

AGM 2013 Report



- Skilled Trades People
- Professional Staff
- Admin Personnel
- Paralegals
- Service and Food Industry Workers

"Luanne" Office Professional

Miziwe Biik

Aboriginal Employment
and Training

Employers call:
(416) 640-4686

www.miziwebiik.com



Miziwe Biik
Aboriginal Employment and Training

ACKNOWLEDGEMENTS

Miziwe Biik acknowledges financial and in-kind support and contributions from the following:

ALFDC

Service Canada

Ministry of Training, Colleges & Universities

City of Toronto

Human Resources and Social Development Canada

Employment Ontario

MIZIWE BIIK BOARD OF DIRECTORS

President Jimmy Dick

Vice President Steve Teekens

Treasurer/Secretary Mike White

Board Harry Willmot

Board Valerie John

Our Vision

Miziwe Biik is committed to assisting all persons of Aboriginal ancestry to attain a better quality of life. We believe that community needs and aspirations are paramount. We are committed to strengthening the community through partnerships that promote equality and self reliance. We will provide training and employment opportunities in a supportive environment in which people can affirm their Aboriginal identities and develop to their fullest potential. We are committed to the belief that it is through traditional and cultural values, practices and resources that we will reclaim our destiny.

MIZIWE BIIK STAFF

ADMINISTRATION

Executive Director

Nancy Martin

Special Projects Manager

Jennifer Abbott

Building Maintenance

Carol Barker

EMPLOYMENT COUNSELLING

Administrative Assistant

Lillian Wesley

Facilitator

Denise Davad

Youth Employment Counsellor

Stephanie Pangowish

Employment Counsellor

Sarah Belisle

Employment Counsellor

Brenna LaFrance

Job Developer

Vickie Labranche

Job Developer

Osborne Farrell

Data Entry Clerk

Bernice Chevrier

Receptionist

Valerie Jacko

PROJECT MANAGEMENT

Project Officer

Eileen Meawasige

Project Officer

Nicole Hill

Individuals Project Officer

Nicole Hare

Database Administrator

Marcel Benegas

CARPENTRY PRE-APPRENTICESHIP

Coordinator

Danbi Cho

Job Coach

Gavin Lawrence

NGINDAASMIN

Program Coordinator

Carol White

167 - 169 Gerrard Street East. Toronto, Ontario M5A 2E4 Tel.: 416.591.2310 Fax: 416.591.3602

Registered Charity No. 863056719RR0001

COVER

Miziwe Biik TTC Employment Campaign (front cover: Queen Station - Luanne Whitecrow)

Graphic Design & Photography

David Sherry, 2davoonline@gmail.com

Our Mission

Our mission is to provide services to the Aboriginal peoples in the Greater Toronto Area; to work with employers to secure employment opportunities; to deliver federal and provincial programs; and, promote Aboriginal entrepreneurship and the development of our economies. We will work with individuals, other agencies and groups to provide these services and achieve our mission.



Jim Windigo, a respected Ojibway Elder gave us our name. Miziwe Biik is like a body of water where a ripple effect has been created; it is the ability to reach out and make positive change in the lives of the Aboriginal peoples across the Greater Toronto Area



JIMMY DICK
 President
 Miziwe Biik Board of Directors

Wachay Aanii.

I want to thank our Executive Director, Nancy Martin, and all the staff for their hard work and dedication. I also want to thank my fellow Board members for their support and dedication to Miziwe Biik and to the community.

It has been another productive year, and along with all of the hard work that was accomplished at the Centre, there has been a number of community celebrations and gatherings, as well as awards ceremonies, in which I have been able to participate.

Along with its mandate to provide training and employment services, Miziwe Biik believes that it is important to recognize personal and community achievements. This is done through our publishing of success stories in newsletters and in the AGM report, our participation at the Toronto Aboriginal Business Association (TABA) awards evening, our post secondary Aboriginal student bursary awards, and our high school Aboriginal student awards (Lee Awards). At these

Along with its mandate to provide training and employment services, Miziwe Biik believes that it is important to recognize personal and community achievements.

events, I have had the opportunity to listen to the drumming and opening prayer and participate in the smudge. Especially for our youth, it is important to share our traditional ceremonies at events where we honour those who have worked hard and have maintained links with our community.

