

MIZIWE BIIK
ABORIGINAL
EMPLOYMENT AND
TRAINING



2005-2006
Report to the Community

12TH Annual General Meeting



Mission Statement

Miziwe Biik Aboriginal Employment and Training is committed to assisting all persons of Native ancestry in the Greater Toronto area to attain a better quality of life.

Miziwe Biik strives to provide training and employment opportunities in a supportive environment in which people can affirm their Native identities and develop their full potential.

Miziwe Biik believes that community needs and aspirations are paramount. We are committed to strengthening the community through partnerships that promote equality and self-reliance.

Miziwe Biik is committed to the belief that it is through traditional cultural values, practices and resources that we will reclaim our destiny.

Vision Statement

At Miziwe Biik Aboriginal Employment and Training, we believe that securing a job is crucial to becoming a full participating member of the community. A job is a passport to self-sufficiency. It brings pride, dignity, a better quality of life and hope for the future.

We know that Aboriginal people in Toronto face many barriers when attempting to join the workforce. We are committed to breaking down those barriers by providing Native people with access to training programs and employment services, and by entering into partnerships within the Aboriginal community and non-Aboriginal community.

A Message From Our President

Greetings To You All!

I would like to begin by wishing you all a Happy New Year and Thank you for your support this past year. I hope it will be prosperous for you and your family. Its hard to believe another year gone by since our last meeting of membership. I would like to continue our efforts from last year in obtaining employment and training programmes for our community membership. We'd like to continue to see our community membership thrive and supporting their families. I would also like to see more progress and understanding with our funders and do away with delays and glitches we encounter every year Its not been easy to deliver good positive services to you when we experience these every fiscal year. So we hope to resolve this issue and also notify you sooner rather than last minute to see if you'll get your funding on time for your projects. This year the community lost a dear friend, great leader and traditional teacher Roger Jones was a dear friend to Miziwe Biik. We miss him dearly and appreciated all his support and teachings he shared with us. I also want to acknowledge Chief Howard Pamajewon, a good friend who passed away in June. Both, were brother-in-laws and were from Shawanaga First Nation. I want to thank the staff and board of Miziwe Biik for their hard work and dedication In closing, I ask the Creator to guide and watch over us and our families this coming year and have pity on us when we go through hard times.

All Our Relations,

Jimmy Dick



Introduction

Welcome Community Members, Organizations, Elders.

We have had another successful year.

The AHRDS has been renewed and a new four year agreement has been signed. This new agreement will build on the successes achieved and will include greater emphasis on partnerships and economic development.

Thank you for your continuing support. Meegwetch to the staff for their dedication and to the Board of Directors for their strong leadership. I will continue to work to the best of my ability to meet the high expectations that the community has for this agency.

Nya weh

Nancy Martin

Miziwe Biik Board of Directors

Miziwe Biik adheres to traditional Aboriginal teachings, and practices. Miziwe Biik draws its Board of Directors from the Greater Toronto Aboriginal community. Although Board members are associated with, or may be employed by community agencies, provincial or federal departments, they do not represent these agencies or their employers while serving on the Board.

Current Board Members:

Jimmy Dick, President

Allison Deer, Vice-President

Harry Willmot, Secretary/Treasurer

Jenny Restoule-Mallozzi

Steve Teekens

Larry Frost

Michael White

Miziwe Biik and the ALFDC

Miziwe Biik is a member of the Aboriginal Labour Force Development Circle (ALFDC). The ALFDC is an umbrella organization for member First Nations and urban boards. The ALFDC is the Aboriginal Human Resources Development Agreement holder between the First Nations and the Federal Government.

The ALFDC administers the funding, reports to Human Resources Development Canada, develops programs, policies and procedures for members, and lobbies for funding. The Board of Directors of the ALFDC is made up of representatives of the member First Nations and urban boards. Membership of the ALFDC is comprised of twelve First Nations and two urban boards. The ALFDC is chaired by Steve Williams and Sandi Boucher-Nielsen is the Executive Director.

ALFDC Programs and Services

The programs and services offered by Miziwe Biik are similar to existing Human Resources and Skills Development Canada programs. These programs and services focus on both groups and individuals by providing training to Aboriginal people seeking to enter the workplace after periods of education/training or



periods of unemployment. Training for groups or individuals is generally sponsored by community based Aboriginal organizations or private sector businesses.

The type of programs and services offered are able to be adjusted to local situations and requirements, yet they must relate to both, a) the skills development interests of the individual and b) current labour market needs.

