

COOKS WITH **STONES**

Pathways into
Tourism and Hospitality
for Indigenous Youth



GOING THE DISTANCE

An innovative, cultural and community response to the under-representation of Indigenous peoples in the Tourism and Hospitality industry.

Community driven, collaborative, reduced barriers, Indigenous Workplace Learning Framework



INDIGENOUS WORKPLACE LEARNING FRAMEWORK

Pre-learning

Relationship building, listening, establishing an Advisory Circle, hiring community members

Step 1 - Laying the ground work

Continue to build relationships, identify partners

Step 2 - Celebration of Success

Similar to a 'needs assessment', two aspects: cultural celebration and a platform for employees, potential employees and employers to learn from one another

Step 3 - Identifying resources and tools

Indigenous Workplace Learning Circles, cultural exchange training, managers training, mentorship

Step 4 - Creating and adapting resources and tools



**Stoney community and
Stoney Consultation**

Elders

**Stoney Nakoda Resort
and Casino**

**Further Education
Society of Alberta
(FESA)**

**COOKS WITH
STONES**
built with partnerships

**Stoney Nation Job
Resource Center**

Pursuit

Head office staff
Lake Maligne Operations
and Boat Tours
Lake Minnewanka Boat Tours
Open Top Touring
Brewster Bus Lines
Columbia Ice Fields

