

# OUTLAND YOUTH EMPLOYMENT PROGRAM

2022 National Report



This project is funded by  
the Government of Canada.



# OYEP



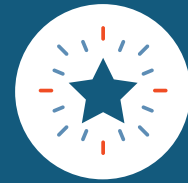
## MISSION

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



## VISION

To support networks working towards 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.



## ABOUT DEXTERRA COMMUNITY INITIATIVES

The Outland Youth Employment Program (OYEP) is a cornerstone program of Dexterra Community Initiatives, a non-profit incorporated to inspire action and develop opportunities with and for our communities wherever Dexterra Group Inc. operates or has partnerships.

### VISION

A national network of thriving communities built on equity, accessibility, diversity, and sustainability for all.

### MISSION

To provide safe, equitable, and green opportunities, and spaces where we work and live by:

- Operating a national network of land-based education, training, and employment opportunities for Indigenous Youth in a culturally and spiritually supportive space.
- Influencing elected officials to advocate for policies and legislations that directly support and fund initiatives that benefit Indigenous Youth, communities, and environments.
- Establishing key partnerships with organizations that understand the importance of protecting the biodiversity of our ecosystem.
- Promoting and encouraging health, wellness, and safety.
- Employing a diverse workforce that is reflective of where we work and live.
- Seeking opportunities to support at-risk children and youth as well as military families and organizations.

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# ABOUT OYEP

## EQUITY AND OPPORTUNITY FOR INDIGENOUS YOUTH AND COMMUNITIES

OYEP is a national network of innovative education, training, and work opportunities for Indigenous Youth that includes our award-winning, land-based, six-week summer program. OYEP wrap-around support services are available to participants across the country and summer programs are currently available in Quebec, Ontario, Manitoba, Alberta, and British Columbia.

Since 2000, OYEP has been working towards equity and opportunity for Indigenous Youth and communities. Now operating under the newly incorporated non-profit entity, Dexterra Community Initiatives, OYEP can expand reach, capacity and impact even further in coming years.

With over two decades of experience supporting the vision and goals of Indigenous Youth across Canada, we're taking the opportunity to use our **2022 National Report** as a platform to share the experiences of Indigenous Youth standing up to take the lead and breaking ground in their respective fields. We hope their stories will inspire readers to do their part in reconciliation through becoming active allies to Indigenous Peoples across the country.

Indigenous communities face several barriers that can make success in mainstream training, education, and employment challenging. These ongoing challenges have caused significant socio-economic gaps between Indigenous and non-Indigenous populations in Canada, with the pandemic compounding this effect. OYEP strives to close the gap by supporting youth through culturally sensitive education, training, and work opportunities across the country.



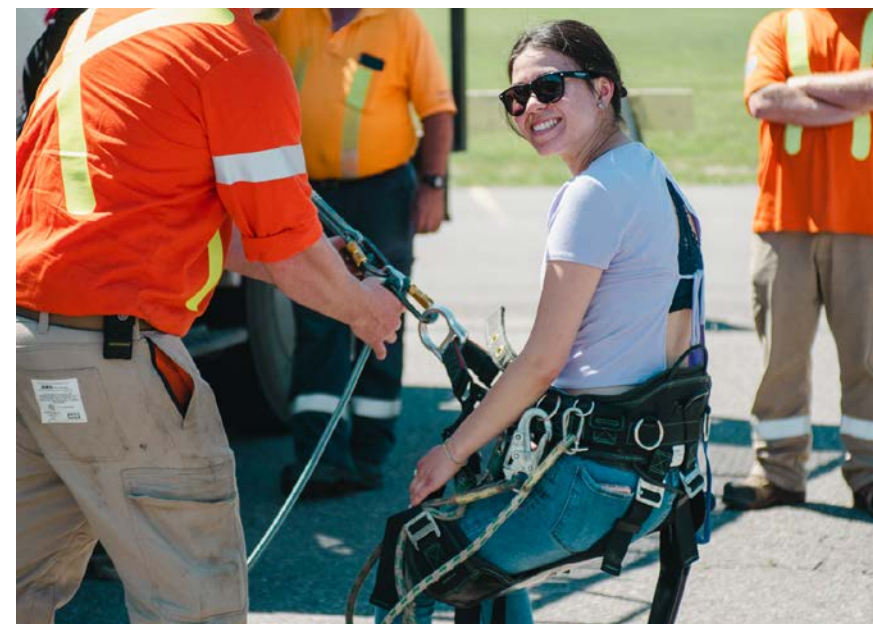
### SUMMER PROGRAMS

OYEP's summer employment programs are open for application to high-school aged Indigenous Youth across the country. With the support of partners and communities, we operated our biggest and most successful season yet in 2022 with eight camps in five provinces, including two youths from Nunavut!