Project Department Workshops

The project department has delivered the following workshops over the past year with many of our community members participating.

- 34 Clients participated in Customer Service and Telephone Etiquette Training, certified from Georgian College.
- 200 Individual Client requests for various training and workshops
- 14 Clients received Microsoft PowerPoint Training
- 18 Clients received work boots, hardhats, and tool belts.
- 98 clients participated and became certified in Standard First Aid, CPR and WHMIS from Red Cross
- Approximately 80 clients received a work start-up.
- 6 Clients participated in Graphic Design Workshop.

Project Success Story: Catapult

Catapult, an intensive media and professional development workshop led by industry professional Jennifer Podemski of Red Cloud Studios, allowed 6 Aboriginal aspiring film makers the opportunity to take their careers to the next level.

Throughout an 8 day period, participants of Catapult were exposed to various facets of the production and media industry. Topics such as identifying career goals, creating resumes and bio's, media and print design, setting up meetings, cold calling, selling yourself, networking and creating databases, as well as writing, directing and producing were explored through the workshop. Invited speakers and mentors, such as professional artists, broadcasters, producers, production managers, and Telefilm and training people were in attendance to offer insight into the career goals of the potential film makers. The end result of the workshop was the production of a 30 second PSA for each of the participants. These PSA's were intended to "Catapult" the film makers career into the mainstream media industry in Toronto. These short films were submitted as entries in the 2006 imagineNATIVE film + media arts festival.

The imagineNATIVE Film + Media Arts Festival is an international festival that celebrates the latest works by Indigenous peoples on the forefront of innovation in film, video, radio, and new media. Each fall, the festival presents a selection of the most compelling and distinctive Indigenous works from around the globe. Recently, Red Cloud Studios announced that 4 of the 6 submitted films, titled "A Hard Nut To Crack, Eggs Instead, Two Loonies, and Waiting for Willie", were accepted into the festival this year. The festival's screenings, parties, panel discussions, and cultural events attract and connect filmmakers, media artists, programmers, buyers, and industry professionals.

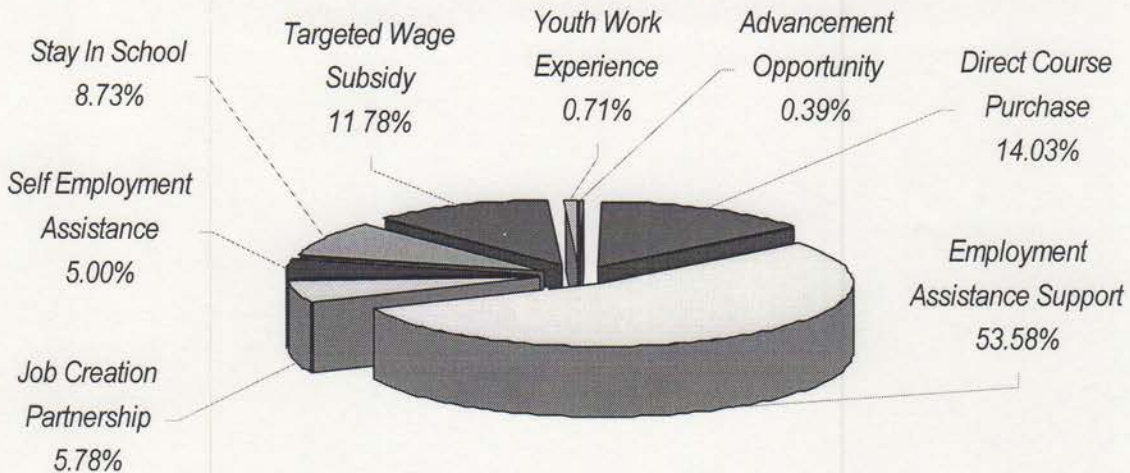
Miziwe Biik congratulates the Catapult participants, and wishes them well in their future endeavors in the film and media industry!!



Budget Allocations for the 2005 – 2006 Fiscal Year

The following is a breakdown by program budget:

Advancement Opportunity Program	\$14,408.00
Direct Course Purchase	\$517,983.00
Employment Assistance Support Measure	\$1,978,088.00
Job Creation Partnership	\$213,377.00
Self Employment Assistance	\$184,651.00
Stay in school	\$322,275.00
Targeted Wage Subsidy	\$434,923.00
Youth Work Experience (YWEP)	\$26,212.00



MIZIWE BIIK FUNDED PROGRAMS
2005 - 2006

Urban Aboriginal Homeless

In 2003, the federal government extended National Homeless programme based on successes of the first initiative. The Toronto Aboriginal community received 2.25 million in funding to continue their efforts to reduce and alleviate homelessness and thus allow them to increase support for homeless people and to focus on longer term solutions such as transitional and supportive housing. Projects were reviewed and classified as either 'Emergency', 'Preventative', 'Supportive', and 'Transitional' in nature. From this, we were able to determine the following areas received funding: 12% - Emergency (8 projects); 11% - Preventative (9 projects); 22% - Supportive (9 projects); 55% - Transitional (3 projects).

