

PAWSITIVE FUTURES

1.1 Our interview process includes the following steps:

By conducting this comprehensive interview process, we aim to identify candidates who are not only passionate about working with dogs but also possess the skills, empathy, and dedication needed to thrive in the Pawsitive Futures program.

1. Screening Process: Our initial screening involves a detailed questionnaire to gather information about the candidates' backgrounds, motivations, and experiences. This allows us to understand their history with animals and their interest in the program.
2. Experience with Dogs: We delve into the candidates' previous experiences with handling dogs, asking questions about their familiarity with different breeds, their understanding of dog behavior, and any relevant training or volunteer work they've undertaken. This helps us assess their practical knowledge and comfort level with dogs.
3. Passion for Animals: Understanding candidates' feelings about animals is crucial. We discuss their personal experiences with pets, their views on animal welfare, and their reasons for wanting to work with dogs. This helps us identify those who genuinely care about animal well-being and are committed to making a positive impact.
4. Motivation for Joining Pawsitive Futures: We explore the candidates' reasons for applying to the program. This includes discussing their career aspirations, how they believe the program will help them achieve their goals, and what they hope to gain from the experience. This step allows us to gauge their enthusiasm and alignment with our mission.
5. Hearing Their Story: We provide candidates with an opportunity to share their personal stories and experiences. This open-ended discussion helps us understand their journey, challenges they've overcome, and their overall character. It's a chance for candidates to express their unique perspectives and demonstrate their commitment to the program.
6. Behavioral and Situational Questions: We present candidates with hypothetical scenarios related to working with dogs and ask them to describe how they would handle these situations. This helps us evaluate their problem-solving skills, empathy, and ability to handle stressful or challenging circumstances.
7. Feedback and Questions: Towards the end of the interview, we encourage candidates to ask questions and provide feedback on the interview process. This helps us ensure they have a clear understanding of the program and feel comfortable with the expectations.



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1.2 Training at Friendly Paws Club Doggy Daycare:

At Friendly Paws Club Doggy Daycare, we ensure our trainees are adept at handling dogs of all breeds, sizes, and temperaments through a comprehensive training program designed to provide top-notch care for our furry friends.

Here's an overview:

1. Orientation and Basics: Trainees start with an orientation session to learn about daycare policies, procedures, safety protocols, and dog breeds' specific needs and traits.
2. Breed-Specific Handling: Trainees are trained to handle different breeds, recognizing behaviors, dietary requirements, and exercise needs for tailored care.
3. Temperament Assessment: Recognizing and managing different dog temperaments—from hyperactive to reserved—is emphasized, ensuring effective engagement with each dog.
4. Shelter Dog Integration: Special focus is given to handling shelter dogs that may have anxiety or trauma, using patience, gentle handling, and trust-building techniques.
5. Behavioral Training: Trainees learn basic obedience commands and behavioral training techniques to reinforce positive behavior and address issues.
6. Anxiety and Stress Management: Identifying and managing anxiety and stress in dogs, especially those from shelters, using calming techniques like gentle petting and enrichment activities.
7. Handling Difficult Situations: Training includes de-escalation techniques, safe handling practices, and emergency response procedures for challenging situations.
8. Hands-On Experience: Supervised hands-on experience with dogs of all breeds, sizes, and temperaments builds trainees confidence and skill.



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1.3 Volunteer at a Local Animal Shelter:

After successfully completing the training program with Friendly Paws Club, candidates are assigned to a local animal rescue where they will volunteer for the next 90 days. At the animal rescue, candidates will gain valuable experience with the following skill sets:

1. Animal Care and Handling:

- Feeding & Nutrition: Understanding the dietary needs of different animals and how to properly feed them.
- Health and Hygiene: Basics of grooming, cleaning cages, and maintaining a healthy environment.
- Handling Techniques: Safe ways to handle and interact with animals, from puppies and kittens to adult dogs and cats.
- First Aid: Basic first aid for animals, including how to respond to common injuries or illnesses.

2. Behavioral Training:

- Socialization: Techniques for helping animals become comfortable around people and other animals.
- Training Commands: Basics of teaching commands like sit, stay, and come, especially for dogs.
- Reading Body Language: Understanding animal behavior and recognizing signs of stress, fear, or aggression.

3. Shelter Operations:

- Intake Procedures: How to process new arrivals, including medical check-ups and paperwork.
- Adoption Process: Guiding potential adopters through the process and matching them with the right pet.
- Record Keeping: Maintaining accurate records of each animal's history, medical care, and behavior.

4. Public Interaction:

- Customer Service: Engaging with visitors and potential adopters, answering questions, and providing information about the animals.
- Education and Outreach: Sharing knowledge about responsible pet ownership, the importance of spaying/neutering, and other key issues.

5. Emotional Support:

- Compassion Fatigue: Understanding the emotional challenges of working with animals in distress and learning coping strategies.
- Team Support: Building a supportive environment among staff and volunteers.



