to employment and business opportunities related to resource development. Also eligible for RAN funding are the negotiation of natural resource co-management agreements with the Provincial government. A call for proposals is sent to all First Nations and Tribal Councils in April of each fiscal year, or if incremental funds are made available by Headquarters. Proposals are reviewed by a committee of INAC staff and Aboriginal technicians, against RAN program criteria.



Contact: Bob Hart, INAC, BC Region, (604) 666-6107

INAC and Natural Resources Canada - Canadian Forest Service (CFS), jointly fund the **First Nations Forestry Program** (FNF). Project-specific funding assistance is provided to First Nations to enhance business opportunities (on and off reserve lands). The program is intended to address economic development opportunities and enhance First Nations management of forest resource activities. A call for proposals is sent to all First Nations and Tribal Councils in BC Region. A 12-member Management Board is responsible for delivery of the FNF program. The board comprises six representatives from First Nations; three Aboriginal business owners and one representative each from INAC, the CFS and the Provincial Ministry of Forests. CFS staff provide secretariat services to the Board.



Contact: Nello Cataldo, Program Manager, Canadian Forestry Service, (250) 363-6014; or Bob Hart, INAC, BC Region, (604) 666-6107

As part of the overall federal Youth Employment Strategy, INAC is delivering **First Nations Youth Employment Strategy Initiatives (Youth Programs)**, consisting of five program components:

- Summer student career placement;
- Science and technology summer camp;
- Schools co-operative education;
- Youth work experience;
- Youth business.

In BC Region, all program components but Youth Business are being delivered by the First Nations Schools Association (FNSA), in partnership with the First Nations Education Steering Committee (FNESC). In April, the FNSA sends program descriptions and application forms to all First Nations. Applications are processed and approved by early June.



Contact: Christa Williams or Barbara Kavanagh, FNESC (604) 990-9939 or Intergovernmental Affairs, INAC, BC Region, (604) 666-5086

The **Aboriginal Workforce Participation Initiative** (AWPI) is a federal commitment designed to increase employment opportunities for Aboriginal people within federal departments, federally regulated industry and other major employers. Projects are underway with the airline, banking, forestry, construction and mining industries, BC Hydro, post secondary institutions and provincial ministries.



Contact: Michael Sadler, INAC, BC Region, (604) 666-5165/5100

The **Resource Acquisition Initiatives Program** (RAI) provides new resources under the federal Aboriginal Economic Development Strategy. The objective of the RAI is to assist an INAC-funded CEDO with the cost of acquisition of natural resource permits and licenses, and/or related business assets. The RAI is not intended to be a primary source of funding, but to provide a portion of the equity required to assist Aboriginals to access debt financing and/or attract a joint venture partner, in order to establish or expand viable resource sector-based businesses. Project proposals are assessed based on the provision of a complete business plan and confirmation that all other sources of funding/financing are in place. In BC Region, we are currently exploring options that link RAN and FNF funded projects with possible RAI funding, and to promote, assess, and approve RAI projects in partnership with First Nations organizations.



*Contact: David Hooper, INAC, BC Region, (604) 666-5097; or
Bill Guerin, (604) 666-5091*

Industry Canada

Under the **Aboriginal Business Canada Program** (ABC), Industry Canada (IC) directly delivers assistance to Aboriginal businesses through its Vancouver office. Business plans and proposals are assessed on a project-specific basis. Recently, the ABC Board established the following types of projects as priorities for funding:

- Eco-tourism and Aboriginal Cultural Tourism;
- Trade and market expansion;
- Innovation and technology;
- Youth entrepreneurship.



Contact: ABC reception at (604) 666-3871

IC-ABC also provides funding to seven (7) Aboriginal Capital Corporations (ACCs) in BC Region. The ACCs are staffed with Business Development/Loans Officers who provide advisory services and loans to Aboriginal owned businesses on a project specific basis. ACCs provide service to all geographic areas of the province. Several ACCs co-ordinate service delivery with the INAC funded CEDOs and WED funded CF organizations also identified in this profile.