We honour our clients and the community during our Christmas celebration and our feasts. These are times of the year when the Board, our staff, clients and their families, and our partners can gather together to celebrate. With the development of new partnerships and our ongoing successes, we look forward to the growth of the Centre as more Aboriginal people move to urban areas to take advantage of work opportunities and obtain training, which they can apply in the city or back in their home communities.

In closing, I want to wish everyone a prosperous new year, with good health to you and your families.

Chi Megwetch



NANCY MARTIN
 Executive Director

The 2012/13 year was a busy and productive one. Miziwe Biik was able to assist over 1,200 clients meet their training and employment goals through job referrals, accredited training programs, employment counselling, financial assistance, wage subsidies and transportation and living allowances.

Miziwe Biik responds to general employment trends while monitoring the employment and training preferences of the GTA's Aboriginal community to determine program priorities and to guide its partnership initiatives. Recent Aboriginal employment trends include: construction trades, self employment, particularly in creative fields such as art/design and fashion, administration, and the health, legal and food industries.

Miziwe Biik responds to general employment trends while monitoring the employment and training preferences of the GTA's Aboriginal community ...

Entering the workforce, setting up a new business, becoming self employed or qualifying for training programs can often require some academic upgrading. Miziwe Biik is able to provide clients with a number of options in-house and through its training partners. Programs include our online General Education Degree (GED), and a partnership with the Independent Learning Centre (ILC). As well, our dedicated staff receives support from teachers and tutors with the delivery of our Ngindaasmin academic upgrading program.

One of the more inspiring and encouraging community employment trends is that many of our clients want to train and work in Aboriginal agencies and businesses in the GTA. Through a targeted wage subsidy program we are able to assist agencies in hiring individuals seeking practical work experience. We also create positive and innovative work opportunities through the development of partnerships with private and public sector organizations. Responding to employment trends, we made new connections with construction trades schools and unions, and construction businesses, in order to create a network of resources in that field.

As always, it is the motivation of the clients that inspires Miziwe Biik staff to provide the supports that they require to achieve their training and employment goals.

PROGRAMS AND SERVICES

Career and Employment Counselling Services

- Resume / Cover Letter Writing
- Interviewing Skills
- Hidden Job Market
- Personality Dimensions
- Self Assessment Tool

Employment Resource Centre Services

- Computers/Internet
- Photocopier / Facsimile
- Telephones / Postage / Mailing
- Toronto Labour Market Information
- Local, National and Native Newspapers
- Local Community Information Resources
- Educational Information / Calendars

Employment Placement Services

- Job Board
- Local Native Organization Postings
- Federal Government Temporary Employment Placements
- National Native Employment Opportunities Newsletter
- Referrals to Employment Opportunities
- Summer Career Placements

Funding Services

- Service Canada / Employment Ontario
- Employment Insurance Funding for Clients
- Client Driven Training Projects
- Community Project Training Available
- Advocacy for Employment, Education, Housing
- Ontario Works

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reception@miziwebiik.com

EMPLOYMENT RESOURCE CENTRE SERVICES **ERC**



The Employment Resource Centre has seen ongoing growth over the last year with the addition of a Data Entry Clerk and a Youth Employment Counselor. We continue to become stronger and more successful at helping Toronto's Aboriginal community members, young and old to realize their full potential.

In the 2012/13 fiscal year the Employment Resource Centre had approximately 8,500 clients walk through the doors to use one or several of our services. Once again, we were challenged with enhancing our services and programs to fit the unique needs of our community members, many of whom are transplants to Toronto from smaller communities. No matter where our clients come from they all have a common thread. They're in search of a better life through access to employment and training opportunities.

"Congratulations" to all our clients who secured employment last year and "Thank You" to the employers who made those jobs possible. The Employment Ontario Employer Incentive program enabled us to create some unique opportunities with some new employers. We sponsored several Job Creation projects giving our student clients opportunities to gain some valuable skills and

practical experience through summer work experiences, funded through Service Canada's Aboriginal Skills Employment and Training.

