



# Annual Report 2016-2017



# Current Contact Information

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**North East Alberta Apprenticeship Initiative East**  
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 Cell: (780) 812-6672

## TCETSA VISION STATEMENT

To provide a collaborative forum for those committed to the success of First Nations people by exploring and creating opportunities for increased meaningful and sustainable workforce participation

**Beaver Lake Cree Nation Human Resource Office**  
 Phone: (780) 623-4549  
 Fax: (780) 623-4523

**Heart Lake First Nation Human Resource Office**  
 Phone: (780) 623-2130  
 Fax: (780) 623-3505

**Beaver Lake Daycare**  
 Phone: (780) 623-3110  
 Fax: (780) 623-4569

**Heart Lake Daycare**  
 Phone: (780) 623-2833  
 Fax: (780) 623-3505

**Cold Lake First Nations Human Resource Office**  
 Phone: (780) 594-7183 Ext. 230  
 Fax: (780) 594-3577

**Kehewin Cree Nation Human Resource Office**  
 Phone: (780) 826-7853  
 Fax: (780) 826-2355

**Yagole Daycare**  
 Phone: (780) 594-1536  
 Fax: (780) 594-1537

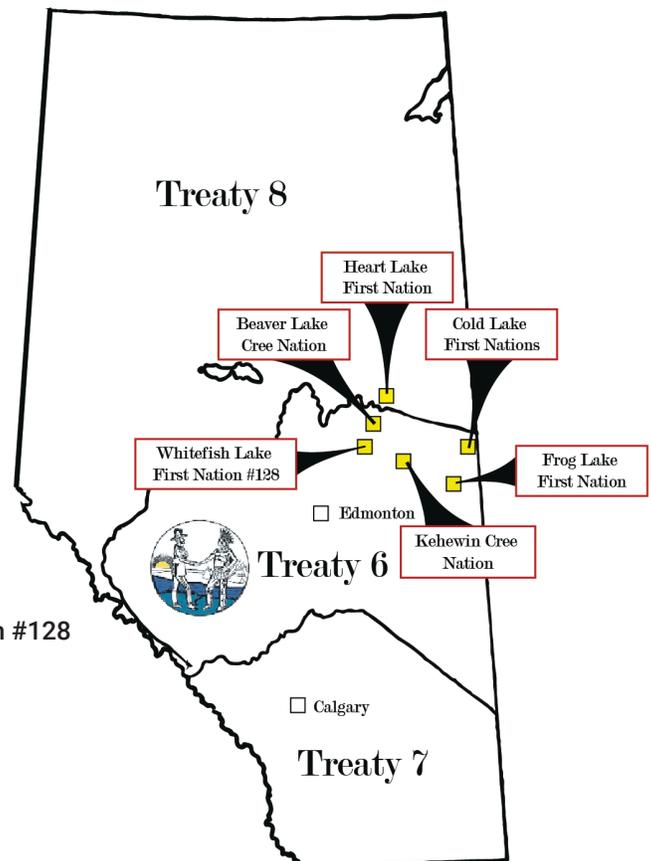
**Kehew Awasis Daycare**  
 Phone: (780) 826-1790  
 Fax: (780) 826-6984

**Frog Lake First Nation Human Resource Office**  
 Phone: (780) 943-3737  
 Fax: (780) 943-3966

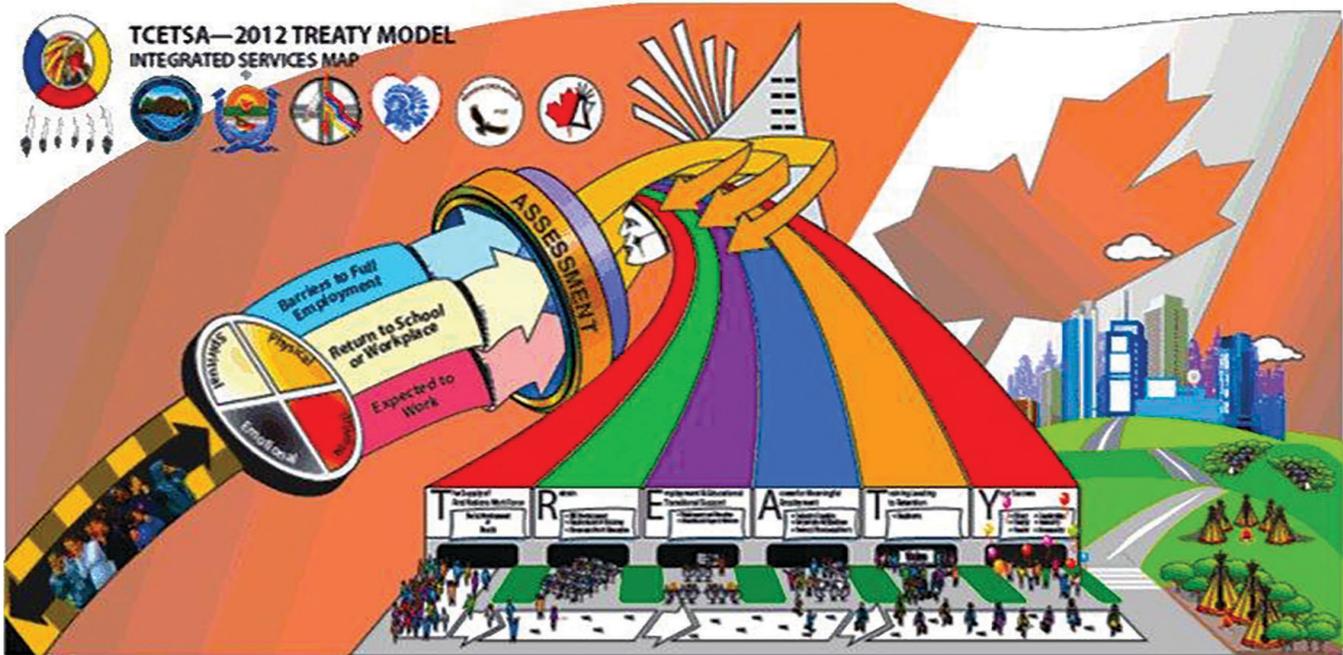
**Whitefish Lake First Nation #128 Human Resource Office**  
 Phone: (780) 636-7000  
 Fax: (780) 636-3534

**Lily Pad Daycare**  
 Phone: (780) 943-3300  
 Fax: (780) 943-2011

**Whitefish Daycare**  
 Phone: (780) 636-2662  
 Fax: (780) 636-3871



# Our TREATY Model



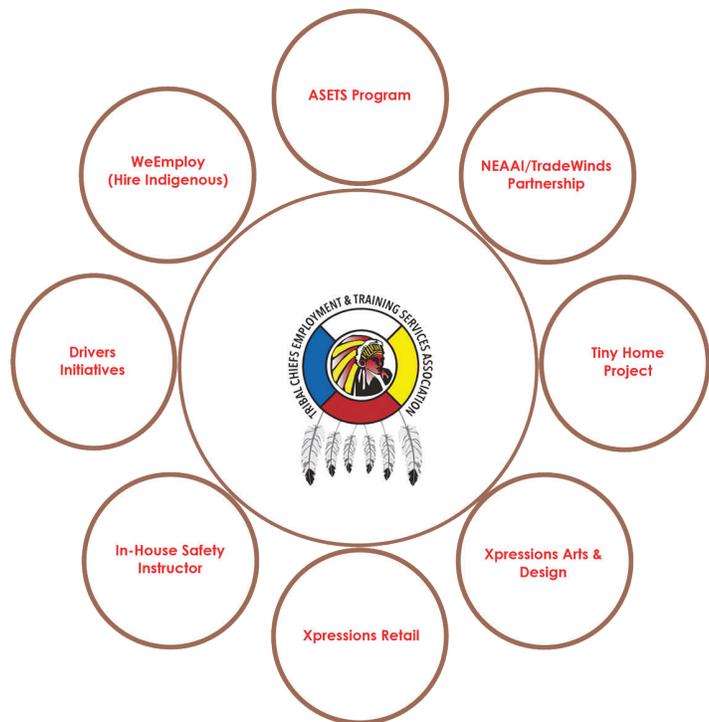
## The TREATY Model

All of our programs are designed around the TREATY Model process for the purpose of focusing on solutions. It uses a holistic approach to community enhancement where departments, industry, and employers are working together to guide the Indigenous workforce into meaningful and sustainable employment. Our approach has used innovative programming and strategic planning to create an integrated service delivery model.

With this model and our partnerships, we continue to strive for solutions that will provide every First Nations person with opportunities to succeed.

### The 6 components of our TREATY Model include:

- T - The Supply of First Nations Work Force**
- R - Retrain**
- E - Employment and Educational Transitional Support**
- A - Access to Meaningful Employment**
- T - Training Leading to Retention**
- Y - Your Success**



## TCETSA INITIATIVES

# Message from the Chair

As we wind down another fiscal year at Tribal Chiefs Employment & Training Services Association (TCETSA) we invite you to join us in acknowledging the achievements of 2016-2017. At TCETSA, we generally measure our success with statistical data associated with our services and we don't often give enough attention to the stories behind these numbers. Although numbers are vital for reporting and for assessing the value of our services, members need to be highlighted more often as well. This annual report is intended to highlight these successes and to honor the amazing work of the TCETSA staff, and the staff of the TCV First Nations and our Partners. Without their commitment to making TCETSA successful year after year none of these achievements would be possible.

2016-2017 was the extension year of the ASETS agreement between TCETSA and Services Canada. This partnership continues to provide valuable funding contributions which enable TCETSA and its sub-agreement holders to deliver programs and services that prepare our First Nations' members for meaningful employment. On behalf of TCETSA, we thank Service Canada for their continued partnership. Without their continued assistance, we would not be able to serve our members in the capacity that we do.

