

# AGM 2014 Report



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** Steve Teekens  
**Vice President** Valerie John  
**Treasurer/Secretary** Michael White  
**Board Member** Jimmy Dick  
**Youth Member** Krystal Abotossaway

## MIZIWE BIIK STAFF

### ADMINISTRATION

*Executive Director*  
Nancy Martin  
*Special Projects Manager*  
Jennifer Abbott  
*Building Maintenance*  
Carol Barker

### EMPLOYMENT COUNSELLING

*Administrative Assistant*  
Lillian Wesley  
*Manager*  
Denise Davad  
*Youth Employment Counsellor*  
Osborne Farrell  
*Employment Counsellor*  
Sarah Belisle  
*Employment Counsellor*  
Brenna LaFrance  
*Employment Counsellor*  
Jody Yan  
*Job Developer*  
Gavin Lawrence  
*Data Entry Clerk*  
Joanne Sewell  
*Receptionist*  
Valerie Jacko

### PROJECT MANAGEMENT

*Project Officer*  
Angela Boyer  
*Project Officer*  
Brad Ritchie  
*Individuals Project Officer*  
Lisa Owl  
*Project Officer Assistant*  
Racine Bebamikawe

### CARPENTRY PRE-APPRENTICESHIP

*Special Projects Manager*  
Jennifer Abbott

### NGINDAASMIN ACADEMIC UPGRADING

*Program Coordinator*  
Carol White  
*Administrative Assistant*  
Ashley Boakye

## 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.

## 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*

167 - 169 Gerrard Street East, Toronto, Ontario M5A 2E4 Tel.: 416.591.2310 Fax: 416.591.3602  
Registered Charity No. 863056719RR0001

### COVER

Elliot Jonny, Miziwe Biik client attending Liaison College's Chef Training Program

Graphic Design & Photography  
David Sherry, 2davoonline@gmail.com



## STEVE TEEKENS

President

Miziwe Biik Board of Directors

Ahnee! Miziwe Biik has worked systematically in 2013-2014 and over the last number of years to build an Aboriginal friendly service that meets the diverse employment and training needs of Toronto's Aboriginal population. I am exceptionally proud to serve as a volunteer for Miziwe Biik Aboriginal Employment and Training and look forward to the

continued development and expansion of our services, including our plan to provide services in the near future in the West Donlands area.

**We have a wonderful team of staff who work very hard to help achieve the mission and vision of Miziwe Biik Employment and Training.**

We have a wonderful team of staff who work very hard to help achieve the mission and vision of Miziwe Biik Employment and Training. I would like to thank the Management and staff, along with my fellow board members of Miziwe Biik, for their passion and commitment in helping our clients to be all they can be. In my new role as President of the Board of Directors of Miziwe Biik Aboriginal Employment and Training, I would like to acknowledge our long standing past President, Jimmy Dick, for his dedication and commitment. Still a board member, Jimmy continues to make his contributions to the employment and training goals of our community.

I am extremely pleased to report that in July we were able to attract a very bright, young and talented individual to our board. Please join me in welcoming Krystal Abotassaway to Miziwe Biik's Board of Directors. "Harry Willmot resigned from the board after many years of service. We will miss Harry's contribution, wise words and thoughtful insights at our meetings. Meegwetch Harry!"

I look forward to this upcoming year and shaping what the future holds for Miziwe Biik and our clients. Miziwe Biik has had a fascinating history as an organization. It has helped many people in the past and will continue to help people into the future.



## NANCY MARTIN

Executive Director

I want to start by thanking the community for their support of Miziwe Biik and our efforts to improve their quality of our life through our employment and training initiatives. Thank you to our Board of Directors for their commitment to our vision of self-reliance for our members. Meegwetch to our Elders for their guidance and wisdom. And thank you to our staff for their dedication and hard work in fulfilling Miziwe Biik's mission. With our combined efforts and hard work, we have

consistently met our funder and Miziwe Biik employment, training and project targets in all of our departments.

