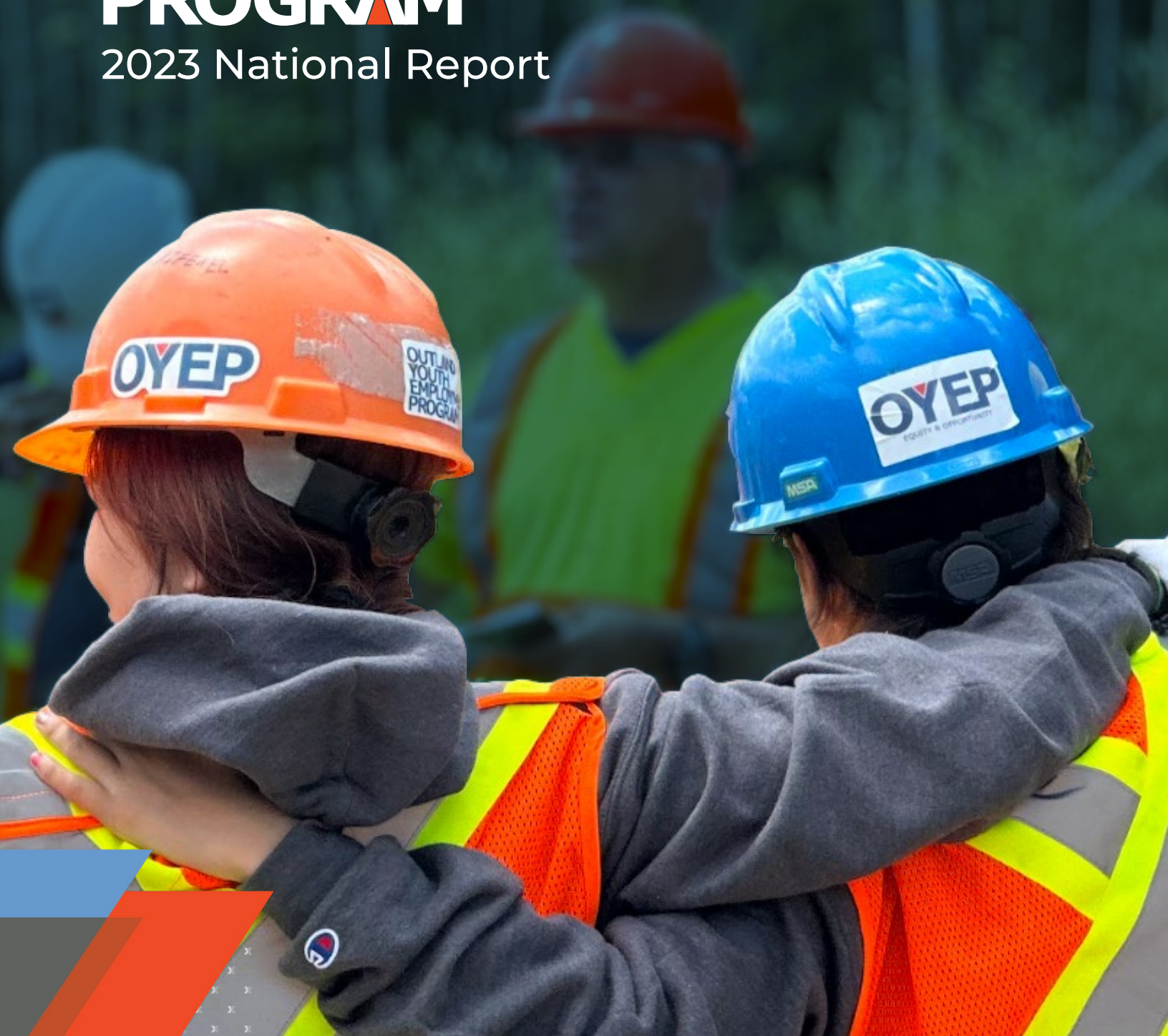


OUTLAND YOUTH EMPLOYMENT PROGRAM

2023 National Report



This project is funded by
the Government of Canada.



OYEP OUTLAND YOUTH EMPLOYMENT PROGRAM



MISSION

Equity & 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, our community strategy to inspire action and develop opportunities with and for our communities wherever Dexterra Group Inc. operates or has partnerships.

VISION

Building a stronger and brighter tomorrow, one community initiative at a time.

MISSION

To to establish initiatives for our people and partners to support communities, provide opportunities for Indigenous and other youth, support emergencies related to natural disasters, and foster a culture of community engagement by:

- Partnering with government and educational institutions to provide employment programs and experiences for marginalized communities.
- Connecting our internal knowledge experts and operations teams with educational institutions to promote research that can benefit our diverse employee base by improving the health and safety of our work environments through innovation, technology, and improved process application.
- Promoting employee-focused community initiatives and activities through establishing national partnerships with community-based organizations.
- Investing in emergency support initiatives that provide essential services to communities impacted by emergency events.



Look for this icon beside testimonials from 2023 participants!

TABLE OF CONTENTS

- 02** Outland Youth Employment Program (OYEP)
- 04** About OYEP
- 08** Overview of Outcomes and Impact
- 09** Fostering Sustainable Futures Through OYEP
- 10** 2023 OYEP Locations
- 11** 2023 OYEP Participants' Communities
- 12** Regional Curriculum
- 17** OYEP Youth Council
- 18** Fostering Environmental Stewardship
- 20** Financial Breakdown
- 21** How to get Involved
- 22** 2023 Program Partners

ABOUT OYEP

EQUITY AND OPPORTUNITY FOR INDIGENOUS YOUTH AND COMMUNITIES

Since 2000, the Outland Youth Employment Program (OYEP) has facilitated education, employment, and growth opportunities for Indigenous Youth from across Canada. OYEP's 2023 nationwide operations spanned British Columbia, Alberta, Manitoba, and Ontario, and reflected its commitment to empowering and positively impacting the lives of young individuals.

