

# AGM

## 2015 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  
*Human Resources*  
Jadelyn Psutka  
*Building Maintenance*  
Carol Barker

### EMPLOYMENT SERVICES

*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*  
Vickie Labranche  
*Data Entry Clerk*  
Joanne Sewell  
*Receptionist*  
Valerie Jacko

### PROJECT MANAGEMENT

*Project Officer*  
Angela Boyer  
*Project Officer*  
Amanda Andrews  
*Individuals Project Officer*  
Lisa Owl  
*Project Officer Assistant*  
Priscilla Krebs

### SKILLED TRADES PRE-APPRENTICESHIP

*Program Coordinator*  
Denise Davad  
*Program Assistant*  
Brenda Thwaites

### 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

Melanie McMullen, Miziwe Biik Success Story (Carpentry Program)

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



## STEVE TEEKENS

President

Miziwe Biik Board of Directors

In writing this President's message, I reflect on the name Miziwe Biik and I think of what those words mean. In case you didn't know, translated from Anishnabe to English, the words mean "ripple on the water". Given in a naming ceremony over 20 years ago, this organization lives up to what the name embodies in a traditional and practical sense. A

ripple on the water can be a powerful agent of change. It just needs something to initiate the movement. Once the effect is started, it grows in amplitude, spreads and multiplies. In our urban community, we have seen a renewed sense of pride through movements such as "Idle No More." These cultural ripples

**Once someone has the skills they need to enter the job market, they create a ripple effect within their circle of family and loved ones. It then inspires and influences others to take positive action towards building a future and strengthening their community and culture.**

have been echoed in an increased commitment through agencies such as Miziwe Biik. They empower our members by giving them access to training and employment opportunities. Such access can be a powerful tool in promoting change. Once someone has the skills they need to enter the job market, they create a ripple effect within their circle of family and loved ones. It then inspires and influences others to take positive action towards building a future and strengthening their community and culture.

The 2014-2015 fiscal year has been another successful year at Miziwe Biik. The staff have been able to make new partnerships with employers and like minded organizations. Many clients have been able to get jobs and upgrade their skills. The Board of Directors has supported these achievements by volunteering their time and by providing sound governance for the organization.

The Board of Directors is grateful to Miziwe Biik staff members and our Executive Director, Nancy Martin for their dedication and tireless efforts in accomplishing the Mission and Vision of Miziwe Biik Aboriginal Employment and Training of Toronto

I would also like to thank my fellow board members for their diligence and support, and we offer our thanks and appreciation to the program funders and partners. Meegwetch to you for making a difference in the lives of our clients.



## NANCY MARTIN

Executive Director

Over the years, Miziwe Biik Aboriginal Employment and Training (MBAET) has strengthened its programming around employment trends. It has complemented these efforts by offering the academic prerequisites needed by clients to pursue their training goals. The current labour market trends in Toronto's Aboriginal community include the Construction trades, the Hospitality industry (e.g. chef training), Social Services, Arts careers and Self Employment and Entrepreneurial initiatives.

Along with its programs directed at finding jobs and training for adult members of our community, MBAET is committed to increasing and enhancing Youth programs. Currently, academic upgrading through the GED and high school credits, cultural training, exploring self employment and developing career goals are offered to this rapidly growing and ambitious segment of our community. Pre employment training is also offered through the Employment Resources Centre to prepare clients for job readiness. Some of the trades programs such as carpentry have the academic prerequisites built into the program. Other trades training allow students to earn their high school credits concurrently.

**Along with its programs directed at finding jobs and training for adult members of our community, MBAET is committed to increasing and enhancing Youth programs.**

There has been a resurgence in the trades because of the number of job opportunities that exist in the market. This year MBAET offered programs in carpentry and for construction craft workers. Several individual clients entered the trades for welding, plumbing and electrical. MBAET is partnered with Anishnawbe Health to build a new facility on block 10 in the West Donlands. This will be the site of a new training institute where MBAET plans to offer training in construction trades as well as in business skills, and self employment assistance. Academic courses will be offered to ensure that all the prerequisites required for the successful entry and completion of the programs are met.

Partnerships are key to providing clients with a wide range of opportunities. Just to name a few, some of our existing partners include George Brown College, Labourers' International Union of North America (LIUNA), Liaison College (Chef Training and Culinary Arts Programs). MBAET also continues to seek linkages with private and public sector employers to improve the representation of Aboriginal people in their staffing. MBAET has found some excellent best practices in several industries such as banking, where positions are available and opportunities go beyond entry level jobs. More work will be required on the part of our future leaders to ensure community participation in new and existing job markets.

In conclusion, I would like to thank the MBAET board for its leadership, support and guidance. Also, I would like to recognize the MBAET staff for their dedication to the community's employment and training 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

167 GERRARD ST. E. TORONTO, ONTARIO M5A 2E4 • (416) 591-2310

reception@miziwebiik.com

# EMPLOYMENT RESOURCE CENTRE SERVICES **ERC**



The Employment Resource Centre (ERC) has had a busy year full of challenge and change as we continue to enhance our services to Aboriginal community members. Our caseloads continue to grow as Aboriginal people of all ages continue to relocate to Toronto from remote rural communities in search of the employment and training opportunities that will allow them to reach their full potential.

Congratulations to all our clients who successfully secured employment throughout the 2014–2015 fiscal year.