OYEP offers training, education, and employment in a culturally supportive space that replicates various work environments and is tailored to meet the needs of Indigenous communities and employers in regions across Canada. OYEP collaborates with local Indigenous communities and consults with Elders to ensure youth feel culturally and spiritually supported in the workplace. It is through this process that future leaders discover their leadership potential.

### TRAINING – DISCOVERING LEADERSHIP

Youth earn certifications in First Aid, Emergency Forest Fire Fighting, Chainsaw Operation and Maintenance, along with other certifications that can help in the preparation for employment in the natural resources sector. Each camp offers slightly different training options during the summer depending on the employment opportunities in that region.



### EDUCATION – DEVELOPING LEADERSHIP

During OYEP's Science Week, youth attend a local, post-secondary institution to learn about the opportunities and supports available to them. They spend one week living in a college or university residence on campus and attending workshops and classes based on educational pathways towards employment in the natural resource sector. Participants may also earn high school credits through learning opportunities with OYEP.

### EMPLOYMENT – EXPERIENCING LEADERSHIP

The connections that youth participants create with employers and employment opportunities in their regions is a major benefit of OYEP, all while being paid a wage throughout their summer employment. Youth meet with employers and leaders, visit their operations, and begin to develop relationships and networks with local industry experts.

### WRAP-AROUND SERVICES – SUPPORTING LEADERSHIP

OYEP wrap-around support services are available across Canada for participants and graduates year-round, including pre-employment supports, education plus scholarship/bursary supports, housing, transportation and childcare solutions, job placements, internships, and more.

2022 was our first year of including wrap-around services and they have had great engagement. Many youth participants, who otherwise would have been stuck behind barriers, were able to secure employment. Maintaining these connections that we build with youth participants during the summer programs helps them feel more fully supported and provides them with the tools they need to reach their potential.

# CHAMPIONING LEADERSHIP



**Gage Young**  
Chemawawin First Nation, MB  
Crew Leader in Training, BC

“When you finally achieve that title of ‘leader’, you’re given a new level of responsibility looking after each ranger, providing the training they’ll need while being a suitable role model for them. It’s not easy.”



# Sylis Larose

Heart Lake First Nation, AB  
Crew Leader in Training, AB

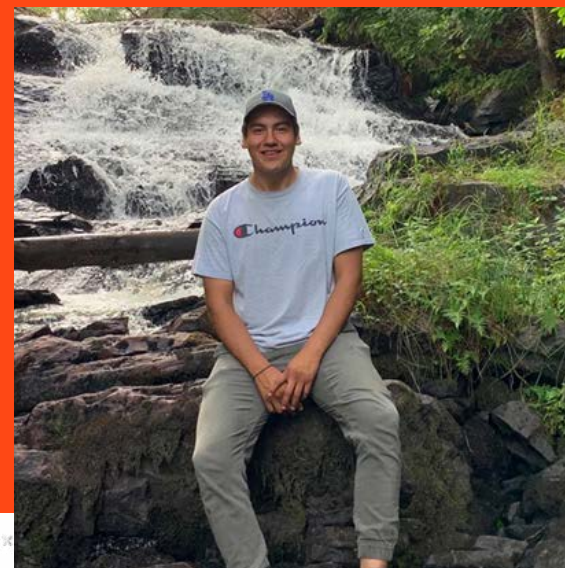
“Being an OYEP leader is a lot of responsibility, making sure the youth are on time, doing their tasks and most importantly, making sure they’re safe and having fun.”



