

# OUTLAND YOUTH EMPLOYMENT PROGRAM



2019 NATIONAL REPORT

# MISSION

Equity & opportunity for Indigenous Youth through land-based learning.



# VISION

To create a network of partners working towards meaningful consultation and inclusion in the natural resources sector through education, training and work opportunities .

# VALUES

Respect for land and culture;  
Responsible and inclusive resource management;  
Listening to understand, engage and collaborate.



# EQUITY AND OPPORTUNITY

The Outland Youth Employment Program was developed 20 years ago to support economic opportunities for Indigenous youth in the Ontario forestry sector. Since then, OYEP has grown into a national, award-winning training, education and employment program for Indigenous youth. Our growth and successes are made possible by consulting and partnering with public, private, Indigenous and educational organizations. These partnerships ensure OYEP is responding to regionally specific labour market and community needs while ensuring all OYEP core deliverables are being met.

Take for example, the Canadian Council for Aboriginal Business report which analyzes the labour market, economic and social impacts of participating in OYEP by comparing information on education attainment, employment rates, and income of a sample of OYEP graduates with comparable populations on pages 11 & 12. This report concluded that “OYEP is associated with successful education, income and social outcomes for participants and may serve as a useful model for other employment and training programs in Canada.” In addition to this recommendation the report established that 92% of survey respondents have completed high school or an equivalency program and 73% of out-of-school graduates are currently employed.

## CONTENTS

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OYEP hit two major milestones in 2019; 20 years of continuous programming combined with the largest rollout of OYEP camps ever! This report details OYEP's 2019 journey from planning to outcomes for all 6 programs. We hope you enjoy!

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OYEP Wins Gold!

2019 was a monumental year for the Outland Youth Employment Program. The collective efforts of all partners supported the largest delivery in program history!

**OYEP IS PROVING TO BE ONE OF CANADA'S GREAT OPPORTUNITIES FOR INDIGENOUS YOUTH EMPOWERMENT. I AM VERY EXCITED TO SEE WHAT THE NEXT 20 YEARS WILL BRING!"**

DAVE BRADLEY  
OYEP FOUNDER, OUTLAND

We have also taken the opportunity to profile a number of 2019 OYEP graduates and staff from across the country. OYEP enrolled over 185 youth this year and we want to share a few of the many inspiring stories we are lucky to see every year!

Included in this report are statistics, highlights, successes and spotlights showcasing the real impacts of the Outland Youth Employment Program on the hundreds of OYEP participants and stakeholders involved.

Lastly, we want to thank all OYEP sponsors, partners and contributors who make the program a success! This support has ensured the continued delivery and expansion of OYEP for the past 20 years. Here's to 20 more!

### THE OYEP TEAM

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# SOUL

## ONE SPOT ROLLINMUD

### T'SUUTINA NATION

Soul was a participant in the inaugural OYEP Alberta delivery in 2019. While it was very intimidating entering into a new program not knowing anyone, Soul wanted to take on the challenge and learn new skills and build confidence. Soul was very open about sharing her traditional culture and learning about the cultures of others during her time in OYEP. She is excited to have graduated high school in 2019 and is looking forward to attending university in Calgary.

*"What I like about OYEP is the experience of working with the companies and with my fellow Rangers who are now friends. I got into Mount Royal University and am excited to find a job."*



# LUCAS DEPERRY

## GINOOGAMING FIRST NATION

Lucas Rioux-DePerry is from Ginoogaming First Nation in northern Ontario and a Crew Leader with the Outland Youth Employment Program. Starting with OYEP in 2016, Lucas spent two years as a participant at Mink Lake, where he won the prestigious Sydney Kenequanash Memorial Award as a leader and positive influence among his peers. Since then, Lucas has been a highly effective Crew Leader in Training and played a large part in the successful 2019 launch of the inaugural OYEP Manitoba camp in the Opaskwayak Cree Nation. During the school year, Lucas is a Recreation Worker in Thunder Bay and an OYEP Recruiter, travelling all over the country.



# OYEP CURRICULUM

## EDUCATION, TRAINING, WORK

OYEP collaborates with regional organizations to ensure programming reflects labour market trends and community/industry needs. Although OYEP operates on a national scale, successes are generated by addressing local education and training gaps.