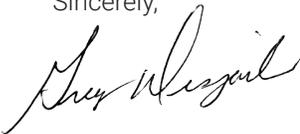
Furthermore, I would like to acknowledge the many other partners of TCETSA which include; Pimee Well Services, Seven Lakes Oilfield, Primco Dene, Bird Construction, Canadian Natural Resources Ltd., Osum, StatOil, Imperial Oil, WeEmploy, Alberta Indigenous Relations, Alberta Advanced Education and Alberta Labour. Everyone one of these partnerships is instrumental to the continued success of TCETSA.

We continued to utilize the TREATY model as our flagship tool for maximizing the employment outcomes and expanding the scope of services available for our members despite the downturn in the economy. This model continues to guide TCETSA and to enhance our partnership and collaboration with the First Nations we serve and with our stakeholders. "Together we can achieve more".

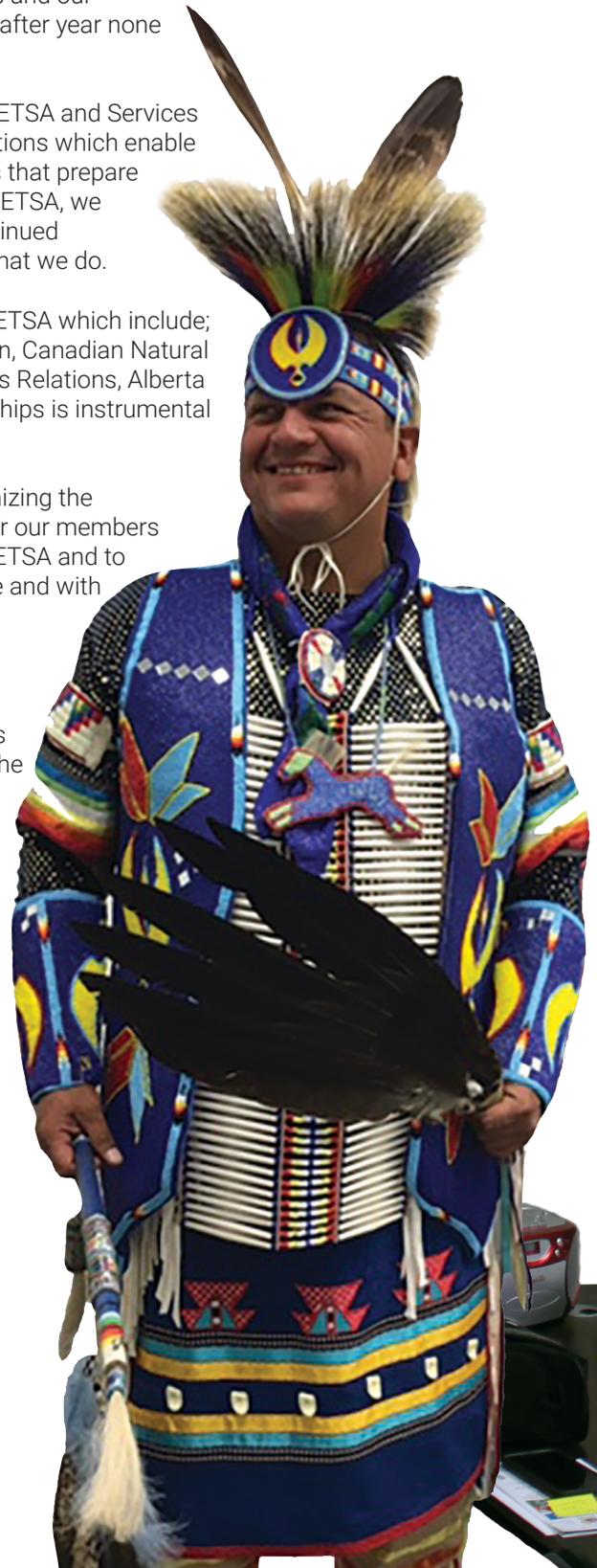
Our goal each year is to live up to the Vision of TCETSA; to create opportunities for increased, meaningful and sustainable workforce participation for our First Nation members. Despite the challenging times in our province, TCETSA continues to demonstrate our adaptability and the diversity of our processes in that we continue to achieve the established targets. This means our members continue to receive services that help them overcome barriers and to receive training and programs that support their path to meaningful career paths.

In honor of the success of our clients and the dedication of all our staff and partners we are proud to present our 2016-2017 TCETSA.

Sincerely,



Greg Desjarlais  
TCETSA Board Chair



# A Few Words from Our Operations Manager

Once again it is my pleasure to share the highlights for the 2016-2017 Fiscal Year on behalf of Tribal Chiefs Employment and Training Services Association ("TCETSA"). Without continued innovation, strong partnerships and dedication of the TCETSA Staff, we would not have achieved the level of success we reached over the last fiscal year. In total, we served approximately 753 clients and of those 193 found meaningful employment even in the economic downturn. In addition, 125 clients made the decision to pursue education by returning to school.

Furthermore, without the continued efforts of our sub-agreement holders; St. Paul Small Urban Office, Beaver Lake Cree Nation, Cold Lake First Nations, Frog Lake First Nation, Heart Lake First Nation, Kehewin Cree Nation and Whitefish Lake First Nation #128, our First Nation members would not have the services and opportunities for diverse training and employment possibilities. These Employment and Training staff work tirelessly to ensure that we are working together to decrease poverty and increase employment prospects and for that I must express great appreciation for their efforts.

TCETSA would also like to thank the North East Alberta Apprenticeship Initiative ("NEAAI") staff who have made this initiative a resounding success. The Tiny Home Project provides much needed hands-on experience to trainees and helps to address an issue all First Nations are struggling with; housing, as well, this offers trainees hands-on home maintenance skills. To the daycare directors, we thank you for your continued commitment and dedication to achieving compliance and making a healthy environment for our young ones. And lastly, thank you to the Xpressions Arts and Design Program. Your dedication to supporting our artists and providing them with an avenue to pursue their passion in a meaningful way has not gone unnoticed.

**As we embark on the new fiscal year, TCETSA remains focused on achieving high employment outcomes for our First Nations and providing diverse opportunities that are conducive to the success of our people in the workforce.**

The success of our mandate depends on having participation not only from Government, but industry as well. I would like to acknowledge the Industry partners who have remained committed to supporting our initiatives even during this economic downturn: Pimee Well Service, Seven Lake Oilfield, Primco Dene, Canadian Natural Resources Ltd., Osum, StatOil, and Bird Construction. To the Government of Alberta Ministries: Alberta Labour, Alberta Indigenous Relations and Advanced Education, other Agency supports: TradeWinds to Success, WeEmploy, Dave Ferro Safety Ltd., Alberta Construction Safety Association, Enbridge, Coyes & Associates and last but not least, Service Canada for providing continued ASETS funding, THANK YOU so much!!!

As we embark on the new fiscal year, TCETSA remains focused on achieving high employment outcomes for our First Nations and providing diverse opportunities that are conducive to the success of our people in the workforce. We will continue to lead by innovation, leveraging the TREATY Model and the commitment from our partners, staff and sub-agreement holders.

Sincerely,



Eva John-Gladue  
Operations Manager



# Success from 2016-2017



Photo: Nathan Elson

## CANDICE WARD

Candice is from Kehewin Cree Nation and currently runs her own freelance sports/editorial/commercial photography company based out of Calgary, Alberta. Candice has been shooting professionally since 2008, after graduating from the photojournalism program at SAIT. She has established herself as a talented photographer and has been fortunate to work with many well-known organizations and to have her work featured in numerous publications. Candice is also currently the team photographer for both the Calgary Hitmen (WHL) and the Calgary Roughnecks (NLL).

Candice is a role model for aspiring Indigenous artists. As a recipient of support from TCETSA in 2016, Candice has also provided her services to the Xpressions Arts & Design Program to help teach photography skills to the artists.

“My experience with Tribal Chiefs was a great one. When it comes to photography, you can never stop learning or developing your craft. It is a very competitive field and it does require constant training. I have accessed the services of Tribal Chiefs a couple of times. Once in 2008 when I needed a bit of help with my photography practicum in Australia, which was an amazing opportunity to work for a paper down there, and again in 2016 when there was a photography workshop being held in Denver. The application process with Tribal Chiefs was easy and

straightforward and they were able to provide me with some financial support towards attending this workshop. The workshop ended up being an amazing experience where I learned a bunch of great new techniques that really do set my work apart from others in my market.”

For more information about Candice and her talents visit [www.candiceward.ca](http://www.candiceward.ca). For further information about booking Candice for your corporate, sports or editorial needs please contact her by telephone or email.

CONTACT :  
TELEPHONE: (403) 618-5016  
EMAIL: [info@candiceward.ca](mailto:info@candiceward.ca)

# CANDICEward PHOTOGRAPHY



## Xpressions Arts & Design Program

2017 People's Choice Award Winner

February 13-14, 2017: Xpressions set up

at the Growing Rural Tourism Conference

"Ignite the Change" tradeshow. The

artist's works were displayed in

professional packaging with

Xpressions branding. A few artists were able to make it to the

conference and all the artists' bios and business cards were

displayed. The attending artists were able to talk to delegates

from the conference about the Xpressions program and their

art.



During the tradeshow, participants of the conference were voting on the many exhibits at the show and in the end our Xpressions team was chosen for People's Choice award! We were invited back for the awards ceremony and accepted the award. The artists in attendance were very excited and inspired by this achievement.



Brennan Badger attended the Northeast Alberta Apprenticeship Initiative (NEAAI) / Trade Winds to Success (TWTS) information session at the Kehewin Cree Nation Administration Building. He took the test and was accepted into NEAAI's program. Brennan attended and completed the 16 week program where he helped build two tiny homes. He gained experience in carpentry,

plumbing, electrical, and flooring. Brennan is now pursuing a career in carpentry under Kehewin Housing and has also obtained his Class 5 Driver's License.