**Miziwe Biik offers an online GED program designed specifically for our community. The MB Campus service is available at [mbcampus.ca](http://mbcampus.ca)**

Our employment and training partnerships in the trades continued to move forward with renewed commitments. The Ministry of Training Colleges and Universities approved our request to offer a Pre-Apprenticeship program in General Carpentry. Offered in Partnership with George Brown College, the program prepares participants to register as Apprentices. We are hopeful that funding for this popular program will be renewed again this year. We are also anticipating the re-delivery of the Painter/Decorator Pre-Apprenticeship program in partnership with the Ontario Industrial and Finishing Skills Centre and the Painters/Decorators Union. As their final project, our last group of participants completed the large mural depicted in the background of our Success Story photos.

Responding to current employment and training needs, Miziwe Biik continues to offer a number of skills, professional and entrepreneurial programs. The growing list offers training opportunities in such fields as construction, heavy equipment operation, health and social services, law, office administration, and the arts. Chef training through Liaison College has been a popular choice for many of those coming to Miziwe Biik looking for rewarding careers. We have featured one of those participants on our cover.

For those who may not be aware of it, Miziwe Biik also offers an online GED program designed specifically for our community. The MB Campus service is available at [www.mbcampus.ca](http://www.mbcampus.ca). We are making the service easier to access by simplifying the registration process.

These are just a few our accomplishments from this past year. We look forward to the many opportunities ahead of us.



# 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

167 GERRARD ST. E. TORONTO, ONTARIO M5A 2E7 • (416) 591-2310

reception@miziwebiik.com

# EMPLOYMENT RESOURCE CENTRE SERVICES **ERC**



Things never slow down in the ERC and this year hasn't been any different. In fact, we've been seeing more clients than ever, as the service offerings under the Employment Ontario program continue to grow.

Our clients come from all across Canada. Many are from large urban centers, like Toronto, and others are from small rural communities and reserves. The frontline workers in the Employment Resource Centre are employment experts who are skilled and experienced in working with clients from all backgrounds. While each client may have their unique needs, the common goal is always meaningful employment.

Employment Ontario Programs offered at Miziwe Biik include monthly workshops to support job searches, including Resume Development, Interview Skills, and How to Maneuver the World of Social Networking. These valuable workshops give job-ready clients the tools they need to succeed in today's competitive employment market. The Employer Incentive program and the Youth Employment Fund have allowed us to work with employers in a variety of sectors to create

employment opportunities for men, women and youth. Our onsite expert in the Second Career program has achieved a 100% success rate for assisting clients in accessing retraining through Second Careers.

Our Job Developer has done great work in creating partnerships with a variety of committed employers, which always result in a "win-win" situation for the client, the employer and Miziwe Biik. Employer partnerships exist in all areas, including the financial, non-profit and private sectors. Our quarterly Job Fairs continue to be popular amongst employers and job seekers alike. Last year we saw approximately 25 clients secure employment after attending these events.

The 6-week Pre-Employment Skills Development Program continues to assist Ontario Works recipients to acquire the skills and tools they need to compete in today's job market. Clients who complete this program typically go on to pursue academics, skills based training or employment. This program has proven to be a gateway to success.

Our dedicated team of frontline workers and the administrative staff in the Employment Resource Centre continue to be valuable resources to both the Toronto Aboriginal community at large and, more specifically, Miziwe Biik clients.

We look forward to another successful year of serving our community members.