OYEP offers a number of standard training and personal development modules complemented by regionally specific experiences. Each OYEP delivery has its own unique camp culture and experience while maintaining the same level of excellence across the country. This program structure helps build a culture based on common experiences while ensuring a high level of creativity and effectiveness at each site.

OYEP also acknowledges the importance and diversity of culture of Indigenous Nations across Canada. We strive to offer a culturally safe and supportive work environment at each site. To achieve this we work alongside local Elders and Indigenous Nations to offer supportive work environments and activities.



OYEP provides a holistic learning, working, and living environment where Indigenous learners can experience success, many for the first time in their lives. Over the six week program, Indigenous youth are immersed in a curriculum that incorporates both Traditional Indigenous Knowledge and Contemporary Western Knowledge. In short, the OYEP has done an outstanding job of putting into practice international Indigenous research findings that recommend the alignment of all levels of education with the learning needs of Indigenous people.

Dr. John Hodson  
Maamaawisiwin Education Research Centre  
2019 Indspire Report

01

SAFETY ORIENTATION



02

TRAINING



03

SCIENCE WEEK



04

FORESTRY



05

MINING



06

ENERGY



OYEP PROMOTES CONTINUAL DEVELOPMENT OF

LIFE-SKILLS DURING ALL STAGES OF THE PROGRAM!

# OYEP OUTCOMES



Since 2000, OYEP has been working with public, private, Indigenous and educational partners to offer award winning education, training and work opportunities.

The collective efforts of program partners and the OYEP team have led to meaningful outcomes for both program graduates and stakeholders.

Not only does OYEP support quantifiable outcomes, it has also been organically fostering a sense of belonging to a wider community born out of shared experiences - connecting participants no matter how much time passes and where life leads them. OYEP is a growing family that will be available to participants forever.

In fact, in 2019 OYEP can officially say we have begun to support a second generation of youth! In Ontario, OYEP hired four youth who are children of former graduates from the original cohort in 2000! We are excited to see the program grow across the country and span two generations!



**30**

PROGRAMS

**4**

PROVINCES

**583**

GRADUATES

**103**

NATIONS  
REPRESENTED

**1,251**

SUMMER JOBS  
CREATED

**351K**

HOURS WORKED

**743**

HIGH SCHOOL  
CREDITS

**2.1M**

TREES PLANTED

# Canadian Council for **ABORIGINAL** BUSINESS



The Outland Youth Employment Program Participant Survey was conducted in partnership between Outland and the Canadian Council for Aboriginal Business (CCAB) from June to October of 2018. The objective of the OYEP Participant Survey was to explore and demonstrate the economic, social and employment impacts that OYEP has provided to graduates and current participants of the program.

## RESEARCH HIGHLIGHTS

**96%**

of OYEP graduates surveyed "strongly agree" or "agree" that OYEP provided tools and resources that were valuable to them in building their employment or career path.

**47%**

of OYEP graduates are the first in their family to finish high school.

**92%**

of respondents have either completed high school or an equivalency program.

**73%**

of graduates are currently employed.

**100%**

of OYEP graduates surveyed "strongly agree" or "agree" that OYEP provided tools for employment that they would not have been able to access otherwise.

**97%**

of OYEP graduates surveyed agree that attending OYEP has put them on a positive path in life that they would not have found if they had not participated.

OYEP is about leadership and inspiring others. Making sure you're leaving a positive impact on the world. The confidence they begin to build throughout their time in the program causes their voices to raise. The participants start to recognize there is a beautiful life ahead of them.

JP Gladu  
President & CEO  
Canadian Council for Aboriginal Business



# 20th ANNIVERSARY HIGHLIGHTS



**WHAT?** The Outland Youth Employment Program proudly celebrated 20 years of program delivery on August 24th, 2019.



**WHY?** 20 years ago, the OYEP launched in response to the growing demand for capacity building through training, education and work experience for Indigenous youth.

