

June 19/17

Briefing Note

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Re: People First Adult Program Proposal

Funder: Employment and Social development Canada (ESDC)

Background

November 2016 KFs prepared a proposal for a national RFP to ESDC to reduce homelessness and people at-risk of homelessness in the city of Terrace, British Columbia in the amount of \$200k. We had letters of support from Kitsumkalum and city of Terrace. On June 16th we received an email confirming our proposal had been approved with a start date of June 27th for a 12 month project. There were over 300 proposals submitted and Kermode was one of fifty (50) proposals approved.

1.1 Need: The Terrace area housing market has been hyper inflated due to an increasing Industrial presence causing a critical need for an innovative response to support the growth required to survive in the current housing market.

- The city of Terrace has seen a growth in homelessness in the past 3 years from 67 in 2014 to 72 in 2015 rising to 101 in 2016¹.
- 74% of the homeless counted in Terrace in 2016 were Indigenous.²
- The vacancy rate declined from 12.7% in 2006 to 0.4% in Fall 2013. Between 2006 and 2013, rates increased by 32%.³
- The 2014 homelessness count identified 66 people without a permanent place to live, almost double the previous estimate. The majority were male and self- identified as Aboriginal.
- The worst effects of this Industrial growth on housing have yet to be seen. The community speaks of the current state as the “tip of the iceberg” or “the strong wind before the hurricane”⁴. There are over 30 billion dollars in proposed projects between Terrace and Kitimat that have begun pre final investment decision works⁵, not including the federally approved 20 billion dollar LNG terminal 144 km down the highway. We saw the inflated housing rates over one 3.5 billion dollar aluminum smelter upgrade. The potential for unprecedented housing conditions are prevalent.
- Aboriginal unemployment rate in Terrace, BC is approximately 21.7%⁶
- Number of unemployed aboriginal people in Terrace is approximately 250⁷.

¹ City of Terrace Homelessness Task Force Final Report - 2016

² Terrace and District Community Services Society, Homelessness report - 2016

³ Terrace Housing Plan, Northern development Initiative Trust - 2015

⁴ Terrace Housing Plan, Northern development Initiative Trust - 2015

⁵ Terrace Housing Plan, Northern development Initiative Trust - 2015

⁶ Stats Canada - 2011

⁷ Stats Canada - 2011

1.2 Potential For Impact: The People First program seeks to be the intervention that lowers the escalating number of homeless in the City of Terrace. The funds will enable KFS to work with 40 at-risk of homelessness people and 20 chronic homeless. The People First Adult Program (PFAP) will deliver individualized service to 40 at-risk of homelessness participants. Our target group is the marginalized, urban aboriginal population who are homeless or at-risk of homelessness.

1.3 Innovativeness of approach: There are currently no coaching services for the urban aboriginal population in the city of Terrace, which makes up the majority of the city's homeless and at-risk-of homelessness. There are currently no culturally based employment agencies in the city of Terrace. The urban aboriginal population unemployment rate in the city is over 20% adding up to approximately 250+ people.

The People First Adult Program (PFAP) will deliver on an individualized service to 40 at-risk of homelessness participants. KFS will be the needed innovative response offering 1 on 1 coaching/mentoring in specific areas leading to improved: knowledge of housing resources and supports, community connection, cultural connection, employability, financial literacy, health and wellness, education and soft skills. KFS will work with participants connecting them to the community to cultivate meaningful relationships in hopes to support the growth of the focus areas resulting in a reduction of homelessness and unemployment rates (where possible). The city of Terrace is cultivating a partnership between the local service providers, Industry, local band offices, local employers and community members to build a strategy to end homelessness in Terrace BC. The PFAP will have many congruent contributions towards the citywide initiative to end homelessness.

KFS will be testing measuring tools to support measuring the benefits of the program. KFS has sourced out an analyst and a researcher to support the compiling of findings, methodology and success stories towards a final report. Our primary measurement of success will be program completion.

1.4 Strategic partnerships: KFS has built and is cultivating new strategic partnerships with key stakeholders such as the City of Terrace, local service providers, local employers, local band offices and Terrace community members to work together on a collaborative effort to build a strategy to end homelessness in the city of Terrace. The People First Program will contribute to the long-term goal of ending homelessness.

1.5 Methodology: Program completion will be the primary measurement of success. Completion is represented by going through all of the steps to completing a well vetted housing, employment and education plan. Coaches will support the participants in self-realizing what it takes to complete the goals they set and help lay out the achievable steps to get there. The Steps are as follows (but not necessarily in this order):

- 1.) Pre program assessment - (the program assessment tool is in the process of being built in partnership with KFS, Big River Analytics, Koerner Consulting and job coaching. This assessment will determine if the program applicant fits with the program mandate while capturing information for our new database.
- 2.) Participant survey – Selected participants will complete a pre-program survey to capture the participants needs and goals.
- 3.) Coach/Participant relationship development – the coach will be the first opportunity provided by the program for participants including but not limited to building self-esteem. The coach will use KFS developed technics to start the soft skill development process with a focus on housing, employment and education
- 4.) Re-assess participant goals – The coaches will be modeling strong adaptation skills with participants. KFS has watched clients needs change as often as day to day. Coaches will be looking for opportunities to work on goals that fit with the clients current capacity to work on said goals.
- 5.) Community connection – Get out and do stuff! Coaches and participants will get out into the community and engage in a variety of activities based on each participant’s goals, needs and capacity. This will be an on-going process until the participant has made healthy connections that they can self-regulate. Coaches will be available for ongoing support to stabilize these new or old relationships that are developing. Coaches will be facilitating opportunities for Terrace community members to have healthy interactions with program participants. Participants/Coaches/Community members will do things like harvest vegetables, share recipes, cook meals and eat together in different locations around town. We have many volunteers who have expressed an interest in participating in this kind of activity.
- 6.) Connect with community resources towards accomplishing goals – Coaches will accompany participants as needed to local service providers to ensure they are receiving the service they need towards their housing, employment and education goals. Coaches support participants through modeling and discussions to learn how to interact with service providers towards positive outcomes.
- 7.) Focus groups – KFS coaches will start and facilitate focus groups based on the needs and interests of the participants.
- 8.) Culture connection – Coaches will have a communication strategy in place with the surrounding First Nation communities. Participants will be given opportunity to reconnect with their communities if they choose. Other cultural activities will be planned such as craft building, gift giving, carving, fishing, food processing, sweat lodging, over night wilderness trips led by elders, and more.
- 9.) Connection to the KFS community – KFS offers cradle to grave services and will be one of the constants available to participants upon program completion. It will be part of the program goals to cultivate healthy on going relationships between KFS staff and participants.
- 10.) Mentorship – It is a goal of the People First program to set up participants with ongoing mentorship relationships. KFS will be supporting the development of these relationships during the program and ongoing after March 2018. It is a goal of the program that participants will gain a mentor that can contribute to the ongoing review of clients goals or action plan post program.

1.6 Outcomes:

- 1.) Housing/Employment/Education action plan
 - 2.) Improved Self Esteem
 - 3.) Community connection
 - 4.) Cultural connection
 - 5.) Mentorship connection
 - 6.) Improved decision making
 - 7.) Self-Regulation
 - 8.) Job placement
 - 9.) Housing placement
 - 10.) KFS staff capacity building – Coaching/Job placement
- 1.7 Two (2) full time term positons required

- ✓ Coordinator for 12 months
- ✓ Job coach for 12months