*Contact: Allan Widdows, manager at the ABC Regional office
(604) 666-5401*

HRDC Employment Adjustment and Training for First Nations

HRDC has negotiated **Regional Bi-lateral Agreements** (RBAs) with the **Assembly of First Nations** enabling Aboriginal organizations throughout BC to deliver adjustment programs to Aboriginal people. Programming is modelled after the following HRDC programs:

Benefits

- Targeted Wage Subsidy Employment – to employers for hiring unemployed Aboriginal people;
- Self-employment – to start businesses;
- Job Creation Partnerships Employment – work experience to improve employment prospects;
- Skill Development – to obtain skills for long-term employment opportunities.

Support Measures

- Employment Assistance Services – to support service delivery organizations;
- Labour Market Partnerships – to support Aboriginal employers and communities to develop and implement labour force adjustment strategies and human resource requirements.



Contact the Aboriginal organization in your area.

HRDC services are also available to Aboriginal people directly from HRDC offices located throughout the province of BC. For HRDC office locations and a listing of Aboriginal service providers please see the directory in this manual.

FISHERIES AND OCEANS CANADA

General contacts

Director of the Pacific Restructuring Program	Steven Wright	(604) 666-0097
Resource Rebuilding	Ed Woo	(604) 666-2874
Habitat Restoration and Salmon Enhancement	Gary Logan	(604) 666-6810
Habitat Conservation and Stewardship	Mark Johnson	(604) 666-6831
Strategic Stock Enhancement	Brian Pearce	(604) 666-3909
License Retirement Program	Rita Purdon	(604) 666-4775
Early Retirement	Chris Watts	(604) 666-0903
Diversification	Russell Mylchreest	(604) 666-3869
	Bruce Adkins	(250) 756-7285
	Dan Clark	(250) 756-7327
	Fiona Scurrah	(250) 627-3455
Selective Fishing	Jim Steward	(250) 627-3421
	Gord Curry	(250) 756-7255
	Jim Echols	(604) 666-2370
	Don Lawseth	(250) 756-7003
Marketing	Deborah Phelan	(604) 666-8675

Habitat

To get involved with stream restoration and habitat work, please call the following numbers:

Local community advisor, contact local Fisheries and Oceans office	
DFO Community Involvement Programs and Streamkeepers	(604) 666-6614
Pacific Streamkeepers Federation	(604) 986-5059
Outdoor Recreational Council	(604) 737-3058

Regional contacts

1 NORTH COAST

Bella Coola

PO Box 130 (Highway 20)
Bella Coola, BC V0T 1C0
Tel: (250) 799-5345
Fax: (250) 799-5540

Prince Rupert

417 Second Avenue, W.
Prince Rupert, BC V8J 1G8
Tel: (250) 627-3499
Fax: (250) 627-3427

Queen Charlotte City

PO Box 99, 137 Bay Street
Queen Charlotte City, BC V0T 1S0
Tel: (250) 559-4413
Fax: (250) 559-4678

Smithers

PO Box 578, 3177 Tatlow Road
Smithers, BC V0J 2N0
Tel: (250) 847-2312
Fax: (250) 847-4723

Terrace

5235 A Keith Avenue
Terrace, BC V8G 1L2
Tel: (250) 615-5350
Fax: (250) 615-5364

2 SOUTH COAST

Campbell River

315 – 940 Alder Street
Campbell River, BC V9W 2P8
Tel: (250) 850-5701/02
Fax: (250) 287-0034

Nanaimo

60 Front Street
Nanaimo, BC V9R 5H7
Tel: (250) 754-0230
Fax: (250) 754-0309

Port Alberni

250 – 4877 Argyle Street
Port Alberni, BC V9Y 1V9
Tel: (250) 724-0195
Fax: (250) 724-2555