**Photo (left to right):** Lillian Wesley, Denise Davad, Brenna Lafrance, Gavin Lawrence, Brenda Thwaites, Valerie Jacko, Jody Yan, Joanne Sewell, and Osborne Farrell, Sarah Belisle (absent)

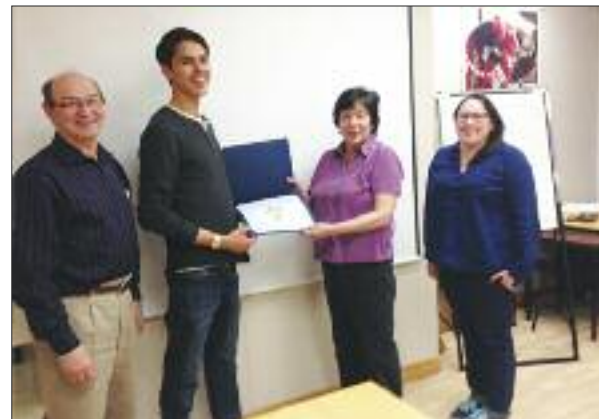
# NGINDAASMIN

## Academic Upgrading Program



The Lee Awards encourage promising Aboriginal high school students to continue their education. Based on a combination of academic merit and community involvement seven high school students were chosen to receive awards this year. Family and friends were invited to attend the Lee Awards ceremony in May 2014. 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 Awards winners!

### SKILLS LINK



The Skills Link program ensures that the participants learn leadership, teamwork, communication and employment related skills that will prepare them for the job market. Graduates of past programs have found full time employment in banks, information technology companies, office administration and with the federal government. We look forward to delivering this much needed program again.

**Photos: (top left)** Carol White, Ngindaasmin Coordinator, Ashley Boakye, Administrative Assistant  
**(bottom left)** Lee Awards Recipients 2014, left to right: Brayden Roy-Pheasant, Dante Kitchikake, Simone Blais, Devin Linklater, Mylene Petit  
**(bottom right)** Skills Link Graduation 2014, Mario Maniwabwi (see Success Stories) receiving his certificate.

# PRE-APPRENTICESHIP CARPENTRY PROGRAM



Participant response was enthusiastic and there was strong overall demand for such programming. Toronto's Aboriginal community eagerly anticipates our annual call for recruitment.

### Program Highlights

Students successfully completed the academic upgrading portion, which included preparations to enter George Brown College. This was accomplished through mathematics, job-readiness training, and health and safety. Students also gained the experience of working in a wood-shop environment under the supervision of a Journeyman Carpenter.

Training through George Brown College commenced on Tuesday May 20th this year. The program began with an orientation session, which gives students the opportunity to seek out guidance and support from George Brown staff as well as their peers. The College also has numerous supports in place to ensure success:

- Aboriginal student services
- Disabilities services
- Tutoring and learning centre
- Food bank

In terms of program highlights this year, there were two students with a class average of 90-100%. We commend their efforts and hope that this will be a benchmark for what students can achieve in the program.

### Work Placements

Our placement activities consisted of a combined effort with our networks and partners to source employment opportunities for those completing the program. Methods included online searches, calls, and scheduled meetings with contractors and union representatives.

**Photo:** Gavin Lawrence, Program Info.

### Program Start-up

A comprehensive marketing and recruitment strategy was created with collaborative efforts to ensure attraction of qualified candidates to our Carpentry pre-apprenticeship training program. Our efforts took place throughout the Greater Toronto Area including employment and training centres, Aboriginal organizations, cultural events, tradeshow and community centres. The following resources were organized:

- Information sessions
- Conference calls and online discussions
- Social media and company website
- Promotional flyer and brochure of pre-apprenticeship program
- Monthly newsletter of the organization and programming available

Our selection process was conducted thoroughly, utilizing the following process:

- Call for recruitment
- Cover letter and resume review
- Assessments and Interviews conducted by Miziwe Biik staff
- MTCU-Carpenters math assessment
- Acceptance package and signatory of necessary documents

The purpose of the Ngindaasmin Academic Upgrading Program is to ensure that registered students earn their Ontario Secondary School Diplomas here at Miziwe Biik in an independent classroom setting. Course material are made up of on-line content and classroom resources. Students can access our computer system as needed and the classroom is available every day. In addition to paying their registration fee, Ngindaasmin assists the students with school supplies and TTC tokens.