**Chef Rick Francis
Chef Scott Iserhoff**

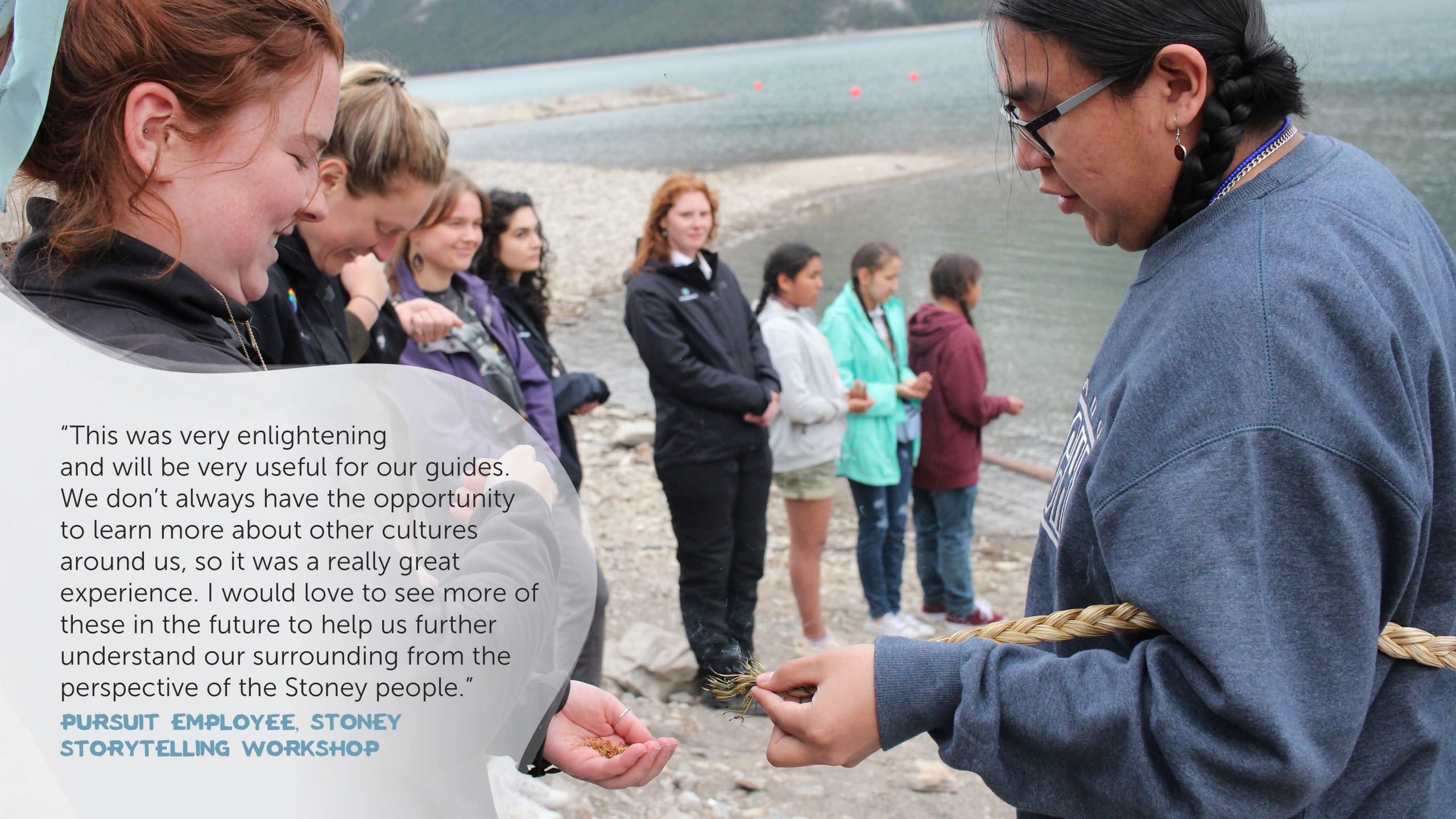




"I like FESA's approach of **'Starting where you are'**.

We were able to put our resources together with the community and our partners. We were able to let our partners know this is what the community wants and help them where they are. It's not following a book, it's helping us write that book."

WYANNE SMALLBOY-WESLEY
GOING THE DISTANCE, REGIONAL
COMMUNITY FACILITATOR



"This was very enlightening and will be very useful for our guides. We don't always have the opportunity to learn more about other cultures around us, so it was a really great experience. I would love to see more of these in the future to help us further understand our surrounding from the perspective of the Stoney people."

**PURSUIT EMPLOYEE, STONEY
STORYTELLING WORKSHOP**



COOKS WITH STONES

9 Week Program - Traditional knowledge and skills camp, culinary training, Indigenous Workplace Learning Circles, internships and a closing ceremony

TRADITIONAL SKILLS AND KNOWLEDGE CAMP

Week 1 - At Kootenay Plains,
learning traditional
knowledge and skills
that are transferable
to the workplace.



TRADITIONAL SKILLS AND KNOWLEDGE CAMP


Storytelling and teachings by Elders





TRADITIONAL SKILLS AND KNOWLEDGE CAMP

Cooking with wild meat and ingredients in a fire oven pit



TRADITIONAL SKILLS AND KNOWLEDGE CAMP

Traditional land use, land mapping and
traditional names of places and hunting grounds



CULINARY TRAINING

Week 2 - Indigenous cuisines and food sovereignty, kitchen touring and training, line cooking, event catering

"Everything that's been taught in schools is through a colonial lens. It's not our story. It's colonial books so now I'm stepping into a time where we are telling our own stories through our own lens and our own vision."

CHEF RICH FRANCIS

"The more Indigenous tourism there is, the more representation across Canada there is. We're different from nation to nation, people to people, with different stories."

CHEF SCOTT ISERHOFF



INDIGENOUS WORKPLACE LEARNING CIRCLES

Week 3 to 4 -

Helps foundational learners, people new to the workplace and people returning to work.

The program builds on participant's strengths and incorporates traditional culture and language with employment readiness training to build their confidence and literacy skills.





INDIGENOUS WORKPLACE LEARNING CIRCLES

Builds literacy and essential skills and confidence in transferable traditional skills, resume writing, job interview practice, mentorship and support for work and food safety ticket completion.

INTERNSHIPS

Week 5 to 8 -

Participants get an opportunity to apply their skills in job placements.

In this case, a weekly rotating internship at local area employer Pursuit's Banff restaurants.





CLOSING CEREMONY

To celebrate the participants and honour the Elders who took part in the program.

"The big impact that I feel was most appealing was learning about my Indigenous literacy skills that I already had which I can take with me to begin a work experience off the reserve.

I loved most about this impact is that I am now motivated and going to Pursuit. Attending their orientation has inspired me and telling us what to do and how the kitchen works and working with different Chefs and preparing the several meals on the Gondola was really fun and learning the new ways and wanting to learn more by registering in Culinary Arts Program at SAIT, Alberta."

**COOKS WITH STONES PARTICIPANT
AND CURRENT LINE COOK WITH
PURSUIT BANFF/JASPER**



CANADA LIFE LITERACY INNOVATION AWARD 2022

- ABC Life Literacy Canada



OVERCOMING CHALLENGES

1. Complexity of the work – Overcommunication
2. Costly – Outside Funders
3. Non-Indigenous – Listening to Elders and other Indigenous Advisors
4. Transportation – Partnerships and Data collection





Further Education Society
Strengthening Communities



PURSU**T**



THANK YOU

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CONTACT US

Elaine Cairns

403-250-5034

ecairns@furthered.ca

Ted Norris

613-715-1954

tednorris0@gmail.com