The ASETS program covered Brennan's living allowance and travel while NEAAI assisted Brennan in getting indentured and beginning his apprenticeship in the carpentry trade. The Trade Winds to Success/ Alberta Labour Training Trust Fund (ALTTF) assisted in academic preparation and skills training.

Brennan states, "It has given me knowledge, skills and abilities to pursue a trade's career and the program has been very helpful in selecting my career options."



Alberta Indigenous Relations Minister Richard Feehan Presenting a Gift to TCETSA Board Member Vernon Watchmaker

## 2017 Treaty 6 ASETS Career Fair

The Annual Treaty 6 ASETS Workforce Employment Partnerships and Career Fair was held in Edmonton at the Fantasyland Hotel on March 14 and 15, 2017.



Hosted by Yellowhead Tribal Development Foundation this year, the Career Fair had 50 exhibitor booths and over 500 registered guests attend the two day event. In addition workshops were held on various topics including resume writing, entrepreneurship, arts, distance learning, racism, and personal credit management. TCETSA also provided a workshop on day 2 that focused on Carriage Mobile Driving School.

Following the completion of the career fair, a food and presentations event was held where NEAAI was featured as a Trades Program success story.

**Congratulations to NEAAI on this achievement!!**



Carmen Pettit worked as a Wellsite Supervisor for 7 years. During the economic downturn he lost his job and decided to pursue a career path as an Automotive Service Technician. Unfortunately, Carmen could not find an organization that was willing to apprentice him, and he took a service role with Canadian Tire. In early 2017, Carmen successfully obtained an apprentice position with Lake City Motors in Cold Lake, Alberta. During this time Carmen also received his Métis status card with the Métis Nation of Alberta (MNA).

NEAAI worked with Carmen in February to complete his online application for the Automotive Service Technician trade and will continue to provide coaching, advocacy, and mentoring support until he becomes a journeyman.

Congratulations on your hard work and perseverance Carmen!

# Our Partnerships

## North East Alberta Apprenticeship Initiative



• The North East Alberta Apprenticeship Initiative (“NEAAI”) is guided by the participation of partner organizations through their respective representatives at stakeholder meetings and on the Steering Committee.

- The Steering Committee oversees the initiative on a regular basis and provides information and advice from the respective partners and helps identify the opportunities and challenges for placement of apprentices through shared interests, information, promotion and decision making.
- NEAAI started through collaborative partnership which resulted in a pilot initiative in 2013–2014, and the initiative has continued through growth in 2014–2015, 2015–2016, and 2016-2017.
- The initiative includes the collaboration of 11 Indigenous communities in northeast Alberta, the industries and businesses in the region, Alberta government departments, pre-apprenticeship and technical training institutions, and additional partnerships for specific enhancements toward apprenticeship outcomes such as community training and housing departments, drivers trainers, federal government support, and others.
- 5 full time staff members work within the region to continuously engage with individuals seeking apprenticeship opportunities, employers seeking engagement of apprentices, and the Indigenous communities. Staff members work closely with clients, employers, Alberta Industry Training, community employment and training officers and training centers.

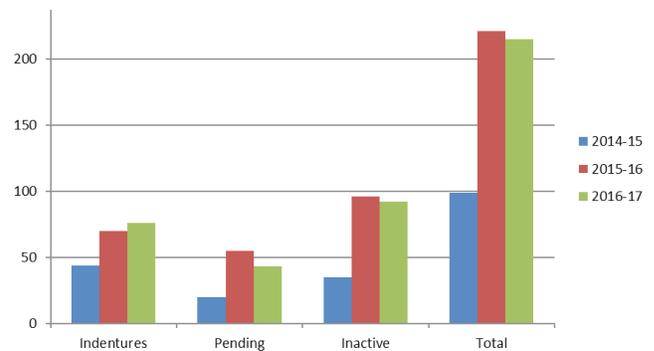
## North East Alberta Apprenticeship Initiative 2016 – 2017 Statistics

Active Apprenticeship Clients	76
Clients in Preparatory Steps	43
Non-active Clients	92
Number of Journeyman	12
1st Year Apprentices	44
2nd Year Apprentices	22
3rd Year Apprentices	7
4th Year Apprentices	3

- Clients in the region who are unemployed or under-employed and who express their interest in the trades become pre-apprenticeship or apprenticeship students and employees working towards a trade within an industry, business or community organization.
- Clients are supported in identifying their goal of entering a trade and provided with specific information on the trades, and are assisted with identifying employment opportunities. Apprenticeship positions are provided with help in completing documents needed for employment and to become indentured as an apprentice in working out plans and challenges to ensure successful apprenticeships.
- During 2016–2017 staff members made numerous contacts with potential and existing clients, communities, employers, and training institutions to promote and support apprenticeship. Some 3,000 individual contacts were made throughout the year to advance apprenticeship. Through these contacts over 400 individual progress events were reported.
- NEAAI staff share apprenticeship information primarily with some 4,469 individuals aged 15 to 29 within or from the 11 Indigenous communities. Services can be provided to anyone seeking information.



3rd Annual NEAAI Recognition Event held September 22, 2016



There is a year to year increase in the number of indentured apprentices. The number of pending clients varies and is reduced over last year. Follow up is done with inactive clients to determine their work and training status and to assure them of NEAAI services in the event that their status changes. Inactive clients are considered individuals who are not currently pursuing a trade due to other types of employment or engagement in training.

**NEAAI VISION STATEMENT:**

To increase the number of Aboriginal/non-Aboriginal apprentices participating and completing to Journeyman status.

**NEAAI MISSION STATEMENT:**

To develop skilled workers in the Alberta workforce through building, maintaining and sustaining positive working relationships with stakeholders in the Alberta North East.

**2016-2017 NEAAI Highlights**

- The Tiny Homes initiative has been reported as a positive initiative providing new opportunities to clients who have been waiting for job opportunities within the community.
- There has been an increase in indentured carpentry apprenticeships.
- The number of indentured apprenticeships has increased year after year over the past 3 years.
- There is a reported increase in the number of enquiries about NEAAI services from potential clients. Some months faced a doubling of the number of enquiries from previous years.
- The number of progress events reported in 2016–2017 has increased over previous years indicating increased effectiveness of NEAAI services.
- Partnerships with Indigenous communities have increased in 2016–2017, in part, due to reductions in industry and business opportunities resulting from existing economic challenges.
- Training stakeholders are responding to the need for pre-apprenticeship training as in programs by Trade Winds to Success and the Northern Lights Trades Exposure Center.
- Indigenous businesses continue to identify new and unique ways of supporting the apprenticeship initiative.



Trade Winds to Success - TCETSA Partnership

- Government departments continue to provide valuable feedback and support for innovative changes and enhancements that provide improved access to apprenticeship.
- The economic situation within the petroleum industry has led to responses by other businesses and development of new initiatives within the communities.
- There is a growth in networking with industry through trade fairs and other information events, indicating the importance of liaison by NEAAI staff and reaching out to other employment points within the region.
- Supporting clients through referrals for Community Supports has increased both for apprenticeship training and training for pre-apprenticeship preparation.



**NEAAI 2016-2017 Indentured Apprenticeships**

	1st	2nd	3rd	4th	Total
Autobody Technician	-	-	-	-	-
Auto Services Technician	2	1			3
Carpenter	18	6			24
Cook	1				1
Electrician	4	5		3	12
Hairstylist	2				2
Heavy Equip. Technician	3	1			4
Instrument Technician		1			1
Insulator	1		1		2
Parts Technician		1			1
Plumber/Gasfitter	7	1			8
Steamfitter/Pipefitter	3	2	2		7
Welder	3	4	4		11
<b>Totals:</b>	<b>44</b>	<b>22</b>	<b>7</b>	<b>3</b>	<b>76</b>

# Our Partnerships

## WeEmploy / Hire Indigenous



In March 2017, TCETSA signed a Memorandum of Understanding (MOU) with WeEmploy to bring opportunity for increased access to employment tools and resources for TCETSA's client. As part of our new partnership will be the development of a new strategic banner; Hire Indigenous (HI).

The partnership will also bring potential for creating a strategic Indigenous Advisory Group and the deployment of WeEmploy's Systems of Support (SOS) to assist TCETSA's network in Alberta and Saskatchewan. Our partnership with WeEmploy will span the next four years.

"We created SOS to redefine benchmarks for sustainable community integration, particularly connecting businesses and non-profit organizations. We are proud to roll out SOS first with TCETSA," said Steve Mix, CEO & Co-Founder, WeEmploy Inc. "Moving forward, businesses will need a more immersive way to engage the community and for charities to access resources that can enhance their business-building strategies. SOS delivers just that."

As part of this partnership our Operation's Manager Eva John-Gladue will be an Indigenous Ambassador for WeEmploy. "Our community's needs are continually evolving. Our partnership with WeEmploy signals our continued efforts to deliver innovative services and resources," said Eva John-Gladue.

SOS will provide a central point of access, extending WeEmploy's platform of services beyond the company's well-established roots in employment and recruitment. The MOU provides TCETSA referred businesses, agencies, and individuals with access to WeEmploy's SOS services.

### Additional Benefits of this Partnership:

- Business-building tools:
  - Intellicruit; WeEmploy's trademarked employment technology, connecting businesses looking to employ indigenous people
  - Community engagement, cause awareness, marketing support
  - Onsite training, leadership and mentorship within the fields of employment, volunteer, social enterprise, and marketing
- Funding network: A unique digital platform for funding and resource acquisition
- Access to social resources people in need; i.e. job seekers, newcomers, volunteers
- Performance Metrics; citing return on impact investment and effective analytics



TCETSA - WeEmploy MOU Signing - March 2017

## TCETSA Driver's Initiatives/Safety Training

Initiated in 2016, through grants from Alberta Indigenous Relations, TCETSA Driver's Initiative, has proven itself to again be successful through the 2016-2017 fiscal year.