During the last fiscal year, we saw an increase in the number of Aboriginal post-secondary students struggling to access funding from their First Nations. We are happy to report that Miziwe Biik was able to assist them by providing support for things like books and transportation. In addition, we were able to create a bursary program which provided monetary assistance to 85 post secondary students, studying in the GTA.

Our 6-week Pre-Employment Skills Development Program and our ½ day Employment Ontario workshops continue to provide clients with the necessary skills, tools and techniques they require to be competitive and successful in their search for employment and training opportunities.

This month we will be rolling out our Youth Employment Fund. This Employment Ontario funding will provide training and job placements for 17 youth in all sectors.

Each member of the Employment Resource Centre Team brings not only expertise but a passion for helping our clients and community members succeed in achieving their goals and aspirations.

We look forward to continuing our work in Toronto's Aboriginal community while striving towards another year of successes and achievements.

Photo (left to right): Denise Davad, Brenna Lafrance, Vickie Labranche, Valerie Jacko, Stephanie Pangowish, Lillian Wesley, Bernice Chevrier, Sarah Belisle, and Osborne Farrell

NGINDAASMIN

Academic Upgrading Program



The Ngindaasmin Academic program is an upgrading program for those that want to earn their Ontario Secondary School Diploma. What makes this upgrading program unique is that the students have the opportunity to learn about who they are as First Nations people: the history, treaties and traditions of the Anishnawbek. The course is designed to bring about an understanding of the complex issues facing First Nations people in Canada. Another major highlight of the program is having volunteer tutors on site and they are an invaluable program resource

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LEE AWARDS



The purpose of the Lee Awards is to encourage promising Native students to continue their education.

The children of the late Louise and Walter Lee established the Lee Awards program. Born just after 1900, both Louise and Walter taught in Ontario high schools and practiced a quiet generosity. They believed that all human beings belong to one family. In 1989 their four children set up the Lee

Awards both to honor their parents and to assist Aboriginal students. Miziwe Biik Aboriginal Employment & Training with the Miziwe Biik Business Resource Centre were asked to manage the awards in 2011.

Based on a combination of academic merit and community involvement; seven high school students were chosen to receive awards. Family and friends were invited to attend the Lee Awards ceremony in May 2013. Each student was introduced to the audience and highlights of their achievements were announced. They each received a Certificate of Achievement and a bursary cheque. We wish them continued success in all aspects of their lives and we look forward to meeting next year's Lee Award winners!

SKILLS LINK

The purpose of the Skills Link program is to ensure that the participants learn leadership, teamwork and communication and other skills that will prepare them for the job market. We have successfully



delivered four of these programs and look forward to the next session in January 2014.

Photos: (top left) Carol White, Ngindaasmin Coordinator (bottom left) Lee Awards Recipients 2013 (bottom right) Skills Link Classroom 2012-2013

PRE-APPRENTICESHIP CARPENTRY PROGRAM



The 2013 carpentry program was an enormous success with 18 graduates entering the labour force with the skills, confidence and experience needed to secure a career in the trades. We are very proud of our participants for overcoming their personal barriers, meeting their challenges head on and, through determination and hard work, achieving their objectives.

Through the combined efforts of the program staff, our community partners and our participants, this year has been one of our most successful, with students securing paid placements across the GTA. These include placements within IATSE (International Alliance of Theatrical Stage Employees) Local 58, general contractors and large construction firms.

During the 27 week program our participants divided their time between three facilities. The first phase of the program took place at The Mill Centre. Operated by our partner Dixon Hall, this facility provides the classroom setting for the Academic Upgrading portion of their training and is where they earned their WHMIS, Fall Arrest and First Aid/CPR Level C Certificates. The Facility also boasts an enormous, fully functional woodworking shop which the students use under the supervision of a licensed carpentry instructor to familiarize themselves with the tools and materials of the trade.

Job Readiness Training is the second component of the program which is delivered at Miziwe Biik. This training consisted of a Life Skills workshop, resume and cover letter building and interview preparation. Our participants also had the privilege of hearing the teachings and wisdom, as well as participating in an open forum discussion with one of our local elders.