Employment Services – Ruby Dreger, Manager

The Employment Resource centre has had a very busy year. We have serviced many new clients who have recently relocated to Toronto. It is always a challenge for the clients who are new to the city, however we have had a lot of success along with the many challenges that clients and staff encounter during the



year Congratulations to all of the clients who were successful in obtaining employment, completed individual training requests and were accepted into the education system, such as college and university or completing the GED.

Meegwetch to all of the Employment Staff, who have worked very hard throughout the year assisting all of the 1,200 clients who are wanting a variety of services within the Miziwe Biik organization.

Meegwetch to all of our clients who are using our services. It has been very gratifying to see individual clients reach their goals and continue on their future to self sufficiency.

All of the Employment Staff encourage all of our existing and new clients to continue accessing the services of Miziwe Biik. We all look forward to another successful year working together to accomplish and achieve your goals and sharing successes.

Employment Interventions

- This year, the department had over 10,000 people walk through our doors
- 8,299 Employment Counselling Sessions, Resumes Developed
- 8,299 Job Search Skills, Interview Skills,
- 2,075 Labour Market Information
- 1,037 Networking Skills
- 5,187 Referrals to Healing and Wellness
- 3,112 Referrals to Housing
- 1,037 Referrals to Post Secondary Education
- 1,037 Received Employment Maintenance

Skills Development and Personal Development Program - Joseph McQuabbie

Miziwe Biik offers two options to help clients prepare for work. Through our Skills Development program, clients are provided with six-weeks of in-class training on resume building, cover letters, and professional interview skills. We also offer a 3 week program which focuses on personal empowerment. Our clients continue to benefit from our diverse range of services. We are able to assist our community members to better themselves by equipping them with the tools for setting achievable and realistic goals.

- 45 clients participated in our Skills Development class
- 50 clients participated in the SCPI Personal Development Program

Client Success: Steven Jesso

Determined, resilience and inspirational are words that truly describe how Steven exhibits his way of life. He does not consider himself handicapped, despite being blind, not by any measure. He has accepted his role to be that of a naturopathic advisor that is determined to bring this training and expertise to the forefront of our aboriginal communities.

Steven is a success story based by the elements of his attitude and willingness to create and complete his goals that are an extension of his love of life. Upon graduation Steven was elected as class valedictorian by his peers, something





he was not expecting, yet, accepted with a professional, gracefulness and dignity.

We at Miziwe Biik worked on assisting Steven obtain the financial assistance he required to complete his training. He made it easy for both the Employment Counsellors and Project Officers to assist him to reach his goals effectively.

Client Success: Anthony Upshaw



Anthony is one of our clients who participated in the Hostels training, First Aid and WHMIS training workshops offered here at Miziwe Biik. He realised that those two courses were basic requirements in his chosen field of employment as Youth Counsellor. He is dedicated to achieving his goals and is seeking new training avenues to build on his expertise. With his dedication and determination we are confident he will succeed.

Employment Partnership Coordinator - Ginny Boissoneau

I am very excited to report that since January there are 57 new students who have registered with MBCampus the On-line high school equivalency learning program. The total number of students who are registered with MBCampus is now close to 200 and climbing. I am happy to report that there is a growing interest within remote communities who want to access the GED as an alternative way for students to complete their education. Congratulations to Elisapee Reynolds who successfully completed our GED Program and obtained her GED earlier this year. If eligible, Miziwe Biik offers a financial incentive to all those who pass the GED test. Miziwe Biik has re-introduced the Procurement Program, for those who wish to work part-time within Federal Government agencies. If you are interested in registering for our client pool, please contact Ginny at (416) 591-2306.