OYEP provides summer employment to a diverse group of Indigenous Youth, representing various regions across Canada. In 2023, 213 young individuals from 106 communities nationwide joined the workforce through OYEP. In addition to the provinces where we operate, enthusiastic participants also came from Saskatchewan, Quebec, and Nunavut, showcasing the program's recruitment reach and appeal.

With the 2023 National Report, we aim to highlight the achievements of Indigenous Youth in Canada. We hope their stories motivate readers to develop their awareness and become active allies for Indigenous Peoples nationwide.

Recognizing the barriers Indigenous communities can face in traditional education and employment, OYEP offers culturally sensitive education, training, and job opportunities across Canada. OYEP serves as a platform for fostering connections between Indigenous Youth, communities, employers, and the environment.



Connecting to Skills and Building Confidence

A cornerstone of OYEP's mission is to equip youth with valuable skills and experiences that extend beyond their time in the program. Each OYEP project employs around 30 Indigenous Youth from local communities, ensuring representation and engagement at the grassroots level.

Participants took part in crucial first aid training, emergency firefighter training, and learn chainsaw operation and maintenance, equipping them with critical skills and building up their confidence. For many, OYEP served as their very first job, setting the stage for future employment opportunities. These experiences not only prepare participants with valuable, employable skills, but also empower them to craft compelling resumes.



MADISON, LAC LA CROIX FIRST NATION

"I enjoyed my time at OYEP. Everyone was so kind and friendly. I also enjoyed getting all the different kinds of training – it was really informative and fun."

Building Safety Connections

While OYEP fosters career awareness and training opportunities, it equally emphasizes safety and empowerment. OYEP is a proud participant in Dexterra Group's **Don't Walk By** program, which encourages active participation in safety and promotes safe workspaces. Participants are coached regarding the knowledge to identify unsafe work conditions and behaviours, reinforcing the importance of responsibility and accountability.

In the structured and safe environment of OYEP, youth build both professional skills and healthy habits. Many participants leave the program feeling healthier, both physically and mentally, benefiting from the programs emphasis on well-being and self-discipline. The supportive community encourages positive choices, contributing to an overall sense of vitality among the youth.



WESLEY, RED RIVER METIS

"I learned to be work-ready, good time management skills, how to make connections with other people, and, most importantly, how to work safely."



KEIRA, CHEMAWAWIN CREE NATION

"There was a lot of mental and emotional growth for me throughout the program. I now know how to behave more professionally when working. I also noticed my eating habits got way better. I even started exercising at home because I was always moving around at camp."



Employment Experience

Work projects form the backbone of OYEP's immersive summer experience. Dedicated youth spent their summer days planting trees, inspecting rock outcrops, and touring wind farms. These projects immersed them in the heart of Canada's natural resources sector, while instilling a profound sense of environmental stewardship. The skills honed during these projects, such as GPS operation and resource management, translate into versatile abilities that can be applied across various industries, further enhancing youth's employability.



MICHAEL, OPASKWAYAK CREE NATION

"The projects have made me more adaptable to different types of work and have made me become more responsible for my time management. I'd like to return next year because it was a very helpful program and I'd like to learn more and do more there."



Paid Opportunities and Industry Connections

OYEP extends its commitment beyond skill development by paying youth for their summer participation. Doing so fosters a sense of empowerment, igniting confidence and ambition in participants. This momentum is carried forward, and as the program progresses, it continues to bolster participants' self-assurance.

OYEP's initiatives create valuable opportunities for participants to establish meaningful connections with industry employers operating in proximity to their communities. These connections frequently pave the way for promising career prospects, solidifying OYEP's role in facilitating connections to professional pathways for youth.



COMRIE, SAPOTAWAYAK CREE NATION

"Going on mill tours made a huge impact on my future career choice. Because I was a local, I made a connection, and that gave me a good opportunity to work at the mill."

Youth are also presented with the career opportunities available within Dexterra Group, with some having the opportunity to visit ongoing Dexterra operations.



Exploring Post-Secondary Options

In addition to skill-building and employment, OYEP facilitates connections with post-secondary institutions near participants' home communities. This includes eye-opening campus tours, insightful interactions with professors, teachers and instructors, and learning about the available supports on campus. Participants are also connected to scholarship and bursary opportunities designed to alleviate the financial burden of pursuing higher education.