George Brown College is the final stop before entering the labour force. Here they work towards achieving their Level 1 General Carpenter Certification. The participants were trained on both the theory and practical applications of carpentry, utilizing their skills acquired during the academic upgrading phase as they attend daily classes. Upon completion of this phase the participants and Miziwe Biik's program staff worked together to secure work placements tailored to the individual's strengths and abilities with the purpose of obtaining a ministry approved apprenticeship agreement.

A key component to this program's success is all fees associated with college tuition and certification as well as supplies, work boots and tools are provided to the participants by Miziwe Biik. This alleviates the pressure of securing funds for such venture thus creating a level of accessibility to counter the financial barrier which many of our clients face.

With a skilled labour shortage looming as the baby boomers approach retirement, there is no better time than now to take action in securing a place for Toronto's emergent urban Aboriginal community within the lucrative construction industry. Miziwe Biik is focused on ensuring continued support for past participants as well as progressing forward with this program and exploring future training programs in the construction trades.

Photo (left to right): Danbi Cho, Coordinator and Gavin Lawrence, Job Coach

See Program Success Story on Pg. 20

LUANNE WHITECROW

Office Professional

Canadian Council for
Aboriginal Business



“Miziwe Biik is the best and I will never forget the help they have given me over the years.”

Luanne Whitecrow is originally from Chi-ma-a-ganing First Nation. A gifted artist, Luanne was interested in working in an office. She had very little experience in the administrative field and decided to visit Miziwe Biik to see if they could give her some direction.

Luanne scheduled an appointment with an employment counsellor who referred her to an Office Administration certificate program. Luanne completed the program successfully and started a job search immediately. Her employment counsellor referred her to a 1 year contract as a Marketing Assistant with Miziwe Biik Development Corporation’s Aboriginal Business Resource Centre.

Luanne completed the contract and found employment as a Program Coordinator with an Aboriginal organization where she is still employed today.

Success Stories

“Miziwe Biik opened a door and gave me the confidence to make my dreams of working in a bank a reality. I am now on my way to my dream job of working in finance.”

Jordan Tate was a youth looking for some direction when he enrolled in the Youth Skills Link Program offered at Miziwe Biik. Jordan was interested in a job working in administration.

Upon completing his work placement through the Youth Skills Link Program, Jordan now had some current work experience in an administrative capacity. He was now ready to start a formal job search. Jordan registered for Employment Ontario assisted services and started working with an employment counsellor.

Jordan attended a job fair at Miziwe Biik where he met with a recruiter from a major financial institution. She encouraged Jordan to submit an online application. He did so and was successful in getting a job offer as a Customer Service Representative.



JORDAN TATE

Customer Service

Royal Bank of Canada
RBC

MICHELLE PELTIER

Health Services

Anishnawbe Health
Youth Worker



"Miziwe Biik has always been good to me. I wouldn't have the career I have today if it weren't their ongoing support and guidance."

Michelle Peltier, a member of Wikwemikong Unceded Indian Reserve, had been out of the workforce for several years while pursuing a degree in Social Work. Upon completion of her academic training, Michelle decided to enroll in the 6-week Pre-Employment Skills Development Program at Miziwe Biik. This program gave Michelle the skills and confidence she needed to start actively looking for a job in her field.

After completing the 6-week Pre-Employment Skills Development Program at Miziwe Biik, Michelle registered for Employment Ontario assisted services and started working with an employment counselor. Michelle's employment counselor alerted her to a job posting for a Social Worker at an Aboriginal agency in Toronto.

The employment counselor helped Michelle customize her cover letter and resume which were the keys to getting a job interview. Michelle attended a workshop at Miziwe Biik on Interview skills to help her prepare and give her more confidence. Michelle aced the interview and got the job.

Success Stories

"I had never had a job before coming to Miziwe Biik. As a new high school grad I had no idea where to begin. Miziwe Biik helped get me figure out what I was good at and turned my passion for dogs into a real job. I am truly grateful"

Hollie Kelba, a member of Upper Cayuga Six Nations, was a recent high school graduate who was looking for guidance in pursuing a career in the veterinary field, specifically as a veterinarian technician.

When Hollie came to Miziwe Biik Aboriginal Employment and Training, she had a strong passion for animals and reptiles but lacked work experience.