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1.4 Travel Abroad to Volunteer at International Shelters:

A parent or legal guardian must sign a letter of permission for the candidate to travel with the group. We will provide assistance in obtaining a passport and any necessary travel visas required by the destination country. We travel to Mexico, The Dominican Republic, Brazil, Costa Rica, Chile, and South Korea.

1. Cultural Immersion:

- Local Engagement: Candidates will engage with local communities, learning about cultural practices, traditions, and the unique challenges faced by shelters in that region.
- Language Skills: Basic training in the local language to facilitate better communication and build stronger connections with shelter staff and the community.
- Cultural tour to learn more about the country being visited

2. Volunteering at International Shelters:

- Adaptability: Learning to work in varied and often more chaotic environments, where resources might be limited and conditions less structured.
- Problem-Solving: Developing quick thinking and resourcefulness to address the unique challenges faced by these shelters.
- Collaboration: Working alongside local volunteers and staff to share knowledge and skills, creating a two-way exchange of ideas and practices.

3. Historical Sites and Landmarks:

- Guided Tours: Visit key historical sites and landmarks to understand the country's rich history and heritage.
- Local Museums: Explore museums to learn about the country's past, culture, and significant events.

4. Local Cuisine:

- Food Tours: Experience the local cuisine through guided food tours, tasting traditional dishes and learning about their origins.
- Cooking Classes: Participate in cooking classes to learn how to prepare local specialties.



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1.4-2 Travel Abroad to Volunteer at International Shelters:

This immersion into a new culture will not only enrich the candidates' understanding of the country they are visiting but also enhance their overall experience, making it a truly memorable and impactful journey

5. Arts and Crafts:

- Art Galleries: Visit local art galleries to appreciate the country's artistic expressions and styles.
- Handicrafts Workshops: Engage in workshops where candidates can learn traditional crafts and techniques from local artisans.

6. Cultural Events:

- Festivals and Performances: Attend local festivals, dance performances, and music concerts to immerse in the vibrant cultural scene.
- Theater and Cinema: Experience local theater productions or watch films that highlight the country's culture and stories.

7. Community Engagement:

- Local Markets: Spend time in local markets to interact with vendors, learn about local produce, and understand daily life.
- Volunteer Projects: Participate in community volunteer projects to give back and create meaningful connections with locals.

8. Nature and Adventure:

- Nature Tours: Explore the natural beauty of the country through guided nature tours, hiking trips, or wildlife safaris.
- Outdoor Activities: Engage in outdoor activities such as biking, kayaking, or exploring national parks.



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1.5 Bring Back an Animal Need:

Our program is not just about volunteering; it's about creating global citizens who are compassionate, resourceful, and driven to make a difference. Our partners are inspired to see such a comprehensive approach to animal rescue and personal development.

1. Rescue Mission:

- Identification: Identifying animals in need of rescue, focusing on those who would benefit most from being brought to Vancouver.
- Health Checks: Ensuring the rescued animal is healthy enough to travel, including necessary vaccinations and medical care.
- Travel Logistics: Navigating the logistics of transporting an animal internationally, including paperwork, travel crates, and comfort during the journey.

2. Reintroduction and Adoption:

- Acclimation: Helping the rescued animal acclimate to its new environment in Vancouver, providing comfort and stability.
- Adoption Process: Preparing the animal for adoption, ensuring it finds a loving home where it can thrive.

3. Personal Growth and Fulfillment:

- Sense of Purpose: Candidates will gain a profound sense of purpose and fulfillment from making a tangible difference in the lives of animals and communities.
- Global Perspective: Seeing the world through a different lens, understanding the diverse challenges and triumphs



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1.6 Graduate From Pawsitive Futures Program:

Our candidates that graduate will now put what they have learned throughout the program into action. They will work closely with their mentor and our program councillors to start planning training, education and pursuing a pet industry career

1. Career Planning and Guidance:

- Mentorship: Graduates will pair up with their mentors who provide one-on-one guidance, helping them set career goals and identify opportunities in the pet industry.
- Counselling Sessions: Program councillors will offer personalized sessions focusing on career pathways, educational opportunities, and skill development.

2. Practical Training:

- Advanced Workshops: Conduct workshops that cover advanced topics in animal care, behavioral training, and shelter management.
- Hands-On Experience: Arrange internships or volunteer opportunities at local pet businesses, veterinary clinics, or animal shelters to gain real-world experience.

3. Educational Pathways:

- Further Education: Provide information and resources about relevant courses, certifications, and degree programs that can enhance their skills and qualifications.
- Scholarships and Grants: Assist graduates in applying for scholarships, grants, or financial aid to pursue further education. We will lean on our corporate sponsors to provide scholarship funds.

4. Networking and Professional Development:

- Industry Events: Encourage attendance and volunteering at pet industry conferences, seminars, and networking events to connect with professionals and stay updated on industry trends.
- Professional Associations: Support graduates in joining professional associations related to the pet industry for ongoing learning and networking opportunities.



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1.6–2 Graduate From Pawsitive Futures Program:

Our program is setting these candidates up for success, not only by providing them with practical skills and knowledge but also by offering continuous support and guidance as they embark on their pet industry careers.