**HOW?** The event celebrated OYEP graduates personal and professional achievements and thanked program contributors. The event welcomed program graduates, their families, and friends of the program. Speakers included :

- » JP Gladu - President and CEO of Canadian Council for Aboriginal Business
- » Paul Robitaille - Indigenous and Youth Manager at SFI
- » Brenda Small - VP Centre for Policy and Research in Indigenous Learning at Confederation College
- » Tom Ratz - Forestry Manager at Resolute Forest Products
- » Ron Kanutski - Cultural Teacher and Comedian at With Care Consulting

## »»» FIRST OYEP COHORT IN 2000 «««



**LEFT**

**OYEP 20th ANNIVERSARY**

**Top:** Rolling Thunder Drum Group  
**Middle:** Guest arriving at Confederation College for the OYEP 20th Anniversary Celebrations  
**Bottom:** The first OYEP cohort at Firesteel Camp in 2000





"OYEP is a testament to the power of tenacity, perseverance, and steadfast dedication to a vision that we can collectively create a more just society by engaging, inspiring and empowering the incredible young leaders in our communities. For 20 years, the program has helped people of all backgrounds realize the transformative power of our individual and collective capabilities. It helps turn perfect strangers into family that supports each other in achieving our highest potential. SFI and PLT Canada are incredibly proud to be members of the OYEP family."

**Paul Robitaille**, Indigenous & Youth Manager, SFI

# 2019 OYEP HIGHLIGHT



**WHAT?** On Friday, July 12, the Sustainable Forestry Initiative (SFI), Project Learning Tree Canada (PLT Canada), and Outland, a Division of Dexterra, signed a Memorandum of Understanding (MOU) in support of the Outland Youth Employment Program (OYEP).

**WHY?** In 2019 OYEP received over 1,000 applications from all across Canada. Based on this growing demand OYEP and SFI are committed to working towards our shared vision of establishing 14 OYEP camps across Canada by 2022, bridging the gap between applications and tangible opportunities!



**HOW?** We will also work with each other, OYEP participants and SFI-certified organizations across the country to develop an evolving suite of programs and services, including career resources, mentorship opportunities and peer-to-peer support networks, to ensure that all Indigenous youth are meaningfully supported in their pursuit of education and careers in the forestry sector and beyond.



**LEFT**

**SFI MOU Announcement**

**Top:** Paul Robitaille, Manager of Indigenous & Youth Relations- SFI  
**Middle:** Kathy Abusow, President & CEO- SFI, Dave Bradley, OYEP Founder, Doug Finamore, EVP - Outland  
**Bottom:** Edmund Kokokons, PLT funded OYEP Crew Leader

# SAGE MOSES

## BIIGTIGONG NISHNAABEG

Sage Moses is a Crew Leader with the Outland Youth Employment Program. She has been working with OYEP since 2016. When she's not inspiring other First Nation youth through her Green Job with OYEP, Sage is completing her post-secondary studies in Native Child and Family Services. Her goal is to continue working with Indigenous youth and help them set their lives in a positive direction.

# CATHERINE LANGILLE

## SEINE RIVER FIRST NATION

Cathy Langille is a graduate of OYEP Mink Lake 2016. Since then, Cathy has been pursuing her passion working and learning in the environmental sciences field. This past summer Cathy completed an OYEP work placement at Quetico Provincial Park as a biologist intern. She is continuing her educational journey at University studying climatology and environmental science.



# 2019 OYEP HIGHLIGHT

**WHAT?** In 2019 OYEP expanded its footprint to include participation from 32 new Indigenous Nations, including two youth from Cambridge Bay, Nunavut and two new program locations!

We have also expanded our work exchange program - where OYEP graduates who have transitioned into management may travel to new program locations, providing the opportunity to meet youth from different provinces and travel the country! In 2019 OYEP offered nine work exchange opportunities!



**WHY?** OYEP is committed to creating a network of OYEP graduates that can support and inspire each other to achieve their dreams.

In 2019 OYEP received applications from nine provinces and all territories in Canada. Our vision is to offer education, training and work opportunities to as many Indigenous youth as possible!

**HOW?** OYEP is open to new partners and locations to grow. To ensure successful delivery of an OYEP camp we need to first understand the local landscape, develop trust with local organizations and to ensure there is strong regional long term support for youth capacity building. The OYEP Team and program supporters work towards these goals every single day!

# 2019 OYEP HIGHLIGHT

**WHAT?** OYEP has been named the gold winner in the 2019 Canada's Safest Employers Awards in the young worker safety category. Canada's Safest Employer recognizes organizations who are safety leaders across Canada by promoting a proven track record of occupational health and safety for their employees.

**HOW?** Companies are judged on a wide range of occupational health and safety elements, including employee training, OHS management systems, incident investigation, emergency preparedness and innovative health and safety initiatives.