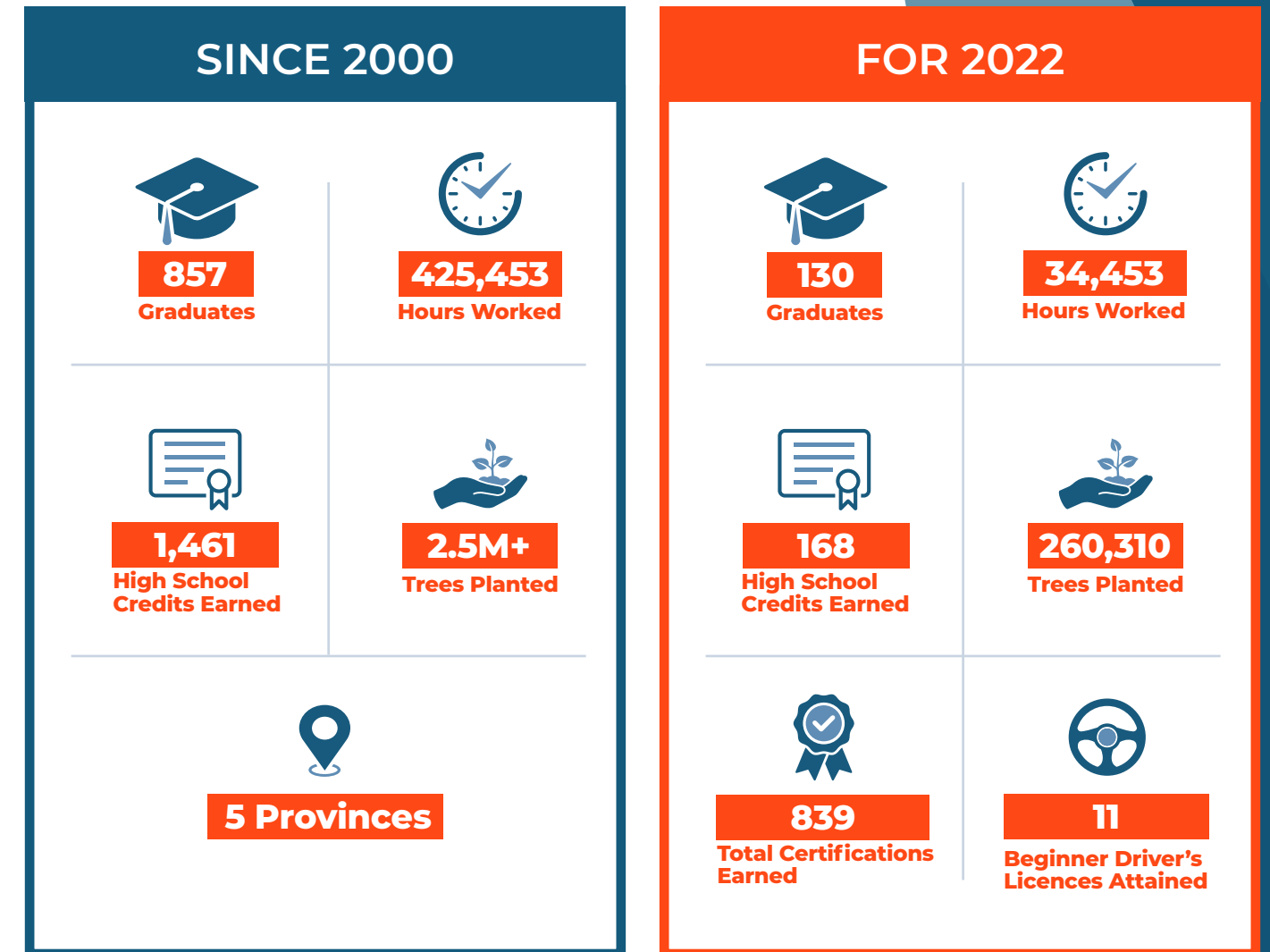
# Christian Iserhoff

Moose Cree First Nation, ON  
Crew Leader, ON

“Being an OYEP leader is being someone who encourages and supports Indigenous Youth, understanding where they come from, and helping them create a vision and to be open to new opportunities. OYEP has allowed me to explore various options in the work field and shown me all the ways in which I can be successful.”



# OVERVIEW OF OUTCOMES AND IMPACT



**64%**

**Indigenous Management in 2022**



# REGIONAL CURRICULUM

## COMMUNITY-DRIVEN PROGRAMMING

Utilizing a national network, OYEP continues to be a local, community-driven initiative that requires the support of local industry, government, communities, and educational institutions to succeed.

The summer program core curriculum is centred on the natural resource sector, which includes six main areas of focus, including safety, forestry, education, mining, energy, and field employment experience.

National programming, including Tree Planting, First Aid, Science Week, Mining Matters, and Trans Canada Trail training is delivered by accredited professional trainers at eight sites in five different provinces. Youth earn provincially specific certifications where applicable. The regional curriculum is developed with partners at each site, while considering the regional market trends and community-based needs.