The requirements for employment in the industries that our members work in generally requires a Class 5 Driver's License. In order to obtain a Class 5 Driver's License, an individual must first acquire their Class 7 Learner's Permit. The Class 7 Learner's Permit Initiative helps provide an in house solution for a barrier that many of TCETSA's clients face. It also provides Train-the-Trainer sessions to help enhance the accessibility to drivers training in the community. The program has also taken an inclusive approach and is being made available to Métis communities and urban and rural centres that offer training to First Nation members.

### Challenging dynamics of acquiring a Class 7 in the present day:

- the exam is comprehensively challenging
- the language is not user friendly
- the online exams are not consistent for studying
- no immediate mentorship/guidance available
- Class 7 Learner guides are no longer in production, the expectation is that everything can be learned online

### Barriers of our participants in the present day:

- reading and comprehension skills
- little-to-no access to computers
- non-to-minimal mentorship/guidance
- racial barriers
- different learning styles (audio, visual, and hands-on are provided)



"Attending the Class 7 Train the Trainer session in Goodfish Lake was an excellent opportunity for me to increase my knowledge base in helping students prepare for their Class 7 licence. The resource kit that was provided at the training is extremely useful. There are several items in the resource kit that have enabled me to improve my delivery of information to the students. This, in turn, has given the students a better understanding of the rules of the road and how to prepare them for taking their Class 7 Test.

Thank you for providing me with this opportunity."

**Tim Yakiwchuk**  
**Assistant Principal**  
**Ashmont Secondary School**



Georgina Half leading Class 7 Learners Program - TCETSA 2016

### What the Class 7 Training offers to the Trainers in training:

- a tool kit with resources which includes a user-friendly facilitator's guide, with participant booklets
- The kit is designed to encourage creativity for the Trainer to meet all learning styles (audio, visual and hands on)
- The language barrier is addressed by breaking down the terminology into phonetics that the learner can comprehend
- A flash drive with a power point with videos is also provided to enhance learning
- Flashcards, board games, word games, and a miniature traffic circle activity are provided to reinforce the lessons, but also to offer and demonstrate fun in learning

### Safety Training for 2016-2017 Fiscal Year

MONTH	NATION/COMMUNITY	RED CROSS FIRST AID	TDG (TRANSPORTATION OF DANGEROUS GOODS)	WHIMIS (WORKPLACE HAZARDOUS/MATERIAL INFORMATION SYSTEM)
July 8 & 9	Whitefish Lake First Nation #128	17	Not requested	Not requested
August 9 & 10	Kehewin Cree Nation	18	10	10
August 18 & 19	Cold Lake First Nations	13	10	10
Sept. 13 & 14	Beaver Lake Cree Nation - Assets	16	9	10
November 1 & 2	Heart Lake First Nation	7	4	4
November 8 & 9	Frog Lake First Nation - Social Development	10	Not requested	Not requested
November 15 & 16	Frog Lake First Nation - Assets	16	14	17
November 22 & 23	Beaver Lake Cree Nation Skills Development	7	9	7
January 17 & 18	Kehewin Cree Nation	12	4	5
February 7 & 8	Whitefish Lake First Nation #128	14 - Level A 6 - Level C	Not requested	Not requested
February 21 & 22	Beaver Lake Cree Nation - Assets	6	8	8
March 16 & 17	Beaver Lake Cree Nation - Skills Development	10	13	12
March 21 & 22	Cold Lake First Nations	5	Not requested	Not requested
March 27 & 28	Kikino Metis Settlement	10	Not requested	Not requested
	<b>TOTAL:</b>	<b>167</b>	<b>82</b>	<b>83</b>

# Our Partnerships

## TCETSA Tiny Home Project

In 2016, TCETSA launched the Tiny Homes Project. A holistic home building project aimed at addressing the needs of the trainees in construction safety, trades training, and hands-on experience for young adults interested in becoming apprentices. By involving skilled journeymen from our nations in their training of the building of Tiny Homes, this project seeks to address homelessness and provide exposure to various trade opportunities allowing apprentices to make informed choices for their futures.



Tiny Home Project - January 2017 - Kehewin Cree Nation

TCETSA believes in three core program elements: Innovation, Collaboration, and Coordination. To align with these elements TCETSA innovatively created this pilot program, and coordinated the Tiny Home project in collaboration with the following partners; Alberta Human Services provided funding, TradeWinds to Success provided an academic refresher and personal protective equipment (PPE), Alberta Labourers Training Trust Fund (ALTF - Local #92) delivered the Construction Craft Labourer Training, Dave Ferro assisted with the development of the Occupation Health and Safety Manual for each of the sites, North Eastern Alberta Apprenticeship Initiative (NEAAI) assisted with job placements, mentorship and will provide on-going tutoring supports to the trainees. As well, the communities provided the building materials and training allowances for participants, Seven Lakes and Pimee donated funding for tool and equipment purchases, and Bird Construction donated tools.



Tiny Home Project Enclosed Tool Trailer

- Kehewin Cree Nation was the first site and had a total of 7 participants involved in the project. The second site commenced training on March 13, 2017 with 13 participants in Kikino Metis Settlement with a completion date of May 5, 2017.
- Plans are to build more Tiny Homes in Whitefish Lake First Nation, Cold Lake First Nations, Beaver Lake Cree Nation, and Heart Lake First Nation in 2017-2018.



Tiny Home Project Supply Shopping 2017



## Xpressions Arts & Design Program

Established in 2016, Xpressions is an authentic Indigenous artist company, wholly owned and operated by TCETSA. This entrepreneurial arts and design program was created “to engage and support Tribal Chiefs Venture member Nation trainees in achieving their goals, and to help reduce the barriers to their participation in the economy”.

The program provides participants professional instruction, tools, materials, and learning resources, including relevant information that connects them with artistic and traditional cultural practices, and teaches them how to transfer those teachings into economic opportunities. The program provides the trainees with a range of resources, technical skills, and business supports that will enable them to become proficient as working artists and designers.

All products are authentically handcrafted by Indigenous artists and are one of a kind products such as earrings, necklaces, medallions, bracelets, moccasins, dreamcatchers, and paintings etc.



Xpressions Artists Working on their Art

### 2016 - 2017 Xpressions Artist Acknowledgements

Rhonda Cardinal	Frog Lake First Nation
Nikkie Frying Pan	Frog Lake First Nation
Annie G Cobourne	Cold Lake First Nations
Tiffany Quinney	Frog Lake First Nation
Jonathon Cardinal	Whitefish Lake First Nation
Brooklynn Halfe	Whitefish Lake First Nation
Joanne Martial	Cold Lake First Nations
Kim Moosepayo	Kehewin Cree Nation
Kylie Moosepayo	Kehewin Cree Nation
Evan Cardinal	Beaver Lake Cree Nation
Myrtle Lewis	Beaver Lake Cree Nation
Darcy Lameman	Beaver Lake Cree Nation
Beatrisha Grandbois	Cold Lake First Nations



Xpressions Artists at TCETSA's Edmonton Office

## Xpressions Retail

Due to the success rate of the students from our first year, TCETSA began to consider economic opportunities for the program participants so they could market their art, design and gift productions.

- a) To establish and operate a sustainable business retailing authentic Aboriginal art, design and giftware that contributes to the provision of ongoing Arts Training TCETSA community members;
- b) To sustain the livelihoods of TCETSA community members that choose to pursue opportunities to provide wholesale supply to the retail initiative.

In addition to feasibility research, extensive market research has been conducted to produce a development guide as a foundation for the business plan for the social enterprise model that will be completed in the 2017-2018 fiscal year

Fort Edmonton Park is one of the initial key retail partnerships that has been formed to test market the products. Fort Edmonton Park currently has a small gift shop called the “Trading Post” which is situated near the 1846 Trading Fort. Indigenous items reminiscent of the fur trade are sold. Currently they have a selection of jewelry, decorative gifts, and souvenirs but very little authentic, handmade First Nations products.

### Xpressions Logo and Slogan:



The prominent X reflected within the tipi represents unity and the unique relationship between Indigenous people and settlers within the Treaty Six Territory. The eagle feather represents vision and the spiritual inspiration of the artists. The logo represents unity of the communities, and their preservation of cultural languages, stories and art forms.



# Beaver Lake Cree Nation

## ASETS Sub-Agreement Holder



Lillian Lewis-Gladue

2016-2017 was a successful year for Beaver Lake Cree Nation (BLCN). In total, we served approximately 94 clients throughout the year. At Beaver Lake Cree Nation Human Resource Department, we strive to support our membership by providing them with opportunities to obtain safety ticket training and avenues that will assist members in securing full-time employment.

We provide many services to our clients that includes resume writing, telephone, fax, computer and internet services. We also provide assistance with personal protective equipment, employment searches, training allowances and disbursement, and offer Driver's training and other training programs.

The Xpressions program is one program from the 2016-2017 fiscal year that we felt was very successful, because we observed the artists undergoing personal change and growth as they progressed through the program. It was equally rewarding to see their development as artists as they progressed and completed the program.



Evan Cardinal

For our department, transportation continues to be one of the most common barriers for our clients. We strive to offer transportation wherever possible to help our clients succeed. Additionally, we face challenges in finding enough time to manage the work load in the department but strive to provide the best services possible.

We also worked with BLCN Social Development throughout the year and this provides benefits to the clients and allows our department the ability to offer more programs and services.

### 2016-2017 Statistics for Beaver Lake Cree Nation

Description	Totals
Clients	94
Completed	83
Return to School	03
Employed	52

*\*\*Numbers are approximate*

### Partnerships

Redrock	Employment
Stat Oil	Employment
Royal Camps	Employment
Seven Lakes	Employment
Portage College	Safety Tickets & Training
Safety Buzz	Safety Tickets
WellPoint	Safety Tickets
Multi-Test	Safety Tickets

Summary provided by Lillian Lewis-Gladue

## SUCCESS

Riley Baldhead completed the Heavy Equipment Operators Program through Portage College in December 2016. His dedication and commitment paid off and upon completion of the program Riley accepted employment with Swamp Cats Ltd.