**WHY?** Launched in 2011, Canada's Safest Employers awards are presented by Canadian Occupational Safety magazine, a Key Media publication. The awards recognize companies from across Canada for outstanding accomplishments in promoting the health and safety of their workers. The awards boasts 10 industry-specific categories, ranging from health care to mining and natural resources.



## CADEN SPENCE NISICHAWAYASIIK CREE NATION

Caden Spence is a graduate of the first OYEP run in Manitoba, and absolutely loved his experience. His first year taught him that he can overcome his shyness and make friends with anyone. Caden is currently in high school and aspires to become a teacher. Caden already has sights set on an OYEP management position!

*"I really wanna go back next year so I can learn more about forestry work and meet more amazing people".*

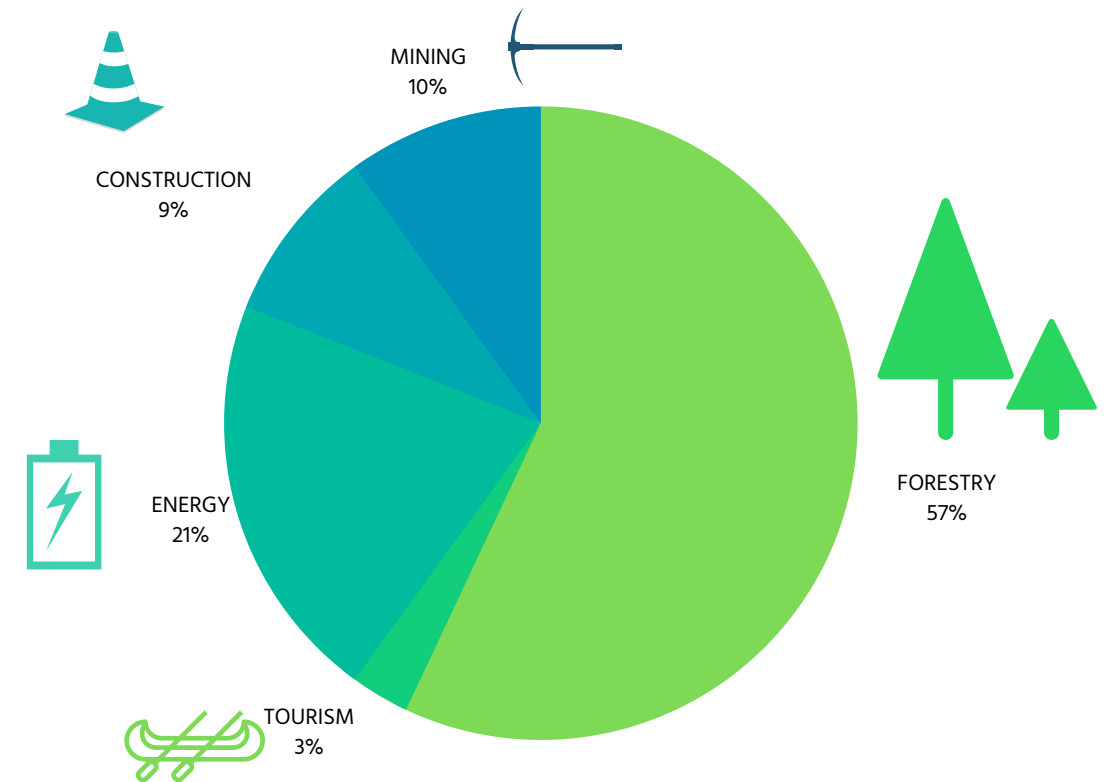


# FINANCIAL REPORT

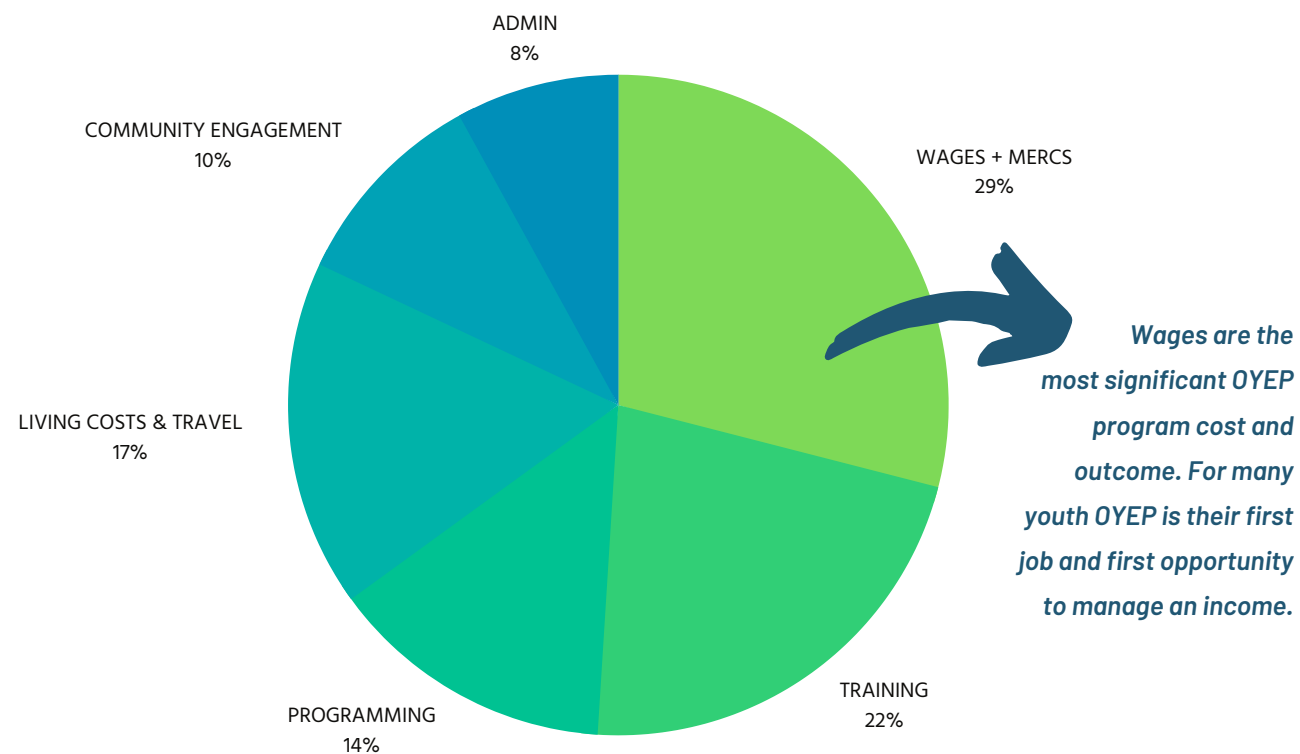


OYEP was developed in collaboration with the forestry industry over 20 years ago. Their continued investment in OYEP is a clear indication of the significant benefits to the sector. In recent years, OYEP has welcomed new partners in the Energy, Construction, Forestry, Mining and Tourism sectors. These new partnerships are a reflection of the emerging employment opportunities for Indigenous youth and the commitment to meaningful engagement and inclusion in the natural resources sector.