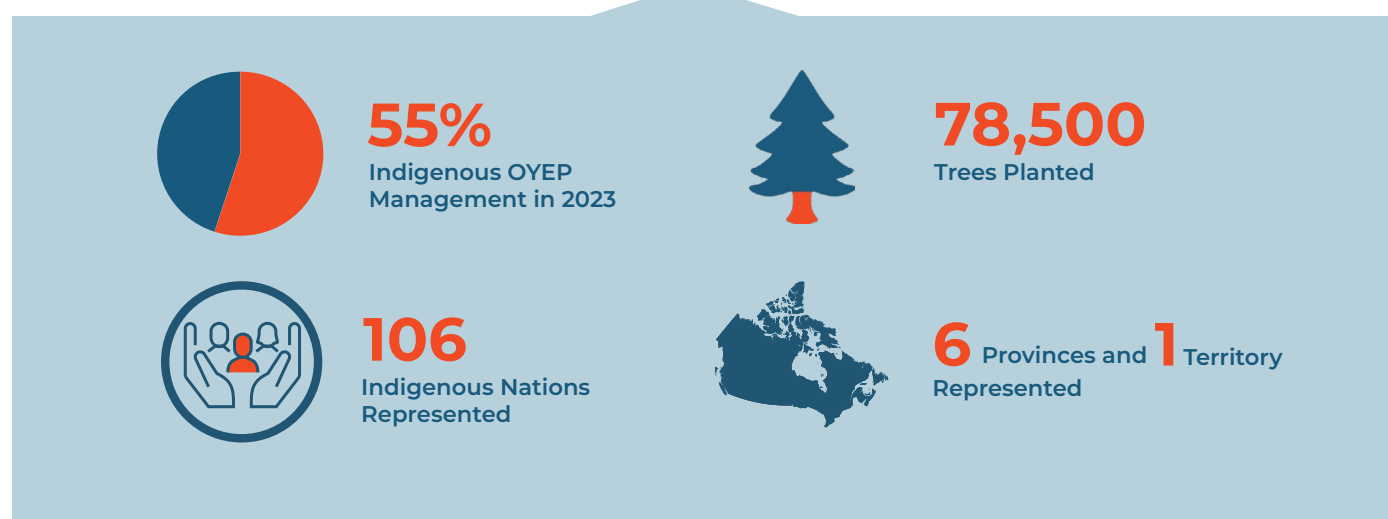
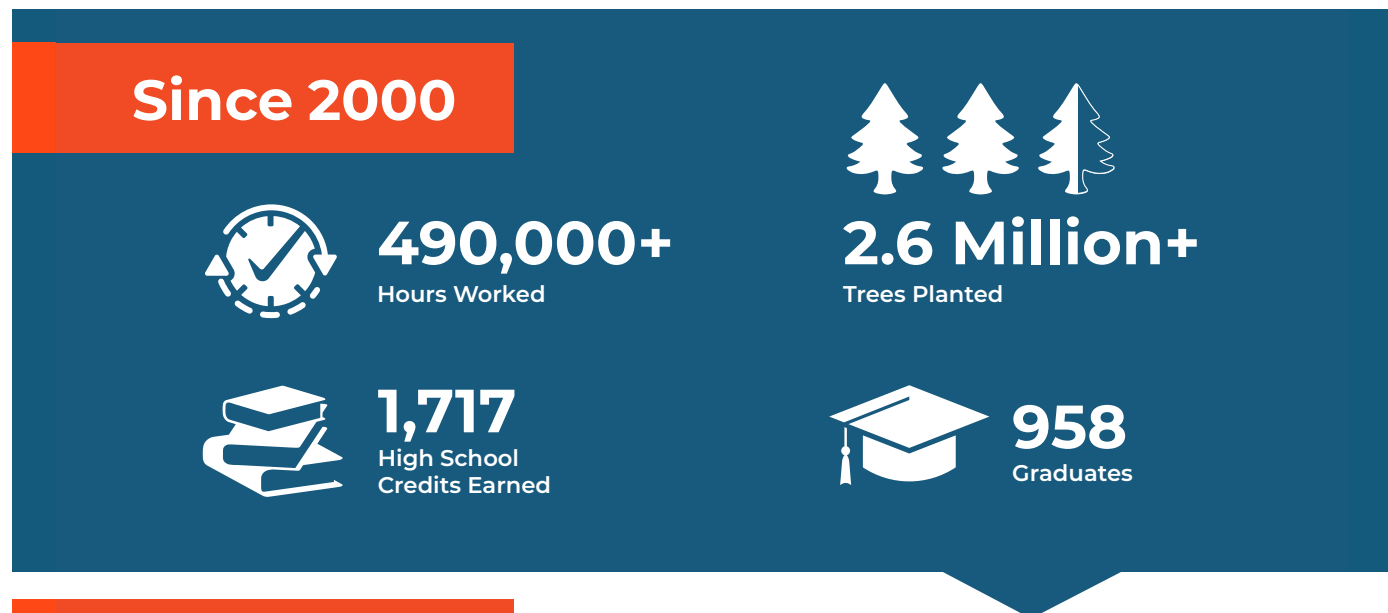
Youth are also able to earn high school credits during their employment with OYEP.



RAINFEATHER, TL'ETINQOX NATION

"Working with OYEP helped me get a better understanding on what I want to do for university."

OVERVIEW OF OUTCOMES AND IMPACT



FOSTERING SUSTAINABLE FUTURES THROUGH OYEP

EDUCATION, CAPACITY BUILDING, AND INDIGENOUS PARTNERSHIPS

At OYEP, we are deeply committed to shaping a sustainable future by nurturing strong partnerships with Indigenous communities across Canada. Our journey towards excellence is firmly grounded in three fundamental pillars: Educational Empowerment, Capacity Building for Resilience, and Indigenous Partnerships.

Educational Empowerment

Education is the lifeblood of progress, and OYEP is dedicated to empowering youth through holistic educational opportunities. We aim to bridge traditional wisdom with contemporary environmental insights, providing Indigenous Youth with the tools, skills, and knowledge needed to foster environmental literacy, so participants can engage actively in sustainable practices.