Though Miziwe Biik and Employment Ontario, Hollie was able to create an opportunity to receive the job training which provided her with the work experience she desired. The Job Developers at Miziwe Biik partnered with an employer located in Toronto who could provide a wide variety of training techniques tailored to dogs. Hollie's focus was centered around therapeutic swimming for dogs and even included appearing in a segment on TV's Animal Planet demonstrating this technique.

Hollie continued on this path and was successful in securing full time employment upon the completion of On-The-Job training project.



HOLLIE KELBA

Service Industry

Urban Dog Walker

KERI ANN PEACOCK

Culinary Services

Chef in Training



"I am closer than ever to reaching my long term goal of opening a restaurant and sharing my joy for cooking"

Keri Ann Peacock, a member of Wasauksing First Nation in Ontario,

Keri Ann has a passion for nutrition and creating healthy dishes. It was this passion that led her to Miziwe Biik Aboriginal Employment and Training.

After working with her employment counsellor, Keri Ann decided to enrol in the 1 year Culinary Skills program at Durham College. She successfully completed the program one year later. Since graduating she has worked with Durham College to create three cooking videos for "The Oshawa" an online community newspaper. She continues to give back to the College by volunteering at events such as the Centre for Food fundraiser.

Keri Ann's long term goal is to open a restaurant and continue to share her joy for cooking.

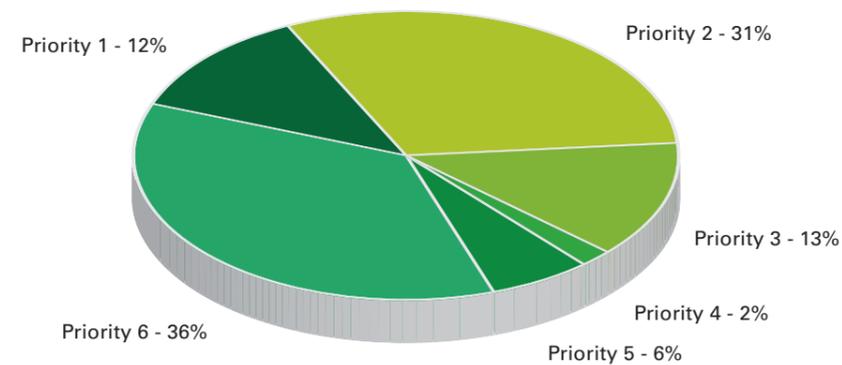
PROJECT DEPARTMENT



The Miziwe Biik Project Department enjoyed another successful year. The Project team consists of a Special Projects Manager, (3) Project Officers and a Database Administrator. This dynamic and talented group of staff members work as a team to ensure quality standards are planned and met

within six unique priorities and budgets. The Special Projects Manager enforces project standards and functionality daily and effectively applies methodology to the department. The Project Officer appointed to individual client's processes Employment Assistance Support Measure (EASM) and Purchase of Training (POT) requests. Clients are assisted with education, skills development training and employment initiatives. The other Project Officers liaise and manage various community organizations, Targeted Wage Subsidy programming, Self-Employment Assistance and Job Creation Partnerships within the Greater Toronto Area. The Database Administrator maintains client database integrity and facilitates monthly occupational health and safety training programs.

Photo: (left to right) Nicole Hare, Eileen Meawasige, Marcel Benegas, Nicole Hill