It takes a great deal of courage and commitment for a participant to register as a student in order to earn their diploma. These students are adults with obligations and responsibilities and sometimes it is easy to lose focus. Providing a supportive environment helps them to achieve their goal.

### LEE AWARDS





# SUE CROWEAGLE

*“A friend had told me about Miziwe Biik. It’s a place where I can search for employment or training.”*

Sue (Pewean) Croweagle, originally from the Piikani Nation in Alberta, had years of experience working in the landscaping industry. What she lacked was the certifications and documentation that would enable her to turn landscaping and horticulture into a solid career.

When Sue applied for the Horticulture Program at Miziwe Biik she had no idea that only a few months later she would be hired on and working at the prestigious Toronto Botanical Gardens (TBG) as a summer intern. Working towards her “Red Seal”, she has learned a variety of gardening techniques and has made contacts with industry professionals.

Sue is currently enrolled in the Horticultural program at Humber College, building the expertise that she will need to achieve her goal of starting up her own business in the Greater Toronto Area.

Beyond her career path, Sue is also kept busy performing as a member of Toronto’s Eagle Woman Singerz and she sits on the Board of Directors at 2-Spirited People of the 1st Nations.







## Success Stories

# BRENDA THWAITES

*“My brother recommended that I come here for the Skills Link program because he had been so successful in the Pre-Apprenticeship Carpentry”*

Brenda is a member of the Serpent River First Nation. Before coming to Miziwe Biik, Brenda worked in a number of positions including as caregiver, a customer service lead in a retail position and as a receptionist in a health spa.

Brenda participated in the fifth Skills Link program in June 2014 in order to find steady and meaningful employment with an opportunity to advance. The purpose of the Skills Link program is to provide transferable skills that can be used in today's competitive job market. While in the Skills Link program, Brenda earned her First Aid/CPR, Food Handlers and Smart Serve certificates.

Shortly after completing her program, Brenda applied for and was successful in obtaining a clerical support contract with Miziwe Biik's Employment Resource Centre. Brenda hopes to continue at Miziwe Biik or look into positions at other Aboriginal organizations where she can provide support services and branch into administrative roles.



# ASHLEY KAGIGE

*“Miziwe Biik invested in my future and education which really helped me to achieve success in my studies and career goals”*

Ashley Kagige is a member of the Wikwemikong First Nation. Ashley successfully completed the Aboriginal Self Employment Program in December 2013. The purpose of the Self Employment Program is to give promising, enterprising, talented, and employment ready persons access to resources and skill development tools that will provide them with the best chance for success in their endeavours.

Ashley is working towards becoming a registered nurse, so that she can work as a health practitioner in her home community, as well as other Aboriginal communities across the country, promoting health and well being. Having honed her entrepreneurial skills in the Self Employment Program, Ashley is now working on completing her academic requirements at George Brown College. She is currently enrolled in the 2-year Practical Nursing Program, and she has been excelling in the first semester.







## Success Stories

# MARIO MANITOWABI

*“I discovered Miziwe Biik through a friend. After that, I tried out one of their programs and things have gone really well.”*

Mario Manitowabi is a member of Wikwemikong Unceded Indian Reserve and he now makes Toronto his home.

Mario first came to Miziwe Biik to access its Start Up fund for a job that he was commencing at the time. He later returned to the Centre and successfully completed the Miziwe Biik Self-Employment program in April 2014. Having gained the skills and confidence through the program to start up his own business, Mario launched a venture called “Yards & Roots”. This landscaping business involves maintaining customers’ yards, including constructing garden beds for flowers, bushes, and vegetables.

Today, Mario maintains his interest in landscaping and sees it as an income earning skill while he studies at Seneca College, where he is pursuing his long-term goal of becoming an electrical engineer. He believes that the entrepreneurial experiences that he gained through Miziwe Biik will translate well in his chosen profession.