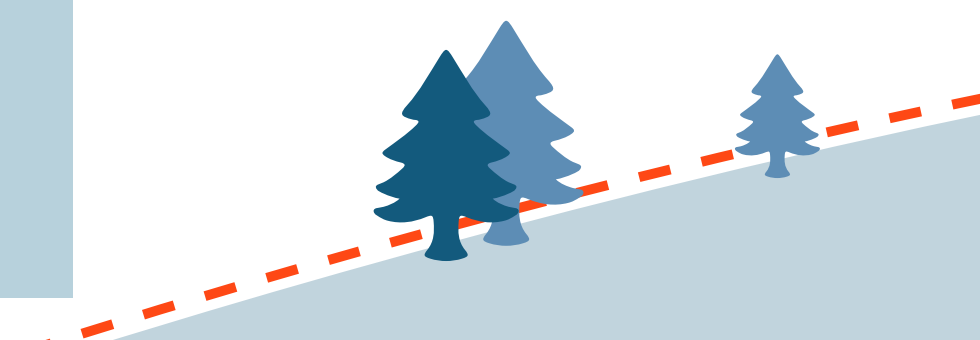
Capacity Building for Resilience

Capacity building goes beyond imparting knowledge; it's about cultivating resilience and self-sufficiency. OYEP invests in initiatives and resources that empower Indigenous communities to support stewardship over their lands sustainably. By enhancing the capacity to manage natural resources judiciously, Indigenous communities become vital contributors to climate action. OYEP participants gain hands-on experience in natural resource management, equipping them with practical skills for environmental conservation.

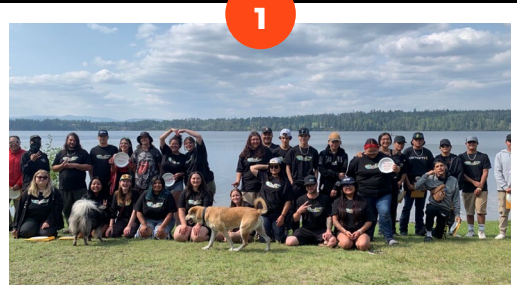
Indigenous Partnerships

Our sustainability goals align with those of our valued Indigenous partners. OYEP recognizes that achieving a shared vision for a sustainable future requires a collaborative approach. These partnerships are rooted in mutual respect, trust, and common goals, ensuring that Indigenous voices hold a central place in shaping the environmental and sustainability landscape. We actively engage with Indigenous communities to create opportunities for sustainable growth and prosperity.

Together, through education, capacity building, and strong Indigenous partnerships, OYEP is actively working towards a future where sustainability isn't just an objective, but a way of life. Our journey is committed to preserving our planet, honouring Indigenous wisdom, and securing a legacy where both people and the environment flourish harmoniously.



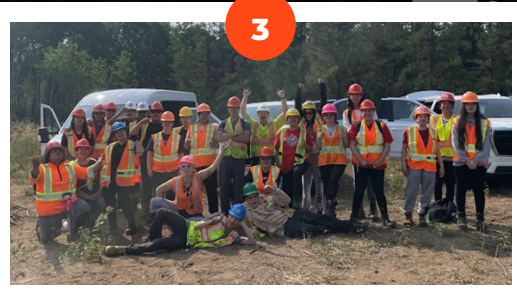
2023 OYEP PARTICIPANTS' COMMUNITIES



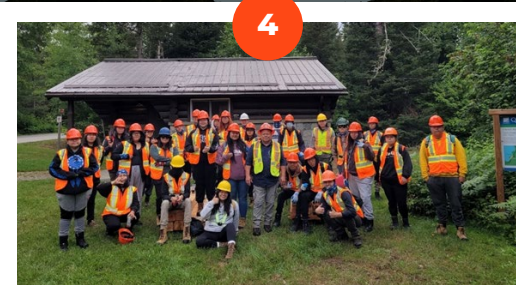
OYEP BC



OYEP AB North & South
Both groups started in the same camp due to forest fires



OYEP MB



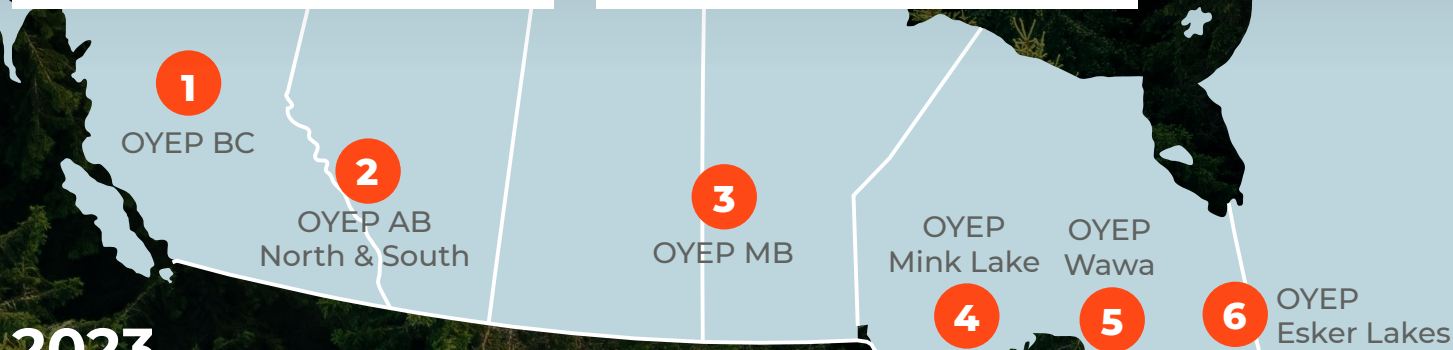
OYEP Mink Lake



OYEP Wawa



OYEP Esker Lakes



2023 LOCATIONS OYEP

ONTARIO

Animbiigoo Zaagi Igan Anishnaabe
Apitipi Anicinapek Nation
Aroland First Nation
Attawapiskat First Nation
Beausoleil First Nation
Big Trout Lake First Nation
Constance Lake First
Deer Lake First Nation
Eabametoong First Nation