Victoria

4250 Commerce Circle
Victoria, BC V8Z 4M2
Tel: (250) 363-3252
Fax: (250) 363-0191

3 FRASER RIVER/INTERIOR**Fraser River Division**

100 Annacis Parkway, Unit 3
Delta, BC V3M 6A2
Tel: (604) 666-8266
Fax: (604) 666-7112

Fraser Valley East

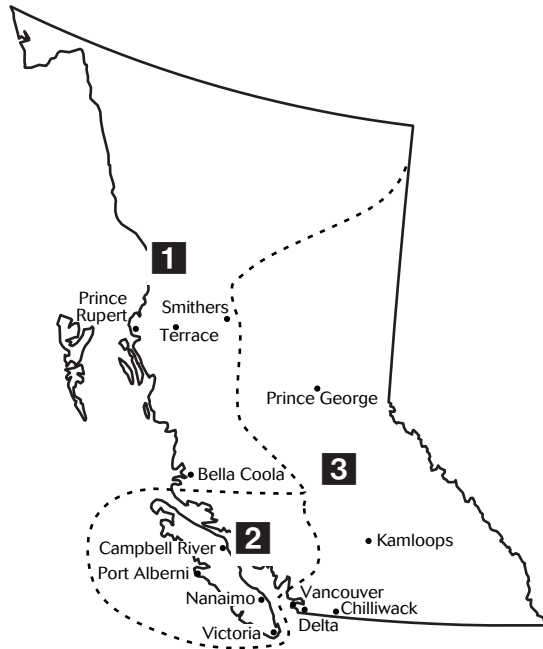
45742 A Yale Road West
Chilliwack, BC V2P 2N4
Tel: (604) 792-1995
Fax: (604) 792-7233