## CHAMPIONING ENERGY LEADERSHIP

Promoting opportunities available to youth near their home communities is an important aspect of OYEP. This summer, youth in the Alberta program had the opportunity to earn additional certifications for Construction Safety Training System and Pipeline Construction Safety Training. Both certifications are highly valued for entry level jobs in energy, which continues to be a prominent industry in Western Canada.

## FUTURE LEADERS IN MINING

Most recently, OYEP was thrilled to partner with Ring of Fire Metals. Their vision is to develop world-class Ring of Fire deposits alongside Indigenous communities, local contractors and suppliers, and other Northern Ontario communities, creating prosperity and opportunity for generations to come. Through our partnership, youth will be able to experience new and exciting opportunities in the mining industry. This partnership will support Indigenous Youth across Northern Ontario to develop broader exposure to the mining industry, while offering leadership development opportunities through on-the-job training.

**RING OF FIRE METALS**



## FUTURE FORESTRY LEADERS



The Forest Resource Improvement Association of Alberta (FRIAA) has been the central contributor to the OYEP Alberta program since its inception in 2019, supplying over 60% of the annual funding. FRIAA's mandate is to improve Alberta's forests, and they do so through cooperating with and providing funding for many institutions and initiatives.

The FRIAA partnership with OYEP goes beyond financial support. These partners have been present every year of the Alberta OYEP camp, taking part in ceremonies, providing industry professionals for career talks and supporting through logistics and planning. Thank you so much to West Fraser, Weyerhaeuser, Alberta Pacific, Canfor, Millar western, Mercer Peace River Pulp Ltd, Vanderwell Contractors, and Spray Lakes Sawmill for FRIAA's long-term support of OYEP in the past, and for your continued support in future years!

In Manitoba, OYEP sponsor Louisiana Pacific provided opportunities for ATV Training for youth participants. ATV safety comes into play frequently in forestry and silvicultural work, in addition to being a valuable skill for anyone who lives remotely. OYEP continues to work with partners to supply youth with opportunities for training that mean the most in the areas where they live.



Drone use training in Forestry with Silvacom



## Blaze Head

**Opaskwayak Cree Nation, MB  
Crew Leader, MB**

"Being an OYEP crew leader always amazes me to watch the youth participants mature and build confidence over the six weeks. It's incredible how much growth can happen in such a short amount of time – I love it."



## Alexis Nanibush-Pamejewong

**Shawanaga First Nation, ON  
Crew Leader, MB**

"Being an OYEP Leader was one of the best experiences I've had. I can't wait to be laughing and sharing stories again with the best people I've ever met."

# 2022 LOCATIONS OYEP



**INAUGURAL QUEBEC PROGRAM**

# OYEP YOUTH COUNCIL

## SHAPING THE FUTURE OF OYEP

The incorporation of Dexterra Community Initiatives presented the perfect time to develop an OYEP Youth Council, spearheaded by Sage Moses, OYEP Leader, Youth, and Community Liaison. The OYEP Youth Council creates a platform for OYEP youth and graduates to meet quarterly to collaborate and act as representative leaders for camps across the country. It also allows for an opportunity to connect with other youth, who share their passion for OYEP.

### The purpose of the OYEP Youth Council is to:

- Determine how the program is operating from a youth's perspective.
- Generate new ideas.
- Bring attention to questions or concerns.
- Promote advocacy.
- Help youth and graduates develop leadership skills and provide professional development opportunities as committee members.



In 2022, the OYEP Youth Council had representatives from across the country including:

- Sage Moses, Biigtigong Nishnaabeg First Nation (ON)
- Blaze Head, Opaskwayak Cree Nation (MB)
- Sarah Dixon, Esk'etemc First Nation (BC)
- Daisha Sugarhead, Nibinamik First Nation (ON)
- Jada Ferris, Constance Lake First Nation (ON)
- Ben Langille, Seine River First Nation (ON)
- Catherine Langille, Seine River First Nation (ON)

# ENVIRONMENTAL IMPACT



## A NET-ZERO CARBON FUTURE

Most of the proposed solutions for achieving net-zero by 2050 rely on working with Indigenous Peoples, lands, and resources to build clean energy infrastructure and carbon capturing projects. This means an Indigenous-led approach to the climate transition, and economic opportunities leading towards net-zero, are essential to economic development and environmental sustainability. In order to do this, industry must:

- 1 Consult and include;
- 2 Invest in lands and resources;
- 3 Incorporate TEK;
- 4 Provide employment and training for youth.