Kane Glade obtained his Interprovincial Standards Red Seal in Welding.

## Beaver Lake Daycare

2016-2017 was a good year for Beaver Lake Daycare. Our staff were provided numerous training opportunities to enhance their skills and ability to provide service to our Nation's children. The year was also filled with many field trips and events for the children. A summary of training and events is listed below.

On average we had about 13 full-time children and a licensed space for 35 full-time children. Two of our staff members will be completing their qualifications in mid-2017 for their Level 2 Child-care. We would also like to acknowledge Beaver Lake Daycare staff for their dedication and commitment throughout the 2016-2017 fiscal year.

### 2016 Staff Training Offered

April 26: Staff Development  
June 8-9: ASIST Training

### 2017 Staff Training Offered

February 24: Colors Workshop  
March 11th: Community Early Childhood Workshop  
March 30-31: Traditional Medicine Workshop

### 2016 Events Attended by Beaver Lake Daycare

April 20: Evening Literacy Class  
April 27: Health Fair at the New Hall  
April 29: Amisk School Powwow the daycare children attended  
June 6: Diabetes Walk and Reserve Clean up  
June 10: AHSOR graduation Daycare attended  
June 15: Mothers day and Fathers Day Bingo

### 2017 Events Attended by Beaver Lake Daycare

January 25th: Family Literacy Night  
January 25th: Speech/Language Pathologists Visit  
February 14th: Dental Hygienist Visit

### Beaver Lake Daycare 2016-2017 Childcare Overview

Number of Licensed Spaces:	35
Number of Full-Time Children:	12
Number of Part-Time Children:	0
Number of Children on the Waiting List:	1
Number of Working/Training Parents Served:	13

### Beaver Lake Daycare 2016-2017 Daycare Staff Qualifications Overview

Child Development Supervisor(s):	1
Child Development Worker(s):	0
Child Development Assistant(s):	3
Social Work Diploma/Degree or Other:	0





# Cold Lake First Nations

## ASETS Sub-Agreement Holder



Tammy Janvier

Cold Lake First Nations Human Resource Department continued to focus on client successes and overall improvement in our communications in 2016-2017. Part of our solution to achieving client success has been to regularly review and update our internal processes, and to review issues that we have faced in our department.

In this past fiscal year, we targeted our client success to be focused on trades and to meet the needs of Cold Lake First Nations' businesses. We will continue this focus moving in the 2017-2018 fiscal year. We take pride in providing our clients with a high standard of service, and this value will continue to influence how our department operates.

With elections taking place in mid-2016, and a new Band Administrator being hired in Cold Lake First Nation, considerable time was spent reviewing our department processes to find ways to improve our services. The economic downturn in the province has particularly impacted the employment stability in the oil and gas industry. This has created a higher demand on our department to provide employment counselling services and to assist members in finding new employment opportunities or to enrol in new training.

One of the resounding successes for 2016-2017 was the Xpressions Arts and Design Program. It was rewarding to see our artists enhance their skills and to learn entrepreneurial skills.

### Highlights of Some of Our Program

#### Firefighting Training

- 10 funded;
- 9 completed,
- 2 employed,
- 7 job searching and researching further long term training.

#### Xpressions Art and Design Program

- 4 completed.

#### Challenges for Cold Lake First Nations

- High demand for short term training.

#### Possible Solutions to Some of the Challenges

- Increased funding always helps in overcoming the growing need for funding.
- Extra staff would also benefit the department

### Partnerships

CLFN Ec Dev.	Employment and Training
NuNenne Stantec	Employment and Training
CLFN Health Centre	Employment and Training
Tribal Chiefs	Employment Supports Enhancement
CLFN SD	Employment Supports Enhancement
CLFN FCSS	Employment Supports Enhancement
ND Ventures	Employment Opportunities Enhanced
Tribal Chiefs	Training Opportunity Development
Tribal Design & Const.	Employment/Training Opportunities Enhanced
English Bay Com. Centre	Training Project Funding Securement
CLFN Public Works	Employment Enhancement Supports
Yagole Daycare	Employment/Training Opportunities Enhanced
Portage College	Training Opportunities Enhanced
LeGoff School	Employment/Training Opportunities Enhanced
Primco Dene	Employment/Training Opportunities Enhanced
7 Lakes	Employment/Training Opportunities Enhanced
Dechen	Employment/Training Opportunities Enhanced
Lakeland College	Training Opportunities Enhanced

Summary provided by Tammy Janvier

## SUCCESS

Derek Balcuinas was funded for Firefighter Training. He was very motivated and excited to receive training from Portage College. He and his classmates were viewed as one of the best "Teams" that has been trained due to strong support and encouragement. Derek upheld CLFN pride by being a strong team player and accomplished great things. He is currently employed in the field of firefighting and really enjoys his opportunity to do heroic work.

# Yagole Daycare

2016-2017 was a positive year for staff and children at Yagole Daycare. Our staff continue to commit themselves to providing a positive environment for the children. Yagole Daycare would like to acknowledge all staff members for their hard work. They are an excellent working team, and are good at finding solutions to problems that arise in our workplace. They have also dedicated themselves to maintaining strong communication with parents.

In 2016, the daycare staff decorated for Halloween, Remembrance Day and Christmas. In December, a Christmas dinner was also held with the children, parents, and staff that saw a gift exchange.

## Yagole Daycare 2016-2017 Childcare Overview

Number of Licensed Spaces:	80
Number of Full-Time Children:	48
Number of Part-Time Children:	0
Number of Children on the Waiting List:	0
Number of Working/Training Parents Served:	43

## Yagole Daycare 2016-2017 Daycare Staff Qualifications Overview

Child Development Supervisor(s):	5
Child Development Worker(s):	1
Child Development Assistant(s):	2
Social Work Diploma/Degree or Other:	0



On average Yagole Daycare had approximately 48 full-time children regularly in its care. In the next fiscal year, we would to see more parental involvement in field trips for the children. Additionally, it would be advantageous to have more training opportunities for the Yagole Daycare staff.





# Frog Lake First Nation

## ASETS Sub-Agreement Holder



Brian Horse

For the 2016-2017 fiscal year, Frog Lake First Nation Human Resources Department served approximately 217 clients, were processed this fiscal year ending with a total 260 interventions. Interventions included the processing of training allowances and the payment of tuition and books for training. Pre-employment supports coupled with pre-employment training facilitated a number successful entries into the labour market. We have formed partnerships with community organizations, colleges, and businesses to provide training and employment opportunities for our people.

We focused the majority of our efforts on providing services to our clients through a one-on-one process. We feel that this type of learning environment allows our clients to be more successful and allows us to provide a better quality of service for our clients.

Our plan for the coming year is to continue finding creative ways to utilize our department resources as effectively as possible, and to improve service efficiency. We found there were challenges for members advancing in their trade programs and we are seeking ways to assist with this barrier in 2017-2018.

ASETS offers valuable services, but these cannot be provided without our funders, our trained and dedicated staff, Chief & Council leadership, the support of the Board of Directors, our colleagues with TCETSA, and NEAAI. Our deepest gratitude to all our funders, and our wonderful staff who tirelessly offer their ongoing support to our community,

### Frog Lake First Nation 2016-2017 Client Summary

Personal Protective Equipment:	30
Safety Tickets:	115
Academic Upgrading:	20
Job Creation:	18
Food Handling:	1
Firefighting:	2
Class 5 driver training:	3
Security Training:	3
Early Childhood Development:	2
Health/Addictions: Pre-Nursing	1
Alcohol/Drug Addictions	2
Business Administration:	2
Expressions & Native Artisans:	2
Culinary Arts - 1st year:	1

Carpentry: 1st year: 6 clients, 2nd year: 2 clients, 3rd year: 1 client  
 Welding: 1st year: 1 client  
 Plumbing: 1st year: 4 clients, 2nd year: 1 client  
 Electrical: 1st year: 7 clients, 2nd year: 4 clients  
 Social Work: 1st year: 1 client



Artists Rhonda Cardinal and Nikkie Fryngpan

### Summary provided by Brian Horse

<b>Partnerships</b>	
Frog Lake Careers	Post secondary support services
FLFN Income Support	Employment interventions/workplace ethics
FLFN Economic Development	Proposal/community development ventures
Portage College	Pre-trades skills training
NEAAI	Employment readiness supports provided
WWU	Employment readiness supports provided
Blue Quills University	Advanced Education
NAIT	Pre-trades skills training
Lakeland College	Pre-trades skills training
Pixel Blue	Theatrical/Drama training
Tital Safety Services	Construction Worker Foundation
Cansafe	Safety ticket training for construction craft labourer/heavy equipment operator
Astec	Safety ticket training for construction craft labourer/heavy equipment operator
Nechi Institute	Program/counsellor courses
Bissell Centre	Client integrated Services
Norquest College	Employment readiness supports
Lakeland Fire and Safety	Security training services
TradeWinds to Success	Client integrated Services

## Lily Pad Daycare

Frog Lake Lily Pad Child Development is a centre where the children are welcomed by the childcare worker with a smile. We provide a warm environment for the children. Children are a gift from the creator. We nurture the child's social, physical, intellectual, creative, and emotional developments.

In June 2016, three staff completed Level 3 Childcare Training. Congratulations to them and their continued hard work. On average 20-30 children attend Lily Pad Daycare regularly.