Upper Fraser River

1278 Dalhousie Drive
Kamloops, BC V2C 6G3
Tel: (250) 851-4950
Fax: (250) 851-4951

Northern BC Interior

3690 Massey Drive
Prince George, BC V2N 2S8
Tel: (250) 561-5336
Fax: (250) 561-5534

**HUMAN RESOURCES DEVELOPMENT CANADA****Abbotsford**

#101 – 32525 Simon Avenue
Abbotsford, BC
(604) 854-5852

Burnaby

2nd Floor, 4980 Kingsway
Burnaby, BC
(604) 437-3761

Campbell River

#102 – 1180 Ironwood Road
Campbell River, BC
(604) 286-6212

Chilliwack

45860 Cheam Avenue
Chilliwack, BC
(604) 792-1371

Comox Valley

130 – 19th Street
Courtenay, BC
(250) 334-3151

Coquitlam

#100 – 2963 Glen Drive
Coquitlam, BC
(604) 464-7144

Cranbrook

1113 Baker Street
Cranbrook, BC
(250) 489-4101

Dawson Creek

#201 – 10401 10th Street
Dawson Creek, BC
(250) 782-5877

Duncan

#106 – 5462 Trans Canada Hwy
Duncan, BC
(250) 748-5231

Fraser Street

6464 Fraser Street
Vancouver, BC
(604) 324-1142

Kamloops

235 Lansdowne Street
Kamloops, BC
(250) 372-2515

Kelowna

471 Queensway Avenue
Kelowna, BC
(250) 762-3018

Langley

20621 Logan Avenue
Langley, BC
(604) 533-1201

Nanaimo

#201 – 60 Front Street
Nanaimo, BC
(250) 753-8942

Nelson

Kutenai Place
333 Victoria Street
Nelson, BC
(250) 352-3155

New Westminster

#100 – 624 Agnes Street
New Westminster, BC
(604) 526-4511

North Vancouver

2nd Floor, 1111 Lonsdale Avenue
North Vancouver, BC
(604) 988-1151

Penticton

386 Ellis Street
Penticton, BC
(250) 492-3848

Port Alberni

2nd Floor, 4877 Argyle Street
Port Alberni, BC
(250) 724-0151

Powell River

7061A Duncan Street
Powell River, BC
(604) 485-2721

Prince George

1190 – 2nd Avenue
Prince George, BC
(250) 561-5200

Prince Rupert

Ocean Centre
#420 – 309 2nd Avenue West
Prince Rupert, BC
(250) 624-9671

Quesnel

283 Reid Street
Quesnel, BC
(250) 992-5538

Richmond

6511 Buswell Road
Richmond, BC
(604) 273-6431

Ridge Meadows

22335 Lougheed Highway
Maple Ridge, BC
(604) 467-5515

Saanich

3962 Borden Street
Victoria, BC
(250) 727-6551

Salmon Arm

PO Box 1510
191 Shuswap Street NW
Salmon Arm, BC
(250) 832-8083

Sechelt

PO Box 1520
5627 Inlet Street
Sechelt, BC
(250) 885-5414

Smithers

PO Box 1028
1020 Murray Street
Smithers, BC
(250) 847-5478

Surrey

7404 King George Highway
Surrey, BC
(604) 590-3346

Terrace

4630 Lazelle Avenue
Terrace, BC
(250) 635-7134

Trail

1520 Bay Avenue
Trail, BC
1-800-211-2266

Vancouver

Regional Office
125 East 10th Avenue
Vancouver, BC
(604) 872-7431

Sinclair Centre

415 – 757 West Hastings Street
Vancouver, BC
(604) 681-8253

Vernon

3202 – 31st Street
Vernon, BC
(250) 545-2125

Victoria

Suite 310
1230 Government Street
Victoria, BC
(250) 363-3481

Vanderhoof

PO Box 1460
192 West Stewart Street
Vanderhoof, BC
(250) 567-4795

Williams Lake

79 South 4th Avenue
Williams Lake, BC
(250) 392-4184

Whitehorse

125 – 300 Main Street
Whitehorse, Yukon
(403) 667-5083

WESTERN ECONOMIC DIVERSIFICATION

Contacts

Toll free: 1 888 338-9378

WD Regional Office

(604) 666-6256

CFDCs

George Lerchs
(604) 681-7130

Small Business

Loans Administration

Industry Canada
235 Queen Street
Ottawa, Ontario K1A 0H5
Info Line: (613) 954-5540
Fax: (613) 952-0290

Tourism Loan

700 – 601 West Hastings Street
Vancouver, BC V6B 5G9
1 888 338-9378

Community Futures development centres and principal communities

Alberni-Clayoquot

4757 Tebo Avenue
Port Alberni, BC V9Y 8A9
(250) 724-1241
1-877-724-1241 (toll-free)

Regional District of
Alberni/Clayoquot: Port Alberni,
Bamfield, Tofino, Ucluelet.

Cariboo-Chilcotin

266 Oliver Street
Williams Lake, BC V2G 1M1
(250) 392-3826

Box 621, Bella Coola, BC V0T 1C0
(250) 799-5744
(250) 799-5748 (fax)

100 Mile House, 150 Mile House, 70
Mile House, Alexis Creek,
Alkali Lake, Anahim Lake, Big Lake,
Bridge Lake, Buffalo Creek, Canim
Lake, Chilanko Forks, Dog Creek,
Eagle Creek, Forest Grove, Gang
Ranch, Hagensborg, Hanceville,
Horsefly, Kleena Kleene, Lac La
Hache, Likely, Lone Butte, Mahood
Falls, McLeese Lake, Nemiah Valley,
Nimpo Lake, Riske Creek, Tatla Lake,
Tatlayoko Lake, Williams Lake.

Central Island

420 Albert Street
Nanaimo, BC V9R 2V7
(250) 753-6414
1-877-753-6414 (toll-free)

Bowser, Coombs, Errington, Gabriola,
Ladysmith, Lantzville, Lasqueti,
Nanaimo, Nanoose Bay,
Parksville, Qualicum Beach.

Cowichan

135 – 3rd Street
Duncan, BC V9L 1R9
(250) 746-1004

Chemainus, Cobbie Hill, Cowichan
Bay, Crofton, Duncan, Honeymoon
Bay, Koksilah, Kuper Island, Lake
Cowichan, Malahat, Mesachie, Mill
Bay, Nitinat, North Cowichan,
Shawnigan Lake, Thetis Island,
Youbou, Westholme.

Haida Gwaii

PO Box 40, Masset, BC V0T 1M0
(250) 626-5594

Masset office serving: Masset,
Old Masset, Port Clements
Skidegate office serving: Skidegate,
Queen Charlotte City, Sandspit, Tlell.