Eagle Lake First Nation
Fort Albany First Nation
Fort William First Nation
Garden River First Nation
Ginoogaming First Nation
Grassy Narrows First Nation
Gull Bay First Nation
Kashechewan First Nation
Lac La Croix First Nation
Lac Seul First Nation

Long Lake #58 First Nation
Marten Falls First Nation
Missinabie First Nation
Moose Cree First Nation
Neskantaga First Nation
Nibinamik First Nation
Nipissing First Nation
North Spirit Lake First Nation
Pic Mobert First Nation
Sandy Lake First Nation

Taykwa Tagamou Nation
Temagami First Nation
Wabaseemoong Independent Nations
Wabigoon First Nation
Walpole First Nation
Webequie First Nation
Whitefish Bay First Nation
Whitesand First Nation
Wikwemikong First Nation

ALBERTA

Alexander First Nation
Alexis First Nation
Bears paw First Nation
Beaver First Nation
Bigstone Cree Nation
Chiniki First Nation

Ermineskin First Nation
Fort McKay First Nation
Fort McMurray 468 First Nation
Frog Lake First Nation
Horse Lake First Nation
Kainai Nation
Little Red River Cree

Louis Bull Tribe
Lubicon Cree First Nation
Mountain Métis
Peerless Trout First Nation
Piikani Nation
Saddle Lake Cree Nation
Samson Cree Nation

Sturgeon Lake Cree
Sunchild First Nation
Swan River First Nation
Tsuut'ina Nation
Woodland Cree First Nation

BRITISH COLUMBIA

Adams Lake Indian Band
Chawathil First Nation
Halfway River First Nation
Kitselas First Nation
Kwadacha Nation
Lake Babine Nation
Lhoosk'uz Dené Nation

Lytton First Nation
McLeod Lake Indian Band
Métis Nation British Columbia
Nak'azdli Whut'en
Nazko First Nation
Nuxalk Nation
Saik'uz First Nation
Saulteau First Nation
Skin Tye First Nation

Stellat'en First Nation
Tahltan Nation
Takla First Nation
Tk'emlúps te Secwepemc
Tlaz'ten Nation
Tl'esqox First Nation
Tl'etinqox First Nation
Upper Nicola Band

MANITOBA

Barrens Land First Nation
Chemawawin Cree Nation
Cross Lake First Nation
Manitoba Métis Federation
Misipawistik Cree Nation
Mosakahiken Cree Nation
Nisichawayasihk Cree Nation
Northlands Denesuline First Nation

Norway House Cree Nation
Opaskwayak Cree Nation
Peguis First Nation
Sapotaweyak Cree Nation
Shamattawa First Nation
Tataskweyak Cree Nation
York Factory First Nation

QUÉBEC

Première Nation Abitibiwinini

NUNAVUT

Cambridge Bay

SASKATCHEWAN

Montreal Lake Cree Nation
Yellow Quill First Nation

REGIONAL CURRICULUM

COMMUNITY-DRIVEN PROGRAMMING

Culturally Connected Workplace

Cultural connectedness is at the heart of OYEP. Indigenous Youth from diverse backgrounds come together, fostering an atmosphere of respect and sharing. Elders and Knowledge Keepers play a pivotal role, infusing cultural pride and values into as many aspects of OYEP as possible.



LILLIAN BEAUSOLIEL FIRST NATION

“I would like to return to OYEP next year and gain more experience to help my peers to not only feel safe in the workplace, but that they deserve to be there.”



JEFFREY WHITE NAOTKAMEGWANNING FIRST NATION ELDER

“It is very important that these young adults learn about who they are, where they come from and know their place in this world. OYEP is a place where they can learn to be who they are without fear or shame. I hope I can continue to come here and help these young Anishinaabe, through songs, stories, history, and our ceremonies.”

Energy Connections

OYEP collaborates with industry leaders in the energy sector to expose young people to a wide range of career opportunities. Through these partnerships, we gain an understanding of local employment prospects to the youth who participate and encourage them to consider energy-related careers in their own communities. This helps to bridge the gap between education and employment, contributing to the sustainable development of both youth and the energy industry.