### List of themes for the Daycare throughout 2016-2017:

#### 2016 Themes at Lily Pad Daycare

April:	Easter, April Showers bring May Flowers, Free Art
May:	Mother's Day, Mom & Baby Animals, Zoo Animals, Flowers
June:	Father's Day, Aboriginal Day, Canada Day
July:	Canada Day, Bugs, Ocean, Camping
August:	Birds, Nursery Rhymes, Picnics, Dinosaurs
September:	Welcome Back, About Me, Leaves, Apples
October:	Thanksgiving, Fall, Halloween
November:	Farm Animals, Fruit & Vegetables, Dental & Health, Teddy Bears/Five Senses
December:	Christmas, Holiday

#### 2017 Themes at Lily Pad Daycare

January 25th:	Family Literacy Night
January 25th:	Speech/Language Pathologists Visit
February 14th:	Dental Hygienist Visit

### Lily Pad Daycare 2016-2017 Childcare Overview

Number of Licensed Spaces:	40
Number of Full-Time Children:	29
Number of Part-Time Children:	3
Number of Children on the Waiting List:	5
Number of Working/Training Parents Served:	14

### Lily Pad Daycare 2016-2017 Daycare Staff Qualifications Overview

Child Development Supervisor(s):	7
Child Development Worker(s):	0
Child Development Assistant(s):	0
Social Work Diploma/Degree or Other:	0



# Heart Lake First Nation

## ASETS Sub-Agreement Holder



Sandy Monias

Heart Lake First Nation Human Resource Department had another successful 2016-2017 fiscal year. The goal of our department was to continue to find ways to leverage available resources towards increasing employment opportunities for Heart Lake members. Increased employment reduces dependency on social assistance and this aligns with the department objectives.

One of the challenges that we plan to create solutions for, is to find new creative ways to motivate clients. We have found sometime clients are not fully motivated to complete their programs and go into the workforce. We do our best to provide encouragement and keep them focused.

We successfully funded a Type 1 Firefighter Training program for Heart Lake members in 2016. We had 7 clients complete the program. We would like to congratulate them on this accomplishment and wish them much success in their chosen career path.

In 2017-2018 we want to recommit our department to finding new ways to help the clients successfully find career paths.

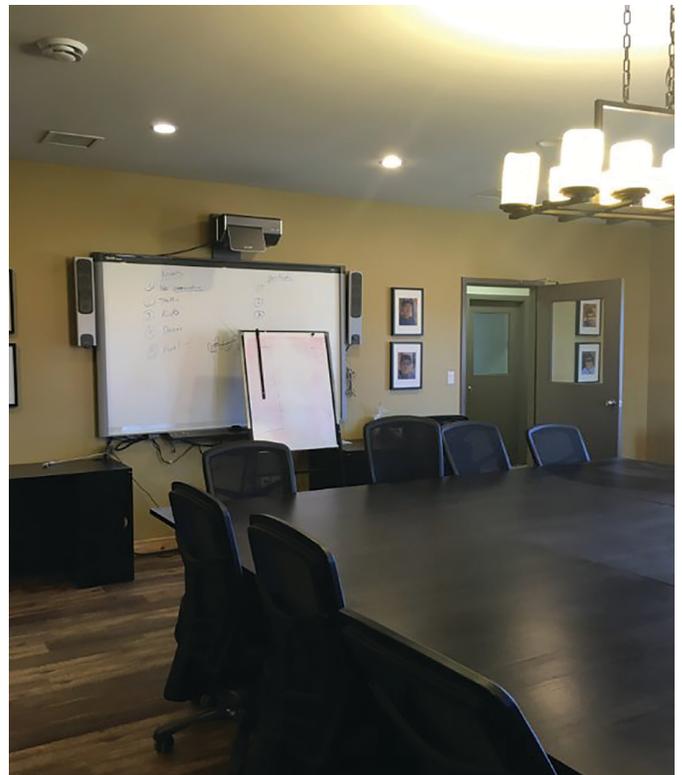
### Financial Support and Training Programs in 2016-2017

Job Supports	2
Personal Protective Equipment	2
Safety Ticket Training	9
Xpressions Arts & Design	2
Upgrading	1
Short Term Training	2

### Other Non-Funded Services provided to clients include:

- Employment Counselling
- Job Referrals
- Resume Development Supports
- Computer Use
- Fax Use
- Photocopying
- Employer Connects
- Advocacy

Summary provided by Sandy Monias



Heart Lake First Nation Training Center

## SUCCESS

Barry Monias is employed with Heart Lake Construction. Barry updated all of his safety certificates in the Wildland Firefighting Training and successfully completed the program.

Joshua Ladouceur is employed with Precision Drilling. Heart Lake ASETS Department assisted him with safety certificate training.

## Heart Lake Daycare

The 2016-2017 fiscal year was a great year for Heart Lake Daycare. We continued to provide quality childcare for Heart Lake parents and our community members. The daycare was inspected in June 2016 by the Provincial Licensing Officer and we are proud to mention that we met the standards and were deemed fully compliant. Additionally, our staff have worked hard to ensure all files up are up to date including fire inspections and licensing inspections. I would like to commend the staff for their excellent hard work. They work hard, and go above and beyond when it comes to their jobs.

We believe what makes our daycare successful is that we are well organized and the staff are focused on enhancing childhood development of our children. We also strive to establish a great environment that builds creativity which includes having a well-planned schedule for snacks, and ensuring lunches are nutritious and follow the Canadian Food Guide standards.

At Heart Lake Daycare, we wanted the children to develop pride in their cultural and identity as First Nation's people and emphasized the importance of being First Nation. We are now incorporating Cree language and traditional way of life into the curriculum we offer.

Safety is always first at Heart Lake Daycare!

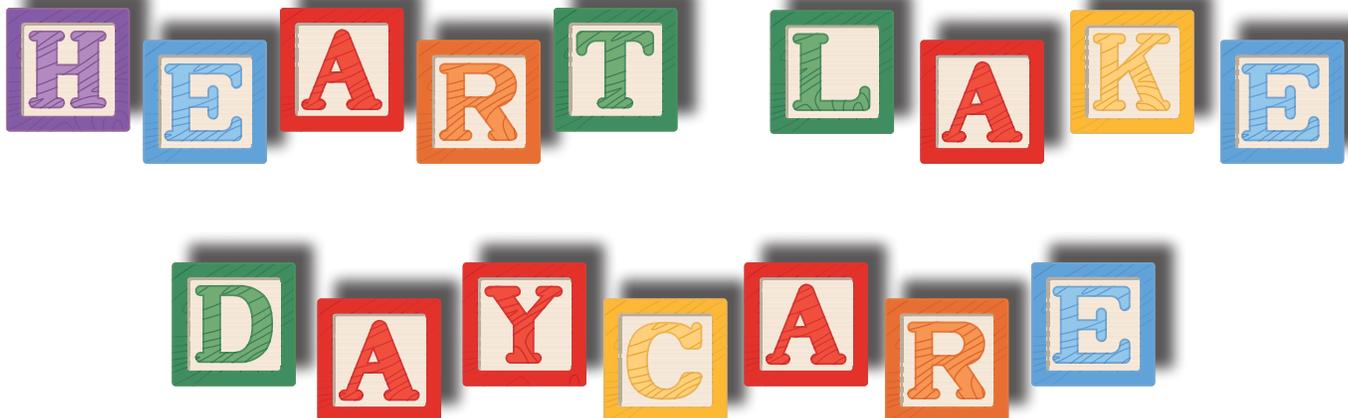
Moving into the next fiscal year, we would like for the community to become more involved with the daycare, and to continue expanding the use of our Cree language in the daycare itself. We also hope to increase the amount of children who attend our daycare.

### Heart Lake Daycare 2016-2017 Childcare Overview

Number of Licensed Spaces:	40
Number of Full-Time Children:	11
Number of Part-Time Children:	4
Number of Children on the Waiting List:	0
Number of Working/Training Parents Served:	18

### Heart Lake Daycare 2016-2017 Daycare Staff Qualifications Overview

Child Development Supervisor(s):	1
Child Development Worker(s):	1
Child Development Assistant(s):	1
Social Work Diploma/Degree or Other:	0





# Kehewin Cree Nation

## ASETS Sub-Agreement Holder



Phaedra Cardinal

The Kehewin Cree Nation Employment & Training Program continued to focus on the three priorities of the ASETS program in 2016-2017. These priorities are:

- 1) Support demand-driven skills development
- 2) Fostering partnerships with the private sector & the provinces and territories; and
- 3) Placing emphasis on accountability & results

The Kehewin Employment & Training ASETS program is a sub-agreement holder with TCETSA. Kehewin provides the following: ASETS, Carriage Mobile Driver Training, NEAAI/ Employment Liaison Workers , Xpressions Arts & Design Program.

During this annual fiscal year we funded:

- 40 clients with PPE/ERE for employment purposes
- 19 clients from Class 1-7 (this includes Summer Students)
- Class 7 exam and Carriage Mobile Driver Training
- 16 clients for Firefighting in partnership with AlbertaWorks
- 21 full-time and short term funded clients for various programs which include:
  - 1 4th year Power Engineer,
  - 1 Insulator,
  - 1 Boiler-Maker,
  - 2 Carpenters,
  - 1 Heavy Equipment Technician,
  - 1 Professional Cook at SAIT,
  - 4 Electricians,
  - 2 Culinary Arts Students,
  - 1 Cosmetologist,
  - 2 Hairdressers,
  - 1 Tradewinds trainee,
  - 1 Teachers Assistant for Heavy Equipment Operation
  - 3 for College Preparation
- Numerous Clients for Safety Ticket Training

We had 24 summer students participate in the program this summer in partnership with Social Development. The youth participated in cultural teachings and attended the Youth Leadership & Development Week. This week focused on helping youth learn about identity/self-esteem, potential, overcoming adversity, themes of desire, dreams and short/long term goal setting, fears as obstacles, positive and negative choices.



2016 Kehewin Cree Nation Heavy Equipment Operator Training Graduates

It also had themes of letting go of past trauma and demonstrations of the way to do so. Lastly, the students took the Class 7 Driver's training, and learned the importance of vehicle maintenance and maintaining a valid driver's license.

First Nations Job Fund (FNJF) funding worked in partnership with TradeWinds as well as Alberta Labourer's Trust Fund (ALTF) for the Construction Craft Labourer Program. There were 8 clients who were in the TradeWinds program. As part of this partnership, a tiny home project was undertaken and the home was completed in October 2016.