Mt. Waddington

PO Box 458
Port McNeill, BC V0N 2R0
(250) 956-2220

Business Development Centre
PO Box 1031, Port Hardy, BC V0N 2P0

Alert Bay, Coal Harbour, Holberg,
Port Alice, Port Hardy, Port McNeill,
Kingcome Inlet, Kyuquot, Minstrel
Island, Quatsino, Simoon Sound,
Sointula, Sullivan Bay, Telegraph Cove,
Winter Harbour, Woss, Zeballos.
Limited service provided to: Bella Bella,
Campbell Island, Dawson Landing,
Kyuquot, Namu, Ocean Falls, Rivers
Inlet, Waglisla.

North Fraser

32386 Fletcher Avenue
Mission, BC V2V 5T1
(604) 826-6252

Agassiz, Harrison Hot Springs,
Harrison Mills, DeRoche, Desroche,
Dewdney, Lake Errock, Mission,
Lakahahmen, Scowltz, Seabird
Island, Chehalis.

Nuu Chah Nulth

PO Box 1384
Port Alberni, BC V9Y 7M2
(250) 724-3131

Nuu Chah Nulth Tribal Council Lands
(14 bands) primarily along the West
Coast of Vancouver Island from Kyuquot
in the North to Ditidoht in the South.

Powell River Region

4717 Marine Avenue, 2nd floor
Powell River, BC V8A 2L2
(604) 485-7901
cfprpdk@aisl.bc.ca

Blubber Bay, Gilles Bay, Hardy Island,
Lund, Nelson Island, Powell River,
Saltery Bay, Savary Island, Southview,
Texada Island, Vananda.

Pacific Northwest

Suite 200 – 515 3rd Avenue West
Prince Rupert, BC V8J 1L9
(250) 622-2332
(250) 622-2334 (fax)

Prince Rupert, Port Edward, Metlakatla,
Lax Kw'alaams, Hartley Bay,
Oona River, Kitkatla.

Strathcona

Suite 2 – 920 Alder Street
Campbell River, BC V9W 2P8
(250) 830-1141

Mansfield Centre office

#100B – 2270 Cliffe Avenue
Courtenay, BC V9N 5N3
(250) 334-4415
(250) 338-4452 (fax)

Mailing address

PO Box 3057, Courtenay, BC V9N 5N3
Black Creek, Blind Channel, Campbell
River, Comox, Courtenay, Cumberland,
Cortes Island, Denman Island, Fanny
Bay, Gold River, Heriot Bay, Hornby
Island, Lazo, Mansons Landing,
Merville, Port Neville, Quathiaski Cove,
Quadra Island, Refuge Cove, Royston,
Sayward, Stuart Island, Surge Narrows,
Tahsis, Union Bay, Whaletown.

Sunshine Coast

PO Box 128, Sechelt, BC V0N 3A0
(604) 885-1959

Earls Cove, Egmont, Garden Bay,
Gibsons, Granthams Landing, Halfmoon
Bay, Madeira Park, Port Mellon, Roberts
Creek, Sechelt.

Terrace

#204 – 4630 Lazelle Avenue
Terrace, BC V8G 1S6
(250) 635-5449

Cedarvale, Dease Lake, Gitanmaax,
Gitsegukla, Gitanyow, Gitwangak,
Gitwinksihlkw, Glen Vowell (Sid-e-dak),
Greenville (Laxgalts'ap), Hazelton,
Hagwilget, Iskut, Kemano, Kincolith,
Kitamaat Village, Kitimat, Kispiox,
Kitselas, Kitsumkalum, Kitwanga,
Moricetown, New Aiyansh
(Gitlakdamix), New Hazelton, Stewart,
South Hazelton, Telegraph Creek,
Terrace, Two Mile.