Planting trees presents tangible benefits to our present and our future. On average, each tree planted captures up to 48 pounds of carbon dioxide per year. Through our first year partnering with **Canadian Trees for Life**, OYEP youth in Ontario, British Columbia, and Alberta collectively planted a total of 120,000 trees through afforestation on private and Indigenous community lands.

Through OYEP programming, youth participants also had the opportunity to learn from industry and community leaders about sustainable forestry, biodiversity, traditional ecological knowledge, sustainable energy use and development, and much more. OYEP, Outland, Dexterra Community Initiatives, and Dexterra Group are all working to reduce our environmental footprint and contribute to a greener economy.



# 2022 EVENTS & AWARDS



## FORWARD SUMMIT – SUPPORTING LEADERSHIP

In May 2022, OYEP participants, Gage, Sarah, and David, attended the Forward Summit in Calgary to speak about their experiences as Indigenous Youth starting their careers in the natural resource sector. Their candor and sincerity in sharing their stories proved to make for a very valuable experience in furthering the goal of the conference, which is to enhance the understanding and cooperation between industry leaders and Indigenous people and communities. Gage, Sarah, and David have all participated in multiple seasons of OYEP and worked as Crew Leaders in Training in camps across the country. Their strong personalities and leadership skills shone through when they took this opportunity as representatives.

## OFIA CONFERENCE – SHARING LEADERSHIP

OYEP was thrilled to partner with the **Ontario Forest Industries Association (OFIA)**, which currently represents over 40 companies that operate world-class assets and sustainably manage over 15 million hectares of public and private forests in Ontario.



At OFIA's annual conference, OYEP along with graduate Sage Moses from Biigtigong Nishnaabeg First Nation welcomed the opportunity of speaking to the group about Indigenous inclusion in the forestry sector. Sage was happy to share her story and OYEP experience, starting as a first-year ranger in 2015 and leading the Mink Lake Camp in 2022 as the site supervisor.



## FPAC AWARD CEREMONY – CELEBRATING LEADERSHIP



During National Forest Week this year, Forest Products Association of Canada (FPAC) took the opportunity to announce the recipients of its annual Awards of Excellence program. FPAC and the Canadian Council of Forest Ministers (CCFM) recognized three accomplished individuals with the 2022 Skills Award for Indigenous Youth. Two OYEP graduates were among the winners, Neepin from Misipawistik Cree Nation in Northern Manitoba, and Sarah from Esk'etemc First Nation in Northern British Columbia. Both youths were recognized for their skill development and career aspirations in the forest products industry. These awards are given to individuals that exemplify the qualities of strong academic standing, commitment to the forest products industry, and a demonstrated commitment to Indigenous communities.

**“This has opened so many doors to conversations about Indigenous/Forest Advocacy. I have job offers I never thought I'd have. Coming from a small reserve, you don't think you'd have an opportunity like that.” - Neepin, Misipawistik Cree Nation**



**Catherine Langille**  
Seine River First Nation, ON  
Crew Leader, ON

“To me, being an OYEP leader means connection, strength, and growth. OYEP has made such an impact on not only my life, but countless other youth from across Canada. I couldn't be prouder to work in the forest, supporting youth reach their personal and professional goals.”



**Nick Norris**  
Wabigoon Lake First Nation, ON  
Crew Leader, BC

“OYEP leadership means role modeling hard work, care for coworkers and safety-oriented practices. We build a culture based on strong work ethic and success in standard work practices, while having fun.”



# FINANCIAL BREAKDOWN

## LEADING BY EXAMPLE

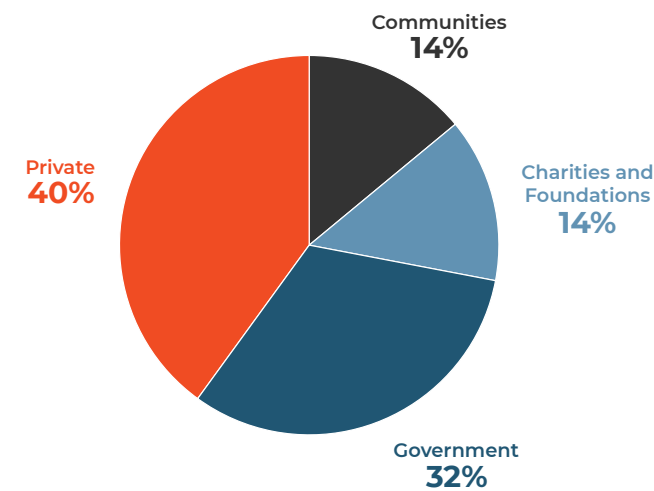
Private industry has been called upon by the Truth and Reconciliation Commission of Canada to “ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects”.