Summary provided by Phaedra Cardinal



Kehewin Cree Nation Tiny Home Project - 2016

## SUCCESS

Congratulations to our 2016 Tiny Home Project Successful Participants!!

- Brennan Badger
- Kris Desjarlais
- Jared Dion
- Riley Dion
- Caleb Gadwa
- Barry Paul
- Brandon Watchmaker

- Electrician Apprentice
- Carpenter Apprentice
- Plumber/Carpenter undecided
- Carpenter Apprentice
- Electrician Apprentice
- Carpenter Apprentice
- Auto Technician Apprentice

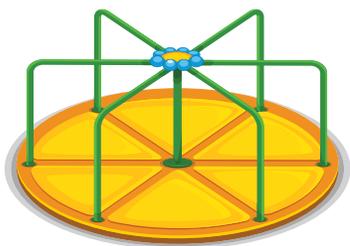
# Kehew Awasis Daycare

2016-2017 was a busy year for Kehew Awasis Daycare. Our staff increased throughout the year and we also were nearly at full capacity with children through the end of 2016. We held several fundraising activities to help enhance the daycare facilities, and the overall experience for our children.

We have 2 staff members currently progressing into their Level 2 Childcare, and 1 staff member is in the process of taking their Social Work Degree from Blue Quills University. I would like to commend all the staff at the daycare, for their continued dedication and commitment to their roles, and for continually improving Kehew Awasis Daycare.

### 2016-2017 Summary for Kehew Awasis Daycare Staff:

- April: Moss bag teaching course in the gym. Teaching from Lillian Gadwa. Staff and parents participated.
- May: Fundraising and raffles for a new gym set, outdoor water/sand table and pool.
- June: New equipment purchased including 1 new change table and 3 change pads with belts. Effort was also spent developing a wholesome nutritional, meal plan for the children.
- July: Staff attended a conference in Maskwacis and training in Edmonton. Training was focused on team building, reflective programming, nutrition, and incorporating culture into childcare. We also had an outing with parents joining kids at the splash park in Bonnyville.
- October: Monthly meetings held. A halloween party was also held in October.
- November: We held a Ham and Turkey Bingo, and Staff were involved in National Addictions Awareness Week (NAAW). The daycare also purchased new toys and necessities with money that was raised from fundraising efforts.



December: The daycare held a family Christmas dinner, with Santa making an appearance to give out gifts, and a hired a photographer to do family pictures paid for by daycare fundraising efforts

### Some of the 2016-2017 Children's Activities:

- April: Easter, Language Skills, Fire Prevention & Bike Safety, Plants
- May: Farm, Mother's Day, Life on the Farm, 5 Senses
- June: Animals, Father's Day, Aboriginal Week, Summer Begins
- July: Canada Day, Bugs, Ocean, Camping

### Kehew Awasis Daycare 2016-2017 Childcare Overview

Number of Licensed Spaces:	<b>80</b>
Number of Full-Time Children:	<b>27</b>
Number of Part-Time Children:	<b>2</b>
Number of Children on the Waiting List:	<b>0</b>
Number of Working/Training Parents Served:	<b>50</b>

### Kehew Awasis Daycare 2016-2017 Daycare Staff Qualifications Overview

Child Development Supervisor(s):	<b>3</b>
Child Development Worker(s):	<b>4</b>
Child Development Assistant(s):	<b>4</b>
Social Work Diploma/Degree or Other:	<b>2</b>





# Whitefish Lake First Nation #128

## ASETS Sub-Agreement Holder



Rennie Houle

2016-2017 was a successful fiscal year at Whitefish Lake First Nation #128 Human Resources Department (HRD). We completed approximately 27 programs throughout the course of the fiscal year. Whitefish Lake HRD continues to focus on and develop strong partnerships with our industry partners. This allows our department to strengthen the services and programs that we are able to provide to clients.

In April 2016, we hosted an annual job fair that was not only well attended, but brought industry and employers to our community. These employers consisted of First Nation owned companies and Whitefish Lake #128's industry partners. Over 150 potential employees attend this event and there were 28 booths available for clients to discuss employment and career opportunities.

We have established an integrated model of service delivery that has greatly improved the success of training programs offered by Whitefish Lake #128 to our clients. When a program need is identified, we initiate a roundtable discussion with our industry partners and assess the programming needs collaboratively. Changes and revisions are then applied to programs as necessary. Following this initial program development, we work through a recruitment process, where 12-15 successful candidates are then selected for the program. It is important to note that industry remains involved in the programming, where they play a valuable role in helping select the most suitable candidates for each program. Once trainees have been selected, they are put through one month of job and life skills training, and two weeks of safety ticket training based on the hiring companies' requirements and the type of employment.

After all this work has been completed, the technical training is provided with direct involvement from our industry partners. This model has been a big success for Whitefish Lake #128 and we will continue to utilize it, and make improvements as we go to support greater employment outcomes for our members.

Using this model, Whitefish completed a heavy equipment training program in partnership with Whitehead Holdings, Portage College, and WFL Income Support. We had 8 clients complete the program where they worked on an \$11 million road project that will create 13km of new road over 2-3 years in Whitefish Lake #128. The contractor for this project will be hiring the trainees, and will continue to work on this road project.

We conduct an annual strategic planning session with stakeholder departments and Nation leadership to prioritize and develop an annual employment and training plan.

### Challenges for Whitefish Lake #128 in 2016/2017

- Employment readiness of clients
- Commitment of clients to attend training and going to work
- Working with clients to overcome barriers

### Possible Solutions to these Challenges

- Developing an income support policy
- Expected-to-Work Policy that involves classification of clients who have undertaken training in the past
- Improved collaboration with all parties involved in programs and services

### Programs Offered in 2016-2017

- Construction Craft Labourer/Scaffolding Program (has a workforce of 80 scaffolders)
- Youth Mentorship Program
- Foundation Skills Development Program (upgrade from grade 7, 8 & 9 to entry level college requirements)
- Security Training Program
- Summer Work Experience Program (100 students grade 9 to post secondary)
- Heavy Equipment Operator Training Program
- Solar Energy Installation Training Program
- Xpression Arts & Design Program

Whitefish Lake will continue to incorporate a heavy emphasis on relationship building and maintaining partnerships with industry. These partnerships along with collaboration with Income Support, Education, NADAP and Consulation will continue to play a role in ensuring we continue to offer successful programming. It is a collaborative effort!

Summary provided by Rennie Houle



## SUCCESS

Bradley Pruden is from Whitefish Lake First Nation and he has successfully completed his 4th year Electrician Apprenticeship at Lakeland College. He is now a Red Seal Electrician and employed with Fluor Construction. Keep up the hard work, Bradley!

# Whitefish Daycare

The 2016-2017 fiscal year was another successful one for Whitefish Daycare. We were able to establish a routine for the children that allows them to be comfortable attending daycare. We also strive to promote as much parent involvement as possible. We found over the past year that memos and newsletters have been received well by parents and help to keep them engaged. They are a simple yet effective way to share information about daycare activities and head start programs.

On average, we see about 30 children at the daycare. At times we would like to see more involvement from the parents to help maintain cleanliness/sanitation at the daycare and to help raise awareness about the importance of it. Nonetheless, we do our best to ensure the facilities are sanitary and safe for the children. We also conduct fire drills monthly.

### Whitefish Daycare 2016-2017 Childcare Overview

Number of Licensed Spaces:	<b>80</b>
Number of Full-Time Children:	<b>30</b>
Number of Part-Time Children:	<b>0</b>
Number of Children on the Waiting List:	<b>0</b>
Number of Working/Training Parents Served:	<b>30</b>

### Whitefish Daycare 2016-2017 Daycare Staff Qualifications Overview

Child Development Supervisor(s):	<b>5</b>
Child Development Worker(s):	<b>1</b>
Child Development Assistant(s):	<b>5</b>
Social Work Diploma/Degree or Other:	<b>2</b>

Whitefish Daycare would like to acknowledge all staff for their hard work and dedication throughout 2016-2017. They show a lot of love for the children and they're always willing and eager to help them. Their positivity promotes a healthy environment for our Nation's children.

### 2016 Staff Training Offered

April:	Staff Development
June:	ASIST Training

### 2017 Staff Training Offered

January:	Emergency Management Training
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### 2016 Events Attended by Whitefish Daycare

March:	Fire drills and inspection
April:	Easter egg hunt and crafts
May:	Mother's day card making
June:	Pool and sprinkler day outside for children
	Headstart graduation
	Mini pow wow hosted by Daycare with soup and bannock
	Last day of day daycare
December:	Christmas card and decoration making with Santa Clause

### 2017 Events Attended by Whitefish Daycare

January:	New Year's crafts
	Speech/Language Pathologists Visit
February:	Dental Hygienist Visit



# St. Paul Small Urban Office



Darlene Bellerose

Our goal at the St. Paul Small Urban office for 2016-2017 was to continue being a valuable resource for the Tribal Chiefs Ventures membership in the community of St. Paul. We committed our efforts towards providing basic training and helping members find their career paths. One of the biggest challenges we face is finding enough full time positions for our clients. This makes it even more important for clients to select the most beneficial training programs available to them. We also face ongoing increases in fees/ tuition and the cost of living. As we move in to a new fiscal year our goal is to obtain stronger commitments from employers and find ways to increase funding for programming.

In April 2016, our office staff attended the Cold Lake and Whitefish Lake job fairs. Both events were well attended by the communities. We had a table display set up with the Walk-With-Us program and Carriage Mobile Driving School. We also provided general information about the programs we offer. Staff also attended the grand opening of the Trade Winds Program in Bonnyville.

### Other events attended by St. Paul Small Urban Office

- July 27, 2016 - AGM in Kehewin.
- August 17, 2016 - Venn One Planner Update training for the system in Edmonton.
- September 22, 2016 - 2016 Apprenticeship Recognition event in Bonnyville, AB. Two of our clients received recognition at this event.
- Oct. 12 and 14, 2016 - First Nations and Urban Aboriginal ASETS Discussion in Edmonton.
- Dec. 7 and 8, 2016 - Annual Operation Planning Session and Bird Construction Meeting in Edmonton.