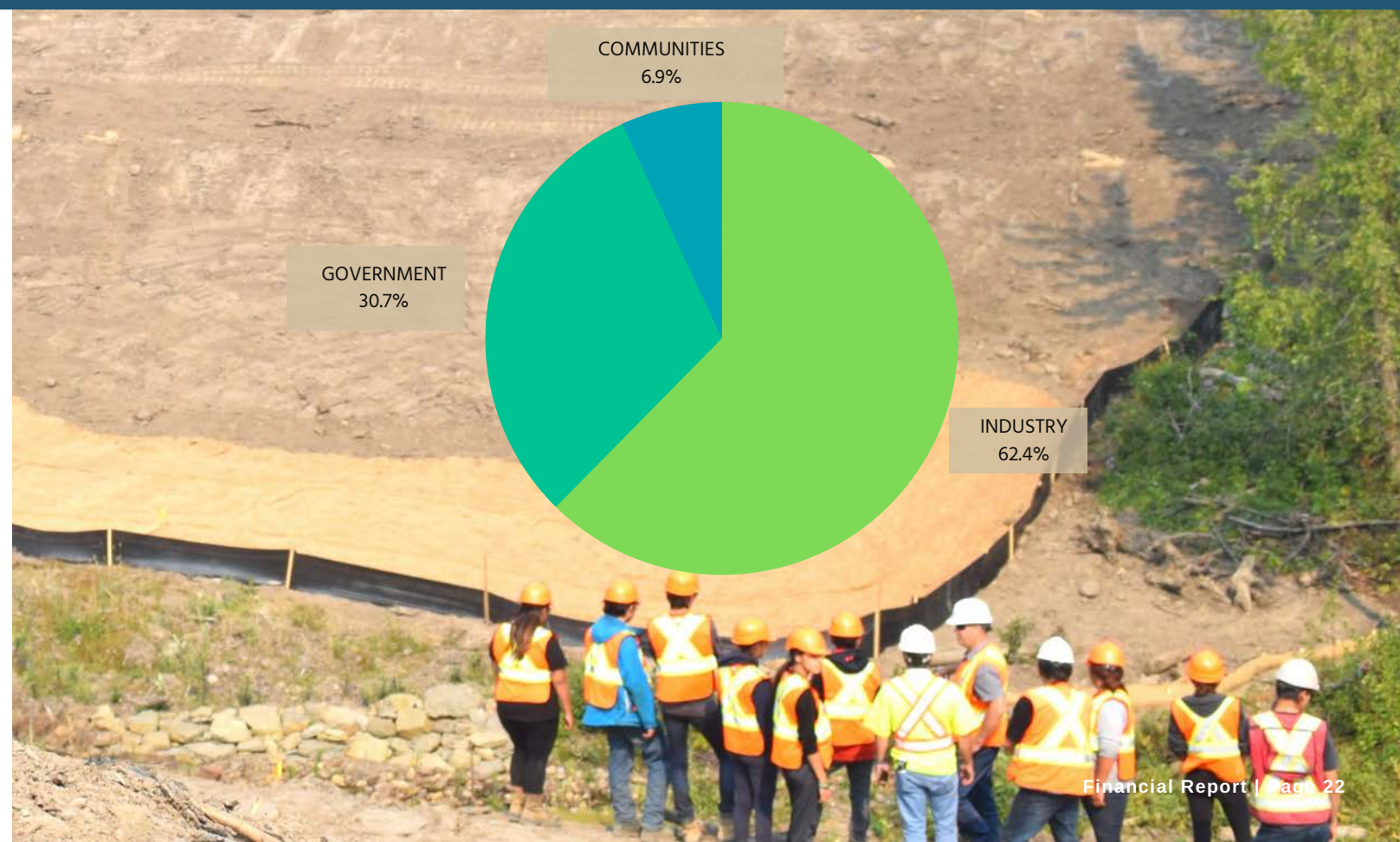
## INDUSTRY CONTRIBUTIONS



## PROGRAM COSTS



## FUNDING BREAKDOWN



\*Based on historical data. Each year the OYEP funding model changes based on partners funding level commitments



## MEGHAN JOURDAIN FORT WILLIAM FIRST NATION

Meghan Jourdain is a sophomore Crew Leader in Training (CIT) from Fort William First Nation. Meghan started OYEP in 2016 as a shy first year participant but quickly came out of her shell and has developed into a true leader. Meghan established her leadership abilities and certifications as a CIT at the 2018 Mink Lake Camp.

In 2019 Meghan completed her first year at College in Thunder Bay and financed her studies by travelling to BC to help manage the OYEP BC camp near Prince George. Meghan is currently in her 2nd year at College and hopes to return to OYEP next summer as a Crew Leader.



## SARAH DIXON ESK'ETEMC FIRST NATION

Sarah Dixon is from Esk'etemc in central BC and is a second year Ranger with the Outland Youth Employment Program. Building on her successes with OYEP, Sarah is attending the University this fall to pursue a Bachelor of Arts Degree. Her goal is to finish university and continue doing what she loves!

*"OYEP has helped me build more confidence in myself and believe that I can do anything I put my mind too. My life would be totally different if I never applied for OYEP and I'm so glad I did because it's changed my life."*

# GET INVOLVED

## SUPPORT

Becoming an OYEP supporter does more than just fund programs. It gives industry and businesses the opportunity to engage with youth and connect with future employees and leaders.

## SHARE

OYEP is growing and needs your help to connect with others who see the value in offering Indigenous Youth opportunities for accomplishment and success.

## JOIN

Support Indigenous Youth, educators, businesses and communities to become a part of something big!



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@OYEPCanada