SUSIE SOCHOWSKI 

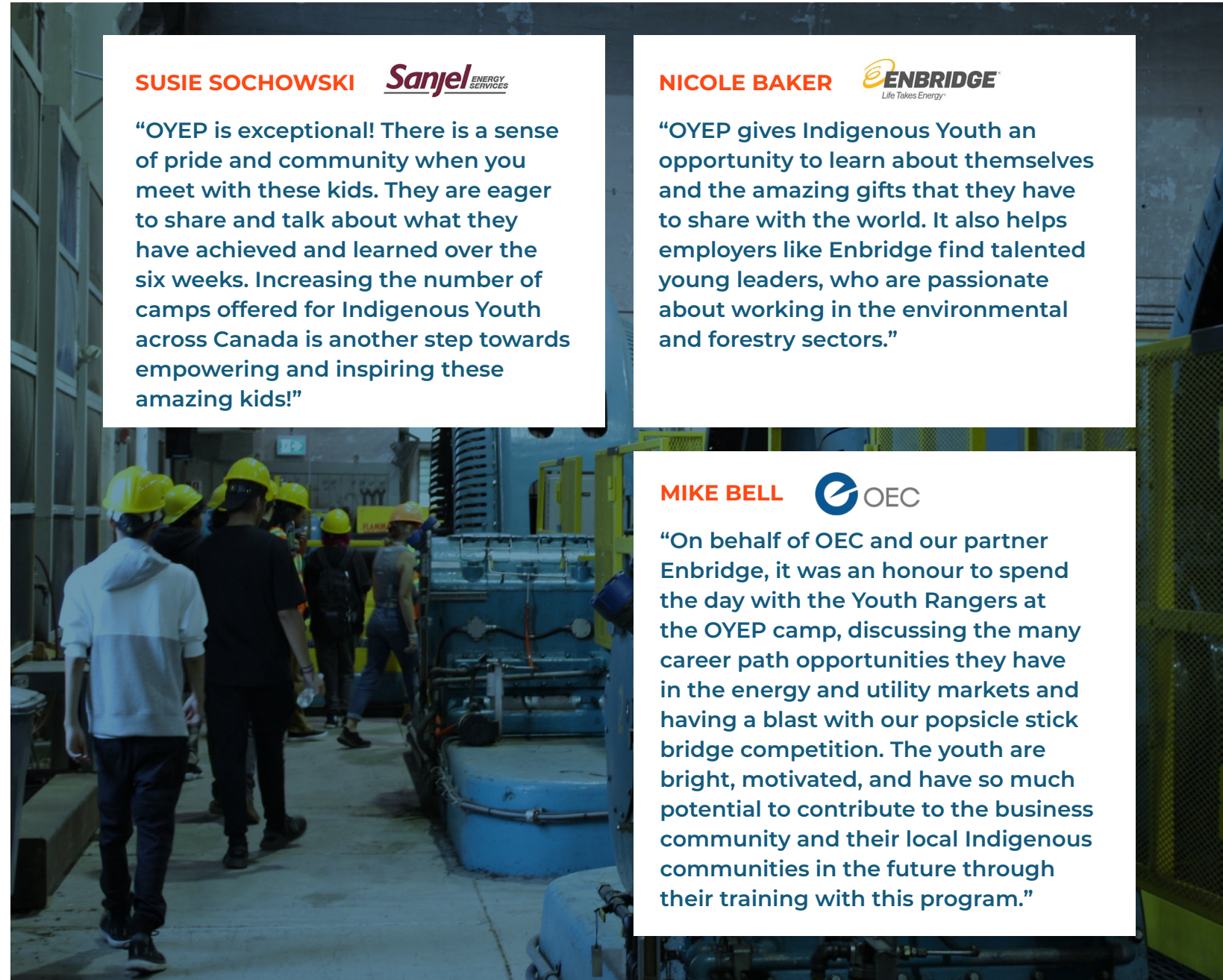
“OYEP is exceptional! There is a sense of pride and community when you meet with these kids. They are eager to share and talk about what they have achieved and learned over the six weeks. Increasing the number of camps offered for Indigenous Youth across Canada is another step towards empowering and inspiring these amazing kids!”

NICOLE BAKER 

“OYEP gives Indigenous Youth an opportunity to learn about themselves and the amazing gifts that they have to share with the world. It also helps employers like Enbridge find talented young leaders, who are passionate about working in the environmental and forestry sectors.”

MIKE BELL 

“On behalf of OEC and our partner Enbridge, it was an honour to spend the day with the Youth Rangers at the OYEP camp, discussing the many career path opportunities they have in the energy and utility markets and having a blast with our popsicle stick bridge competition. The youth are bright, motivated, and have so much potential to contribute to the business community and their local Indigenous communities in the future through their training with this program.”



Relay Education



In 2023, OYEP partnered with Relay Education for the first time at our camps in Ontario, Manitoba, and Alberta. Relay is a Canadian charity that delivers renewable energy and environmental education and training programs to classrooms and communities across the country. This remarkable addition to the curriculum significantly expanded energy education opportunities for OYEP participants. Our unique blend of classroom and experiential learning, along with existing energy partner engagements, and now Relay Education, helps youth develop a strong understanding of the energy production landscape, enabling them to ask informed questions and engage actively with the industry.



LENNOX, PIMICIKAMAK CREE NATION

“I really learned a lot about renewable energy with Relay Education.”



Forestry Connections

At OYEP, we're thankful for the opportunity to work alongside our Indigenous partners and forestry collaborators. By working with these partners, we're able to provide essential forestry employment and educational experiences to Indigenous Youth and contribute to sustainable forest management practices.



XAVIER, WHITESAND FIRST NATION

“I felt like tree planting introduced me to the hard work environment and helped me understand that working environments can be difficult.”



MADISON, LAC LA CROIX

“I think all of the training had an impact on my career choices. I used to only want to be a teacher, but now I want to work in the forestry field.”

**JENNY VANDERSTEEN
OWNER, DIRECTOR FIRE WISE
FOREST SOLUTIONS LTD.**



“We were honoured to work with OYEP this summer. It was the perfect partnership, sharing our vision of providing youth work experience, training, and employment opportunities. We will be offering future employment opportunities to some participants of their summer programs. OYEP offers these future leaders the knowledge and skills required to work in many outdoor fields. Their program is excellent and necessary for Indigenous Youth, and I look forward to seeing OYEP continue to offer programs, inspiring leaders of tomorrow.”