5. Business Skills:

- Entrepreneurship Training: Offer workshops on starting and managing a pet-related business, including topics like business planning, marketing, and customer service.
- Job Placement Support: Assist graduates in finding job opportunities in the pet industry by connecting them with potential employers and providing interview coaching.

6. Continuous Learning:

- Ongoing Mentorship: Establish a long-term mentorship program where graduates can continue to receive guidance and support as they progress in their careers.
- Alumni Network: Create an alumni network where past graduates can share their experiences, support each other, and collaborate on projects.

1.7 Apply for Grants & Scholarships:

There are several grants and scholarships available for at-risk youths to support their studies. Here are a few options:

1. Youth of Canada Scholarships: Offers various scholarships for students, including those for at-risk youth.
2. GrantWatch: Lists numerous grants for youth programs, including those for at-risk youth. You can find grants for sports, leadership, and more!
3. Ontario's Youth Mentorship Program: Provides mentors to help at-risk youth improve their school performance and achieve their goals.
4. Stop Now and Plan (SNAP) Program: Helps at-risk children and youth aged 6-12 with behavioral challenges
5. Friendly Paws Association will also create scholarships and grants with the support and generosity of our corporate clients.



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1.8 Enroll in Courses and Programs Related to the Pet Industry

There are several courses and programs available for graduates interested in pursuing a career in the pet industry. These programs can help you gain the skills and knowledge needed to work with pets and contribute to their well-being. Graduates work with their mentor and Program Councillors to apply for courses and programs, apply for additional government funding and student loans, and provide references and recommendations when required. Here are a few options:

1. Animal Care Training – Pets Canada: This program offers certifications for various specialties, including veterinary technicians, groomers, and pet sitters. Participants can earn a Companion Animal Care Specialist Certificate.
2. The Academy of Pet Careers: This trade school offers in-person and online programs for dog trainers, dog groomers, and veterinary assistants. Programs range from 30 to 100 days and include hands-on learning experiences.
3. Animal Grooming Professional Program – Academy Canada Career College: This two-semester program focuses on animal behavior, grooming techniques, and client relations. Graduates can find employment in veterinary clinics, pet grooming centers, or start their own business.
4. Online Dog Training School: The Academy of Pet Careers also offers an online dog training program that is self-paced and provides personalized attention from instructors.
5. Veterinarian School: Undergraduate degree in biology, chemistry, physics, and mathematics can strengthen graduate's application; however, Undergraduate degree is not always required. Veterinary College: You'll need to attend an accredited veterinary college to earn a Doctor of Veterinary Medicine (DVM) degree. In Canada, there are five accredited veterinary colleges: University of Calgary, Western College of Veterinary Medicine, Ontario Veterinary College, Faculté de Médecine Vétérinaire, and Atlantic Veterinary College. Duration: The DVM program usually takes 4-5 years to complete. After graduating, graduates need to pass the North American Veterinary Licensing Examination (NAVLE) to practice as a veterinarian. Career options include working in private clinics, hospitals, research, public health, and more.



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1.9 Career Search & Job Placement

We work with graduates to create a professional resume and work on interview and presentation skills. Mentors and Program Councillors will help gather references and recommendations. There are several resources available for finding careers and job placements in the pet industry. Here are a few options:

1. Connect Pet Trade Expo Job Board: This job board lists various job openings in the pet industry, including roles like marketing specialists, account managers, and veterinary technical consultants.
2. WorkBC: Provides career profiles and job listings for pet groomers and animal care workers. It also offers information on earnings, training, and skills required for these roles.
3. Indeed: Lists numerous job openings in the pet industry, ranging from customer service roles to veterinary position

1.10 Start a Rewarding Career in the Pet Industry

We would be thrilled for every candidate to make it to this point in our program. Although this simply is not possible, there are tremendous benefits and life lessons at every landmark along this journey. The transformation that occurs when candidates help animals in need is truly magical. Not only do the animals benefit, but the candidates themselves gain a deeper understanding of compassion, responsibility, and resilience.



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Partners

We are actively seeking partnerships with other not-for-profits and charitable organizations whose missions align with our goals of uplifting at-risk youth and/or supporting animals in need. Specifically, we aim to collaborate with organizations that provide essential resources, programs, or services that empower vulnerable youth to overcome challenges, build skills, and achieve brighter futures.

Additionally, we are keen to connect with organizations dedicated to rescuing, rehabilitating, and rehoming animals, or those that advocate for animal welfare and protection. Our vision is to create meaningful synergies between these two important causes, leveraging our collective efforts to drive impactful change in our communities.

If your organization shares a passion for these missions and is interested in exploring how we might work together, we would love to hear from you. Let's join forces to make a difference!

Here are some of our current partners:



The Musqueam Employment and Training Department (E&T) supports community members seeking new skills or support in finding long-term employment.

<https://www.musqueam.bc.ca/departments/community-services/employment-and-training/>



Our primary missions involve rescuing street dogs in Chile and Mexico with the help of our Chilean and Mexican teams.

<https://www.facebook.com/homelesspetscanada/>



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We are social...

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