Aboriginal Business Resource Centre – Kenn Ross, Manager

The ABRC had another busy and successful 2005 fiscal year. ABRC activities included:

- Fifteen workshops, seminars and information sessions on topics such as personal budgeting, managing personal credit, presentations skills and selling were attended by 164 participants.
- Three iterations of ABRC's Small Business Certificate Course were offered and attended by twenty-seven participants; partners delivering components of the course included Aboriginal Business Canada, Business Development Bank of Canada, Enterprise Toronto and the Toronto Business Development Centre.
- Forty-seven clients received in-depth consultation on their planned ventures, mainly guidance on business plan writing and how to access funding
- Over 1,705 in-person contacts were made with the ABRC by Aboriginal clients (includes repeated contacts) making use of the ABRC's staff, computers and resource library
- The ABRC is one of three partners operating Toronto's Social Purchasing portal (www.spptoronto.org), launched in May 2005; in association with the Learning Enrichment



Foundation and the Information Technology Association of Canada; this web-based database is a business-to-business (B2B) matching service between community economic development organizations (CEDOs), their clients, and community enterprises run by Aboriginal people, new arrivals to Canada, women, youth and other populations at risk in the economy, leading to jobs and increased social capital which benefits the city as a whole. The ABRC took part in fourteen group presentations to City of Toronto staff, community groups and private enterprise, totaling 326 attendees.

Aboriginal Business Resource Centre

Kenn Ross, Manager

167 Gerrard Street East, 2nd Floor

416-591-8727

AEDP Success Story - Madonna's Pet Services

I started the ADEP in Jan. 2005. I had been on disability for over two years and looking at career change. I found Miziwe Biik on the internet as I searched for schools or training for aboriginals. I decided to walk into Miziwe Biik the very next day I filled out paperwork and had an interview right away I was looking for work and didn't believe I could ever have my own small business never mind be successful. I was asked about my hobbies as well as if I had ever thought about running my own business. My answer was dogs and that I had always dreamed of being my own boss but never thought it was possible. I was immediately told that there was a program that I could apply for that would show me how to write a business plan, start a small business and discover entrepreneurship. I was put in touch with Kenn Ross and promptly handed in my application. I had another interview at Native Child and was very excited to learn my life was about to change. One of my dreams was just about to begin and become a reality The program took me thru all that I needed to be successful on all levels. Financially as well as emotionally, it covered every angle of being an entrepreneur The facilitators were great, helpful and very motivating. I felt that I could get help with anything I needed and there was always someone to help or support me at Miziwe Biik. I was always respected and encouraged. I registered my Pet Business in May 2005 and completed all the training I needed to be considered a professional. I currently have 6 - 10 pets a day to care for and it is my only source of income. I love what I do and wish I had done it 20 years ago. Thanks to everyone who has made it possible for me to live a dream.

Madonna's Pet Services

First Aid Certified + Insured & Bonded

Dog Walking - Pet Sitting - Visits - Puppy Care

Training - Waste Clean Up - Taxi - Errands

CALL. 905-483-0515

Email: madonnaspetservices@yahoo.ca

Who We Are ... Contact Information

ADMINISTRATION

Nancy Martin, Executive Director
Marina Elliott, Finance Manager
Jennifer Abbott, Executive Assistant
Carol Barker, Catering/Conference Facilities

PROJECT MANAGEMENT

Eileen Meawasige, Project Officer
Laurie Hermiston, Project Officer
Leslie Keddy, Project Officer's Assistant
Jennifer Crowe, Project Officer's Assistant

EMPLOYMENT SERVICES

Ruby Dreger, Manager
Lillian Wesley, Administrative Assistant
Joseph McQuabbie, Trainer/Employment Counsellor
Denise Davad, Employment Counsellor
Cynthia Bird, Employment Counsellor
Brenna Lafrance, Employment Counsellor
Amber Levi, Receptionist

ABORIGINAL BUSINESS RESOURCE CENTRE

Kenn Ross, Manager
Veronica Johnny, Marketing Assistant
Bridget McGregor, Administrative Assistant

Special Thanks to the following:

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Aboriginal Labour Force Development Circle, Service Canada, Ontario Secretariat Aboriginal Affairs,
Ontario Works, Ontario Trillium Foundation, City of Toronto;
Special Kudos to ALL the Toronto Aboriginal community agencies,
Evergreen, Centennial College, Toronto Hostels Centre and Kevin Boudewyn Consulting for providing a
variety of services to our community*



Miziwe Biik Aboriginal Employment & Training

Creating Opportunities for Aboriginal People

Employment Counselling · Employment Preparation Training · Referrals to Employment
Temporary Job Placements · Local/National Job Ads · Community Project Training
Job Creation/Wage Subsidies · Access to Employment Resource Centre

Please call to book an appointment with an employment counsellor.

167 Gerrard Street East · Toronto, Ontario · M5A 2E4

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