# CANDICE JACKO

*“My placement and the support from Miziwe Biik helped me to grow personally and professionally, assisting me with my decision to move on to post-secondary studies.”*

Candice Jacko was born and raised in Toronto. Her family roots are Odawa from Wikwemikong.

Candice came to Miziwe Biik seeking an administrative role. Her employment counsellor helped her tailor her resume and provided interview coaching. Following this process, she was successful in obtaining an Administrative Officer position with Canadian Roots Exchange where she was responsible for administrative and financial support.

The training that she received through the Centre and the confidence that she developed through her placement helped her decide to challenge herself further by entering a post secondary program. Candice is currently attending York University where she is enrolled in a Multicultural and Indigenous studies program.

Candice’s long-term goal is to go to Law School then, followed by a career in government working in public policy.







## Success Stories

# JAYLI WOLF

*"I found out about Miziwe Biik just walking by. I saw that it was an Aboriginal centre and I walked in and it's been amazing for me."*

Jayli Wolf is a member of the Saulteaux First Nation in British Columbia. She came to Toronto a year and a half ago after winning a songwriting contest. She was flown here to shoot a music video and ended up staying in the city.

Jayli completed the 3-month full time Self Employment program at Miziwe Biik. Her goal was to learn more about the business side of music in order to develop as an independent artist. In the program, she put together a business plan, and got a grasp of financing and how to run a successful enterprise.

Currently, Jayli is in the middle of recording her first album for her project called "Once A Tree". She is preparing to pitch the work to 2 major labels. Once A Tree has already released a number of songs and EPs that you can listen to on their website or at CBC Radio online.

[onceatremusic.ca](http://onceatremusic.ca)

[music.cbc.ca/#/artists/Once-A-Tree](http://music.cbc.ca/#/artists/Once-A-Tree)



# BURSARIES AND AWARDS

## POST SECONDARY / APPRENTICESHIP BURSARIES



Post Secondary / Apprenticeship Bursaries - March 2014  
Elder Pauline Shirt with a group of award recipients including Ahley Kagige (see Success Stories)



Post Secondary / Apprenticeship Bursaries - March 2014  
Group of award recipients



Post Secondary / Apprenticeship Bursaries - March 2014  
The event was catered by Chefs in training from Liaison College including Elliot Jonny, profiled on the AGM cover (back row, centre)



Post Secondary / Apprenticeship Bursaries - March 2014  
Award recipients, friends and family share a moment of celebration following the awards

## LEE AWARDS – SECONDARY SCHOOL



LEE Awards – Secondary School - May 2014  
Lee Family standing with award recipients (see page 6 for details)



Post Secondary / Apprenticeship Bursaries - March 2014  
Carol White, Program Coordinator presents award to Devin Linklater

# PROJECT DEPARTMENT



Aanii, Hello, Boozhoo! The Projects Department consists of dedicated project officers who work as a team to ensure quality standards are met, clients' needs are addressed, and that ongoing budgets are continually maintained. The project officer assigned to individual clients processes

Employment Assistance Support Measures (EASM) and Purchase of Training (POT) requests. Clients are assisted with education, skills development training, and employment initiatives. The project officers responsible for organizational projects liaise with and manage various community organizations, in addition to overseeing Targeted Wage Subsidy programming, Self-Employment Assistance, and Job Creation Partnerships within the Greater Toronto Area. They also update and maintain the client database and facilitate ongoing workshops throughout the year. It is through this strong and dedicated team that we are able to fulfill our mandate, live our vision, and prepare our clients for their journey into the workforce.

Chi-Miigwetch and Thank You!