INDIAN AND NORTHERN AFFAIRS CANADA

Public enquiries

Indian and Northern Affairs Canada

650 – 1550 Alberni Street
Vancouver, BC V6G 3C5
Tel: (604) 666-7891
Fax: (604) 666-1210

General contacts

Aboriginal Business Development

Allan Widdows
(604) 666-5401

Aboriginal Tourism

David Hooper
(604) 666-7762
Allan Frost
(819) 953-2028

Aboriginal Workforce Participation Initiative

Michael Sadler
(604) 666-5165

Community Economic Development Organization

Funding Services
(604) 666-5171

Economic Development Opportunity Fund

Bill Guerin
(604) 666-5091
David Hooper
(604) 666-7762

First Nations Forestry Program

Nello Cataldo
(250) 363-6014
Bob Hart
(604) 666-6107

First Nations Youth Employment Strategy Initiatives

Christa Williams
(604) 990-9939
Barbara Kavanagh
(604) 990-9939
Tracy Clarke
(604) 666-5143

Procurement Strategy for Aboriginal Business

David Hooper
(604) 666-7762

Resource Access Negotiations Program

Bob Hart
(604) 666-6107

Resource Acquisition Initiatives

Bill Guerin
(604) 666-5091
David Hooper
(604) 666-7762

Aboriginal capital corporations

All Nations Trust Company (ANTCO)

Suite 208 – West
345 Yellowhead Highway
Kamloops, BC V2H 1H1
Tel: (604) 828-9770
Fax: (604) 372-2585

Ms. Ruth Williams, *President*
Mr. Curtis Mann, *General Manager*

Bella Bella Community Development Society (BBCDS)

P.O. Box 880
Waglisla, BC V0T 1Z0
Tel: (250) 957-2381 (*Band office*)
Fax: (250) 957-2544

Mr. Justin Wilson,
Chairperson & General Manager

First Nations Agricultural Lending Association

345 Yellowhead Highway
Kamloops, BC V2H 1H1
Tel: (250) 828-9751
Fax: (250) 372-1595

Mr. Paul Scotchman,
President & Chairperson
Mr. Gordon Giles, *General Manager*

**Native Fishing Association
(NFA)**

415B West Esplanade
North Vancouver, BC V7M 1A6
Tel: (604) 987-4115
Fax: (604) 987-4419

Mr. J. Lea Dixon, *Controller*
Mr. Ben Robinson, *Chairperson*

**Nuu-Chah-Nulth Economic
Development Corporation
(NEDC)**

5000 Mission Road
PO Box 1384
Port Alberni, BC V9Y 7M2
Tel: (250) 724-3131
Fax: (250) 724-9967

Ms. Darlene Watts, *Chairperson*
Mr. Al Little, *Manager*

**Tale'awtxw Aboriginal
Capital Corporations
(TACC)**

Building #17
7201 Vedder Road
Chilliwack, BC V2R 4G5
Tel: (604) 824-2088
Fax: (604) 824-2022

Mrs. Michelle Williams, *Chairperson*
Mr. Wayne Gray, *General Manager*

Mr. Calvin Walker,
Secretary Treasurer

**Tribal Resources
Investment Corporation
(TRICORP)**

217 – 3rd Avenue West
Prince Rupert, BC V8J 1L2
Tel: (250) 624-3535
Fax: (250) 624-3883

Mr. Frank Parnell,
Chairperson & CEO
Mr. Greg Hazel,
Chief Financial Officer

**Organizations providing adjustment programs
to aboriginal people****North and West Coast
Vancouver Island**

North Island/Nuu-chah-nulth
Tribal Councils Aboriginal
Management Society
1441 C 16th Avenue
Campbell River, BC V9W 2E4
(250) 286-3455 or 724-5757
(250) 383-6450 (*Central Coast*)

South Vancouver Island

South Vancouver Island Aboriginal
Employment and Training Society
#205
5462 Trans Canada Highway
Duncan, BC V9L 3X5
(250) 475-2422

**Vancouver
and Sunshine Coast**

First Nations Employment Society
#101 – 440 Cambie Street
Vancouver, BC V6B 2N5
(604) 650-7194

Skeena

Pacific Northwest Employment
Training and Development Society
PO Box 418
Terrace, BC V8G 4B2
(250) 635-1500

**Central Coast
and Fraser Valley**

Sto:lo Nation
Building #4
7201 Vedder Road
Chilliwack, BC V2R 4G5
(604) 858-3691