**CARMELO NORTABARTOLO
GENERAL MANAGER,
NAWIINGINOKIIMA FOREST
MANAGEMENT CORPORATION**



“Nawiinginokiima Forest Management Corporation has been a long-term OYEP partner because the values, goals, and visions of this amazing program align so well with ours. We are proud to be part of the work that OYEP is doing with the First Nation students in Ontario and are extremely thankful for their commitment to making a difference!”

**JASON MOGLEFSKY
FORESTRY AND INDIGENOUS
ENGAGEMENT, SPRAY LAKES SAWMILL**



“It has been a great privilege to partner with OYEP with such an impactful life-changing program for Indigenous Youth.”



Mining Connections

OYEP facilitates valuable connections between Indigenous Youth and regional opportunities in the mining industry through hands-on experiences and skills training. We connect youth with valuable knowledge, opening doors to personal growth, enhanced career prospects, and strong ties to the mining sector. This program lays the foundation for sustainable and fulfilling futures, with Indigenous Youth becoming integral contributors to the mining industry and their communities.



JORDAN, WHITESAND FIRST NATION

“Ever since I was a kid, I loved picking up rocks. Minerals and rocks are amazing to look at and sampling them to know what we live on. I would like to work in the geology or mining field.”



KAYLEE, WEBEQUIE FIRST NATION

“I was an OYEP participant in 2019. I learned a bunch of valuable skills, earned a bunch of certifications, and developed my awareness of all of the natural resource projects occurring around where I live. I learned about Musselwhite Mine while I was at OYEP and now I work for Newmont!”

RYAN WESTON, WYLOO



“At Wyloo, we are driven by a set of values that are at the very core of what we do and how we operate – among these are empowerment, enthusiasm, and family. That is why our partnership with OYEP is so important to us, as the same values and goals are shared across our organizations. We have witnessed and experienced firsthand the successful outcomes of this program, as OYEP’s alumni have gone on to work at our Esker Site. They bring camaraderie to the team and are eager to build on the skills and knowledge acquired during their training in becoming leaders in their field.”



OYEP YOUTH COUNCIL

GUIDING THE PATH FORWARD

The OYEP Youth Council is made up of young leaders from across Turtle Island and plays a pivotal role in shaping the future of the program. This dynamic council serves as a powerful platform for Indigenous Youth to use their voices and have them reflected in action. It creates a space for OYEP leaders to advocate for their unique needs, help develop programming for future OYEP participants, and strengthen the OYEP community beyond the summer season.

The purpose of the OYEP Youth Council is to:



Provide context from youths’ perspectives



Promote advocacy



Generate new ideas



Help youth and graduates develop leadership skills and provide professional development opportunities as committee members



Advocate for youths’ concerns

The council embodies a sense of connection and empowerment, unifying all OYEP projects across diverse regions and reflecting the program’s nationwide reach. This collective presence ensures the program remains in touch with the aspirations and concerns of Indigenous Youth, fostering increased inclusivity, aiming to ignite innovation and amplify cultural sensitivity.

The 2023 OYEP Youth Council Members:

CATHERINE, SEINE RIVER FIRST NATION

DAISHA, NIBINAMIK FIRST NATION

BLAZE, OPASKWAYAK CREE NATION

RICKI, PEERLESS TROUT FIRST NATION

SARAH, ESK’ETEMC FIRST NATION

ADEN, OPASKWAYAK CREE NATION

Through their unwavering dedication to OYEP’s mission and steadfast commitment to empowering Indigenous Youth, the OYEP Youth Council will help to shape a brighter, more inclusive future for all involved in OYEP.

FOSTERING ENVIRONMENTAL STEWARDSHIP

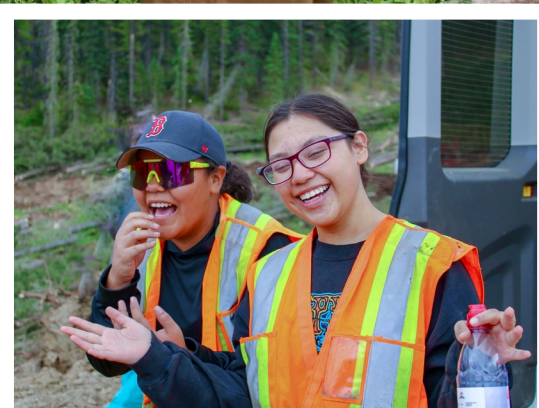
OYEP AND THE TRANS CANADA TRAIL



Over the past four years, OYEP and The Trans Canada Trail (TCT) have cultivated a significant partnership, emphasizing environmental stewardship and Indigenous perspectives in trail creation and upkeep.

ELEANOR MCMAHON, PRESIDENT AND CEO AT TRANS CANADA TRAIL

“During my time at the OYEP trail education week in Quetico Provincial Park, I had the privilege of personally engaging in trail building activities alongside these wonderful young people. Spending time building together allowed me to get to know them, and hearing their stories and learning about their communities has left a lasting impact on me. We are enormously proud of the partnership that we have with OYEP and are proud to provide this trail education week in their summer program as a way to help develop the next generation of Canada’s trail builders.”



Building Trails, Creating Connections

The OYEP and TCT partnership centres on a weeklong immersive experience that brings together Indigenous Youth from OYEP programs across Canada to learn about trail creation and maintenance, sustainable pathway design and ecological trail impact, while developing practical skills that could help them to contribute to trail development in their communities.



KIMIWAN, MARTEN FALLS

“My favourite work project this summer was working on the Trans Canada Trail in Quetico.”

Environmental Stewardship

OYEP participants explore the foundations of environmental stewardship through interactive activities and guided discussions to foster an appreciation for ecosystems impacted and to be conscious of during trail creation. They delve into the delicate balance between human activities and nature and learn about the significance of conserving the natural world for future generations.