**Photo: (left to right)** Lisa Owl, Brad Ritchie, Racine Bebamikawe, Angela Boyer

## Organizations Served Fiscal Year 2013 – 2014

- Native Men's Residence (Na Me Res)
- Native Child & Family Services
- Evangel Hall
- John Howard Society
- Harbourfront Centre
- 7th Generation Midwives
- Anishnawbe Health
- Food Share
- Evergreen
- Patey Law Group
- Aboriginal Legal Services of Toronto
- Native Canadian Centre
- Native Woman's Resource Centre
- Nishnawbe Homes
- Canadian Roots Exchange
- Ryerson Aboriginal Student Services
- Chiefs of Ontario
- Centre for Indigenous Theatre
- 2 Spirited People of the 1st Nations
- Dixon Hall
- Toronto Humane Society
- imagineNative
- Red Pepper Spectacle Arts
- ANDPVA
- Muskrat Magazine
- Tea N Bannock
- Humber College
- Operating Engineers Training Institute of Ontario (OETIO)



# ANNUAL ASETS FUNDING

Miziwe Biik Aboriginal Employment and Training is funded through the Aboriginal Labour Force Development Circle (ALFDC) to provide employment and training services through two funding streams: Employment Insurance (E.I) and the Consolidated Revenue Fund (C.R.F). There are six community driven priorities which guide the funding.

## Priority One Demand Driven Skilled Trades and Construction

During the period of April 1, 2013 – March 31, 2014, Miziwe Biik provided 197 (77 E.I and 120 C.R.F) clients with skilled trade services, including training in areas such as apprenticeships in heavy equipment operation, carpentry, general laborers, and horticulture. Of those 197, 40 clients secured employment with an additional 68 returning to full time studies in related fields.

## Priority Two Community Service and Private Sector Organizations

Working with community agencies in the GTA, Miziwe Biik was successful in providing 422 (259 E.I and 163 CRF) clients with opportunities in sectors such as health, law, culture and finance. A total of 109 Aboriginal clients secured employment.

## Priority Three Youth Employment and Leadership

Miziwe Biik is committed to providing supports to youth in an effort to secure them employment or to allow them to return to school to enhance their skills and education. They do this through a number of areas, including their Youth Employment and Leadership Activities.

Miziwe Biik provided 275 (63 E.I and 212 C.R.F) clients with opportunities that build on their skills and employment and training options. Seventy per cent of our clients returned to school full time.

## Priority Four Community Capacity Building - Management Training

This priority includes activities that facilitate access to management training for individuals, assistance to community organizations for succession planning, and preparation of Aboriginal people for management positions in government and the private sector. Miziwe Biik's Employment Centre performs an assessment and recommends appropriate training.

The community capacity – management training priority provided 17 Aboriginal clients with skills development in areas such as Office Administration and Management Training. Thirty per cent of those completing their training have secured employment.

## Priority Five Economic Development and Self-Employment Assistance

Many urban Aboriginal people lack the skills and resources to succeed economically and to realize their dream of self-sufficiency by establishing and operating a viable business. We assisted 130 Clients (108 E.I and 22 C.R.F) with their economic development and self-employment goals through business plan assistance and access to workshops.

## Priority Six Literacy, Numeracy, Basic Skills

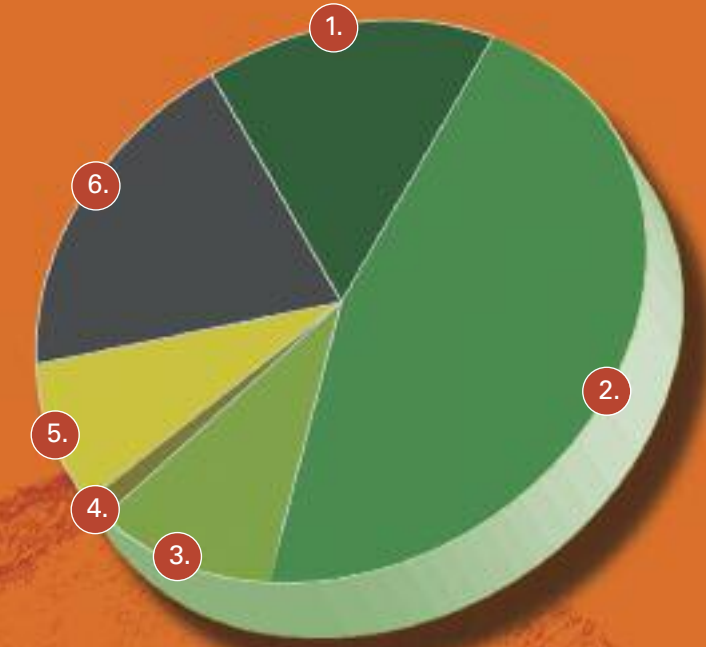
This final priority is aimed at increasing the community's skills in Literacy, Numeracy, and Basic Skills training. Miziwe Biik funds Literacy and essential skills programming for those who do not have a Grade 12 education and/or those who are seeking general upgrading to make them job-ready. This priority is also used to meet labour market demands.