Through OYEP, private industry has a platform to deliver on this call to action and take a leading role in the expansion of funding and support to Indigenous Youth.

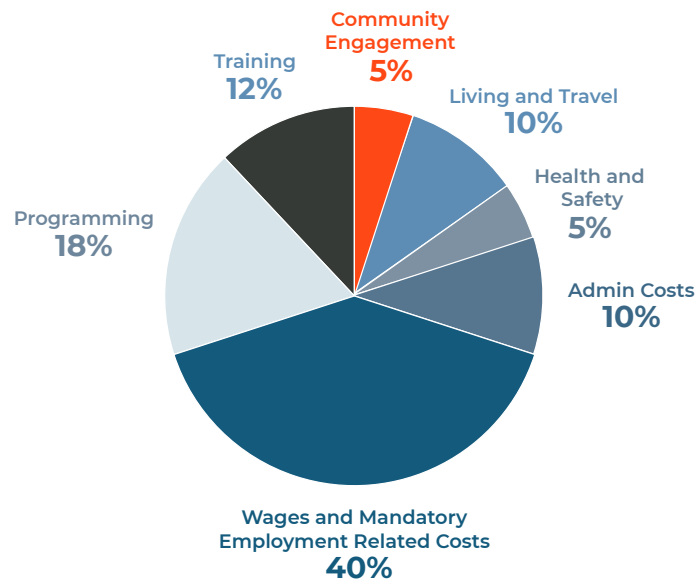
## 2022 FUNDING

The continued success and expansion of OYEP is attributed to the sustained investments and partnerships of public, private, and Indigenous organizations.

### WHERE THE MONEY COMES FROM



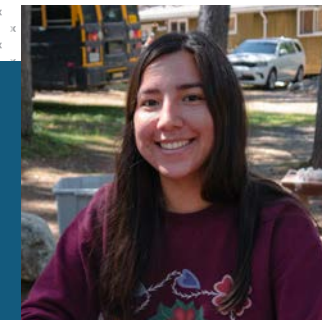
### WHERE THE MONEY GOES TO



“If you want to do something about Reconciliation, support this program.” - **Randy Coker, Rotary Canada**



“As a former Chief of my community, Neskantaga First Nation, and as a former executive director of KKETS, I have supported this program since the start. OYEP is providing a host of experiential learning opportunities for youth to set them up for a future of success. My grandson Tyrese graduated the program and has now been working full time for Ring of Fire Metals. This wouldn't have been possible without OYEP”. - **Maurice Wapoose**



**Julian Linklater**  
Moose Cree First Nation, ON  
Crew Leader, ON

“Being an OYEP crew leader was an incredible experience, and I am honoured to have been a part of this program. It was more than a job, we as a camp became a family. It was a wonderful privilege to help guide the youth throughout their time with OYEP. Within the six weeks so much knowledge is learned, and much personal growth occurs.”



**Danika Trudeau**  
Wikwemikong First Nation, ON  
Kitchen Lead, ON

“Being an OYEP leader to me means always trying your best to make each youth's experience the best possible. I have worked on the OYEP management team as a cook and fell in love with the kitchen. Now, I am in my second year of the Culinary Management program at Canadore College. OYEP opened doors and helped me explore possibilities I didn't know existed. I just want to thank OYEP and everyone on the team, so very much for all of the opportunities.”

# HOW TO GET INVOLVED

Partners are integral to the sustainability and strength of outcomes for OYEP. It provides partners with opportunities to engage with Indigenous Youth and communities in a socially responsible way that is consistent with the duty to consult, moving in a direction that supports reconciliation. Through flexible options for partnership and benefits, lets find the right fit for your business!



**GET INVOLVED! CONTACT OYEP TODAY OYEP@DEXTERRA.COM**

## PARTNER COMMUNITY



## PLATINUM



## GOLD



## SILVER



## BRONZE



## ADDITIONAL PARTNERS



# OYEP

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