Impact and Future Growth

The OYEP and TCT partnership has a profound impact on participating youth, providing an opportunity to develop practical skills and an elevated awareness of their role as environmental stewards. As this collaboration progresses, OYEP and TCT remain committed to nurturing a deeper bond between young leaders and the land they cherish.

Indigenous Perspectives

OYEP and TCT strive to integrate Indigenous wisdom and traditions into the trail-building process, ensuring the utmost respect for cultural values. Indigenous Elders and Knowledge Keepers play a crucial role in guiding discussions and activities, underscoring the importance of Indigenous voices in environmental management.



CALISTA, OPASKWAYAK CREE NATION

“I’m interested in a career with the Trans Canada Trail. I was able to learn more about my culture and meet people who will always have my back.”

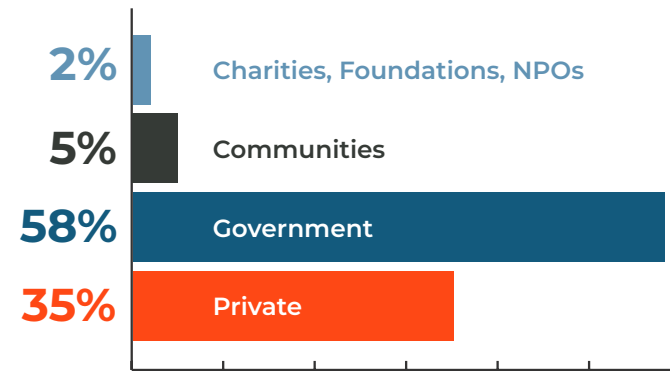


FINANCIAL BREAKDOWN

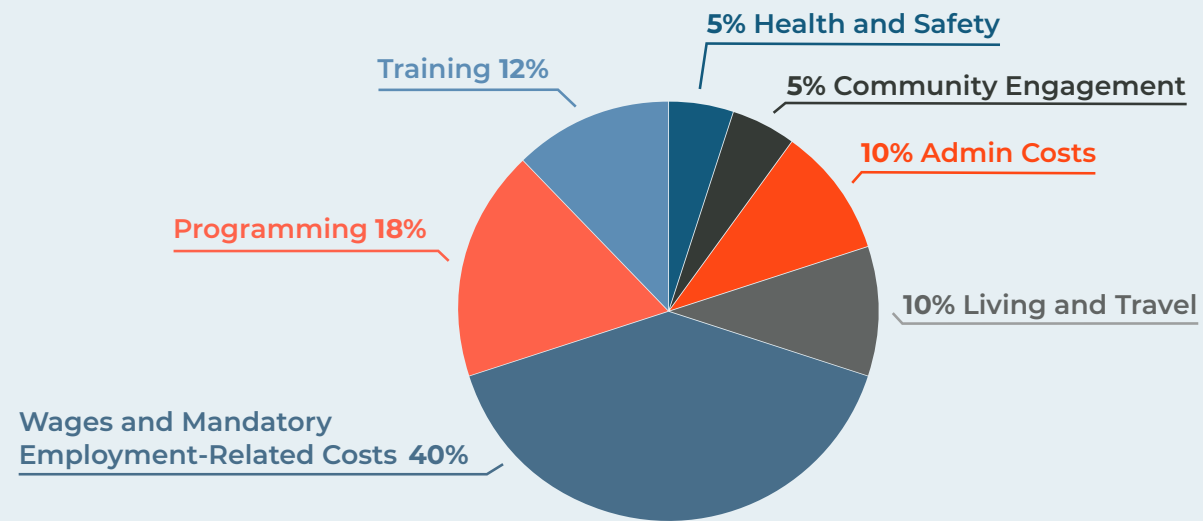
LEADING BY EXAMPLE

OYEP is a platform through which organizations can connect and contribute to the successful futures of Indigenous Youth. Whether through in-kind programming or monetary multi-year contributions, OYEP is sustained by these key partnerships of public, private, and Indigenous organizations. Through 24 years, the return on investment has proven itself. Despite the shifts in economy, politics, and society, OYEP has grown and met the needs of the communities it serves.

Where the money comes from 2023



Where the money goes to



HOW TO GET INVOLVED



KEY CONTACTS

PETER BIRD
OYEP WESTERN OPERATIONS MANAGER
peter.bird@dexterra.com

MARK KMILL
OYEP NATIONAL MANAGER
mkmill@dexterra.com

BRITTANY MCCOY
OYEP WESTERN OPERATIONS MANAGER
bmccoy@dexterra.com

CEILIDH MILLIGAN
PROGRAM ADMINISTRATOR
cmilligan@dexterra.com



2023 PROGRAM PARTNERS

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, let's find the right fit for your business!

GET INVOLVED! CONTACT OYEP TODAY OYEP@DEXTERRA.COM

COMMUNITY PARTNERS



PLATINUM



GOLD



SILVER



BRONZE



ADDITIONAL PARTNERS



OYEP

CONTACT US

Peter Bird

OYEP Western Operations Manager
peter.bird@dexterra.com

Brittany McCoy

OYEP Western Operations Manager
bmccoy@dexterra.com

Mark Kmill

OYEP National Manager
mkmill@dexterra.com

Ceilidh Milligan

Program Administrator
cmilligan@dexterra.com

oyep.ca | TSX: DXT



Scan the
QR Code to
Contact Us

This project is funded by
the Government of Canada.

Canada