### Partnerships

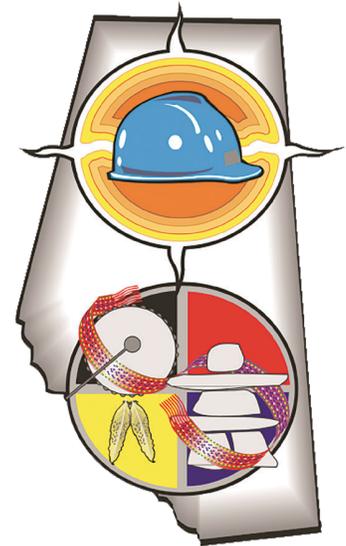
Whitefish Lake First Nation HRD	On-going client support
Kehewin Cree Nation	On-going client support
NEAAI	On-going client referrals
Walk With Us Program	On-going client referrals
Carriage Mobile Driver Training	Driver's Training



### SUCCESS

Jessica Jackson is from Whitefish Lake First Nation and completed her Early Childhood Development-Level 3 at Blue Quills First Nations College in 2016. Congratulations Jessica!

# A Very Special Thank You To Our Partners!!



# ASETS Total Results Report

MEASURES	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	Cumulative
<b>Total Clients</b>	759	828	946	987	783	753	5,056
<b>Gender</b>							
<b>Female</b>	269	331	374	419	273	287	1,953
<b>Male</b>	490	497	572	567	510	466	3,102
<b>Unspecified</b>	0	0	0	1	0	0	1
<b>Persons with Disabilities</b>	14	15	9	9	4	7	58
<b>Youth</b>	399	456	553	560	388	427	2,783
<b>Clients Served - Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>930</b>	<b>737</b>	<b>657</b>	<b>2,324</b>
<b>Clients Served - EI</b>	0	0	0	272	277	234	783
<b>Clients Served - CRF</b>	0	0	0	658	460	423	1,541
<b>Employed - Total</b>	<b>315</b>	<b>363</b>	<b>381</b>	<b>342</b>	<b>185</b>	<b>193</b>	<b>1,779</b>
<b>Employed - EI</b>	136	162	154	140	84	96	772
<b>Employed - CRF</b>	179	201	227	202	101	97	1,007
<b>Gender</b>							
<b>Female</b>	0	0	0	132	69	49	250
<b>Male</b>	0	0	0	203	116	143	462
<b>Unspecified</b>	0	0	0	0	0	0	0
<b>Persons with Disabilities</b>	6	9	4	3	2	2	26
<b>Youth</b>	126	151	179	121	73	77	727
<b>Returned to school - Total</b>	<b>61</b>	<b>83</b>	<b>37</b>	<b>166</b>	<b>43</b>	<b>125</b>	<b>515</b>
<b>Gender</b>							
<b>Female</b>	0	0	0	88	28	73	189
<b>Male</b>	0	0	0	78	15	52	145
<b>Unspecified</b>	0	0	0	0	0	0	0
<b>Youth</b>	55	76	26	146	34	111	448
<b>Interventions Completed</b>	<b>724</b>	<b>871</b>	<b>926</b>	<b>920</b>	<b>611</b>	<b>562</b>	<b>4,614</b>
<b>Persons with Disabilities</b>	12	17	9	7	5	5	55
<b>Youth</b>	357	473	542	506	290	318	2,486
<b>EI Unpaid Benefits</b>	<b>279,808</b>	<b>305,020</b>	<b>360,868</b>	<b>271,281</b>	<b>286,325</b>	<b>552,088</b>	<b>2,055,390</b>
<b>Non-EI SAR Savings</b>	<b>93,371</b>	<b>33,735</b>	<b>46,092</b>	<b>54,544</b>	<b>44,115</b>	<b>6,080</b>	<b>277,937</b>

# First Nations Job Fund Total Results Report

## FIRST NATIONS JOB FUND:

The overall goal of the Government's investment to the Enhanced Service Delivery and First Nations Job Fund is to reduce dependency on income assistance and increase employment rates of First Nation Income Assistance clients.

Eligible clients for FNJF are between the ages of 18–24 who are income assistance clients who have been referred to FNJF by Enhanced Service Delivery (ESD).

Clients referred by Enhanced Service Delivery providers have been assessed by ESD staff are part of a Mandatory Action Plan and have been deemed capable of working and obtaining employment with further training of up to one year.

The objective of a client referral from Enhanced Service Delivery to the First Nations Job Fund is to provide job training and to facilitate that the client's employment.

MEASURES	2014 - 2015	2015 - 2016	2016 - 2017	Cumulative
<b>Total Clients</b>	<b>80</b>	<b>106</b>	<b>81</b>	<b>267</b>
<b>Gender</b>				
<b>Female</b>	29	39	31	99
<b>Male</b>	51	67	50	168
<b>Unspecified</b>	0	0	0	0
<b>Persons with Disabilities</b>	2	1	0	3
<b>Youth</b>	80	106	81	267
<b>Clients Served - Total</b>	<b>80</b>	<b>97</b>	<b>62</b>	<b>239</b>
<b>Employed - Total</b>	<b>11</b>	<b>20</b>	<b>18</b>	<b>49</b>
<b>Gender</b>				
<b>Female</b>	4	6	7	17
<b>Male</b>	7	14	11	32
<b>Unspecified</b>	0	0	0	0
<b>Persons with Disabilities</b>	1	0	0	1
<b>Youth</b>	11	16	14	41
<b>Returned to school - Total</b>	<b>10</b>	<b>33</b>	<b>6</b>	<b>49</b>
<b>Gender</b>				
<b>Female</b>	5	18	4	27
<b>Male</b>	5	15	2	22
<b>Unspecified</b>	0	0	0	0
<b>Youth</b>	10	33	6	49
<b>Interventions Completed</b>	<b>33</b>	<b>37</b>	<b>50</b>	<b>120</b>
<b>Persons with Disabilities</b>	2	0	0	2
<b>Youth</b>	33	37	50	120
<b>Non-EI SAR Savings</b>	<b>6,623</b>	<b>0</b>	<b>0</b>	<b>6,623</b>



# Trade Winds/ALTTF/TCETSA/NEAAI



Canada

Alberta Government

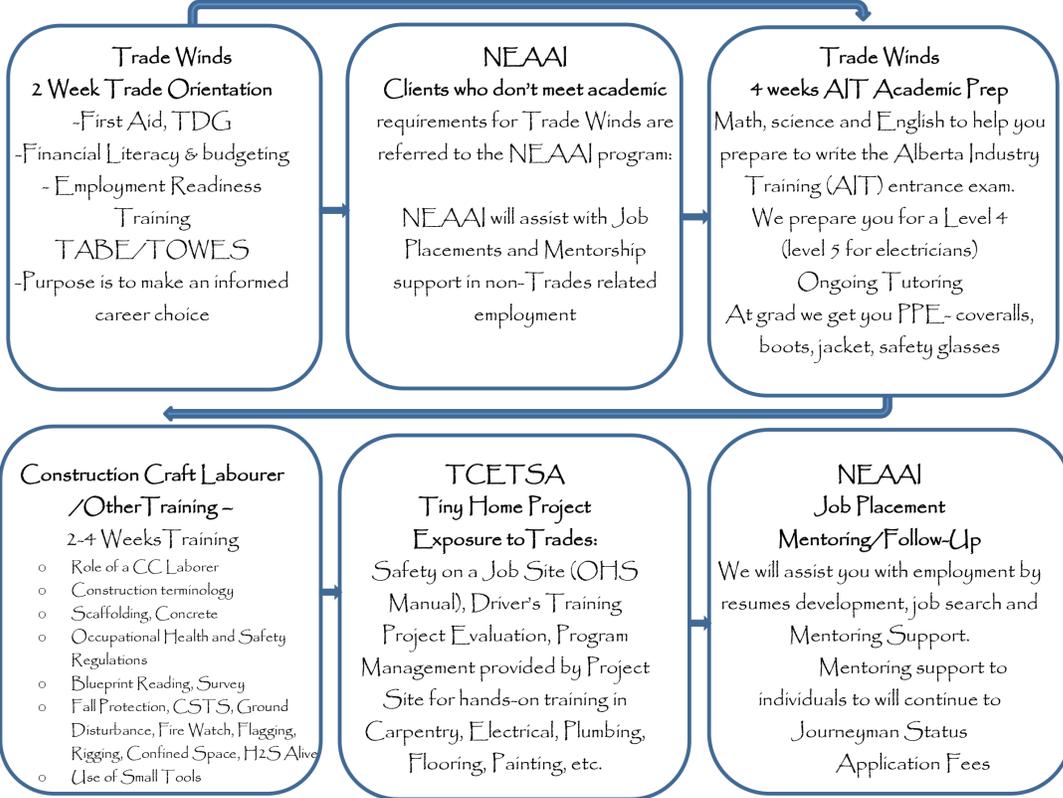
## 14 Week Program

### Eligibility Criteria

1. 18 years old
2. Grade 10 Math, Science and English
3. Interested in a trades
4. Ready, Willing & Able

### Process

1. **Application**  
Attend information session  
Fill out application form and Employability Check-up  
Get referral letter  
Submit documents
2. **Assessment**  
Book a TABE, TOWES & Interview in order to receive an acceptance letter
3. **Acceptance**  
Go back to funder to complete application





“  
**Together** we can make  
positive improvements  
within our communities  
”

Tribal Chiefs Employment & Training Services Association  
17533 - 106 Avenue, Edmonton, Alberta T5S 1E7  
Telephone: 780-481-8585 Fax: 780-488-1367  
[www.tcetsa.ca](http://www.tcetsa.ca)