Miziwe Biik provided 646 clients (186 E.I and 460 C.R.F) with supports in literacy, upgrading and on the job training. Of those clients, 387 returned to school, and 193 became employed.

## 2013 - 2014 FUNDING ALLOCATIONS

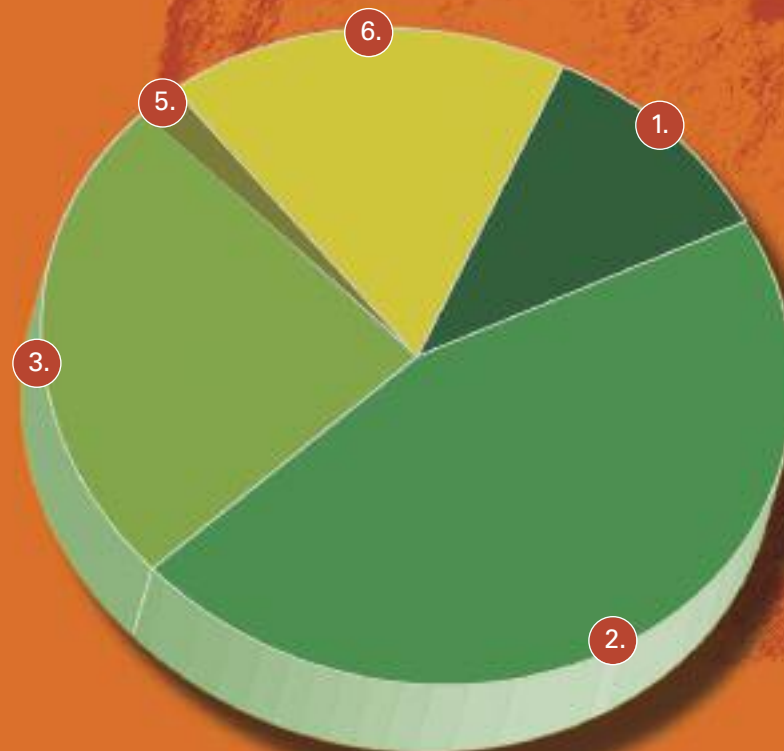
### EI Priorities

- Priority 1 - EI \$312,968.43
- Priority 2 - EI \$917,111.29
- Priority 3 - EI \$207,571.17
- Priority 4 - EI \$29,076.25
- Priority 5 - EI \$176,314.13
- Priority 6 - EI \$374,917.29



### CRF Priorities

- Priority 1 - CRF \$208,697.65
- Priority 2 - CRF \$901,754.02
- Priority 3 - CRF \$487,386.00
- Priority 4 - N/A
- Priority 5 - CRF \$31,610.00
- Priority 6 - CRF \$344,030.95





# 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.



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

"Jessica" Automotive Worker



## Miziwe Biik

We have trained Aboriginal workers available for part-time and full-time positions in a number of sectors

Employers call:  
(416) 640-4686

[www.miziwebiik.com](http://www.miziwebiik.com)





Miziwe Biik Aboriginal Employment and Training  
[www.miziwebiik.com](http://www.miziwebiik.com)