PRIORITIES

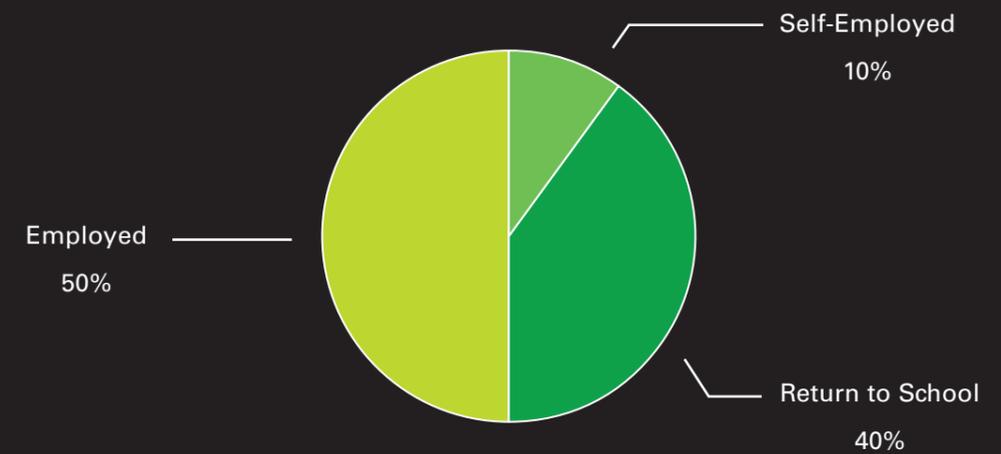
- Priority 1: Demand Driven Skilled Trades and Construction
- Priority 2: Community Service and Private Sector Organizations
- Priority 3: Youth Employment and Leadership
- Priority 4: Community Capacity Building - Management Training
- Priority 5: Economic Development and Self-Employment Assistance
- Priority 6: Literacy, Numeracy, Basic Skills

BUDGETS

Priority 1 - EI \$434,500.00	Priority 1 - CRF \$434,500.00
Priority 2 - EI \$758,971.00	Priority 2 - CRF \$758,971.00
Priority 3 - EI \$87,816.00	Priority 3 - CRF \$87,816.00
Priority 4 - EI \$67,000.00	Priority 4 - CRF \$67,000.00
Priority 5 - EI \$224,000.00	Priority 5 - CRF \$224,000.00
Priority 6 - EI \$356,600.00	Priority 6 - CRF \$356,600.00
Total: \$1,928,887.00	Total: \$1,819,748.00

RESULTS

Miziwe Biik Aboriginal Employment and Training Intervention Outcome for Fiscal Year 2012-2013



2013 TTC AD CAMPAIGN

Focused mainly on employers, Miziwe Biik launched a 1-month TTC subway ad campaign. The ads featured success stories from various employment sectors including the trades, office professionals, the service industry and food services. There were 4 large station posters located in both the King and Dundas stations and 2 posters in the Queen station. There were also over head cards throughout the subway cars on the Yonge and Bloor lines.

Two years ago, Miziwe Biik Development Corporation ran a successful housing campaign in the TTC. The ads provide a fast and efficient way to connect with our clients and prospective employers as they traverse the GTA on public transit.

Success Story

Carpentry Pre-Apprenticeship Training Program

JAMES C. MILES



Toronto born urban Aboriginal belonging to the Mohawk Nation of Akwesasne Ontario.

Jim enrolled in Miziwe Biik's 2013 training program with specific goals in mind: earning level one certification in general carpentry and to secure membership with Toronto's union hall IATSE Local 873 (The International Alliance of Theatrical Stage Employees)

Jim endured our challenging yet rewarding program, he was met with adversities and challenges that initially acted as barriers. Through hard work and dedication, Jim managed to overcome those barriers. He did so by remaining focused on his academics while also acquiring technical trades' skills. With the guidance and support from the Program Coordinator and Job Coach, Jim successfully completed each program component, ultimately allowing him to accomplish his goals.

Jim graduated at the top of his class with our training partner George Brown College; Jim successfully earned

his Level One certification in general carpentry. Encouragement and job coaching sparked the initiative for networking, Jim responded by establishing a connection that led to a referral of his ultimate goal; membership within the union hall Local 873 IATSE.

A loud thank you is echoed by James Miles as he now swings a hammer as a Lead Carpenter on the set of Toronto's based television show Nikita.

Post Secondary Bursaries

AWARDS EVENT

APRIL 5, 2013

Miziwe Biik established a bursary program which provided monetary assistance to 85 post secondary students, studying in the GTA.

With the assistance of the Lee family, the Centre also provided bursaries for Aboriginal secondary students in the GTA (see page 6).



Miziwe Biik and the Aboriginal Labour Force Development Circle 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.

Individual training is eligible to be taken at any recognized training institution/organization or delivered by an employer with on-the-job experience.

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 interest of the individuals and b) current labour market needs.





Miziwe Biik Aboriginal Employment and Training
www.miziwebiik.com