The competition for employment in Toronto continues to grow and many of our clients realize they may not have the same necessary skill levels, education or experience as other residents of the GTA who are job searching. Our 6-week Pre-Employment Skills Development Program continues 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.

Miziwe Biik has also seen significant growth in the number of clients seeking to enter the skilled

trades. Our counsellors continue to connect those clients with appropriate pre-apprenticeship programs, union offices and employers in the GTA.

More clients are interested in obtaining their GED or their OSSD and moving onto post secondary education through transitional year programs offered at colleges and universities across the GTA. Miziwe Biik is pleased to report that 75 post secondary students, enrolled in diploma or degree programs and received bursaries and other financial supports to contribute towards their success. This is encouraging for our clients who strive to further their academic careers.

Our Employment Resource Centre is busier than ever as our Employment Counselors continue encouraging clients to work towards achieving their career and academic goals. We also welcome all those who are new to the Aboriginal community in Toronto and encourage them to visit our Employment Resource Centre.

Thank you to the staff in the Employment Resource Centre. They each bring passion and expertise that is second to none. Their dedication and commitment to the work we do is what makes us so successful and keeps our clients coming back.

Connecting with a Miziwe Biik Employment Counselor may be that one step that will help you to land your dream job.

On behalf of the ERC team, we look forward to working together to have another successful year.

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

# NGINDAASMIN

## Academic Upgrading Program



The Ngindaasmin Academic Upgrading program continues to facilitate ILC/GED courses and we have excellent volunteer tutors available to the students as needed. Starting in September 2015, the GED program will be offered in class on Tuesdays, Wednesdays and Thursdays. We will have a teacher on hand as well as volunteer tutors. Upon completion of this three month course, the students can take the GED test and earn their grade twelve diplomas.



### ABORIGINAL URBAN YOUTH SKILLS PROGRAM

A four week career and job planning program was delivered in March 2015. Successfully completing the program ensured that you could participate in the Aboriginal Urban Youth Skills program. The participants witnessed firsthand the work environment;

employability and occupational skills in practice and learned the value of professional training and potential career options.

### SMALL BUSINESS CERTIFICATE PROGRAM

The Small Business Certificate Program teaches participants how to write a business plan. This essential business course provides important planning, development and writing skills which can be applied to a variety of entrepreneurial projects. The course will be offered again in the fall of 2015.

### INDIGENOUS STUDIES



The Indigenous Studies program strengthens our Indigenous Identity through the teachings of traditional crafts and knowledge. The program also provides insights into our culture and history. Classes started in September 2015.

### LEE AWARDS

The fourth annual Lee Awards event took place in May 2015. Applications were reviewed and a total of sixteen (16) students were awarded Lee Bursaries this year. The Lee family attended the event and Mr. Lee gave a key note address to the students.

**Photos:** (top left) Carol White, Ngindaasmin Coordinator, Ashley Boakye, Administrative Assistant (bottom left) Skills Link Graduation Class 2015 (right column) Indigenous Studies Program

# PRE-APPRENTICESHIP CARPENTRY PROGRAM



In addition to mathematics, participants gained hands-on experience working in the woodshop at Dixon Hall's "Mill Centre." The instructor, Bill Kealey of WTK Woodworking is a renowned Journeyman/Red Seal Carpenter. His experiences in succeeding within the apprenticeship route benefited the participants.

Job Readiness Training is the second phase in which participants acquire new skills and knowledge in health and safety, life skills and apprenticeships. Participants earned the following certificates; WHMIS, Fall Protection, and First-Aid/CPR.

Participants were officially enrolled at George Brown College in April 2015. During the third phase, the students gained both theoretical and practical experience under the Ontario College of Trades Code (403A), General Carpenter. Their classes consisted of the following:

- Plan Reading/Drawing
- Estimating (Math)
- Safety Materials & Tools (Theory)
- Woodworking
- Welding
- Drywall & Taping

Toronto still has more high-rise buildings under construction than any other city in North America, creating a demand for skilled trades people. Our goal is to meet that demand with a strong Aboriginal work force. We do so through our partnerships with training providers, unions and training providers who deliver pre-apprenticeship training programs. Miziwe Biik's Carpentry Pre-Apprenticeship Training Program continues to lay the foundation, framing the way for aspiring Aboriginal carpenters.

Our Carpentry Pre-Apprenticeship Training Program is designed to facilitate the entry of individuals, with or without prior carpentry experience and knowledge, into the general carpenter trade. Our 27 week training program in partnership with George Brown College prepares Aboriginal people for long-term employment, addressing the shortage of highly skilled trade people in the Greater Toronto Area (GTA).

The training at George Brown College encompasses the first year apprenticeship coursework; preparing individuals for employment and is the first step in the process of acquiring the journey-person certification. This is an accredited program where successful participants are eligible to receive level-1 certification in carpentry. All theory and practical applications follow stringent Ontario College of Trades guidelines.

Our 2015 program was well received in the community. Over 50 clients applied to Miziwe Biik and 26 were recruited. Participants were challenged with 3 training phases, each phase building upon a specific skill set.

During the first phase, participants received lessons in mathematics related to the carpentry trade. This was accomplished through the efforts of Leilani Morales, a mathematics tutor/instructor, who has been on board with Miziwe Biik since 2010.

**Photo:** 2014-2015 Carpentry Class - Dixon Hall

## Success Stories

# ADAM KAHGEE

*“My plan has always been to work with First Nations communities, especially in the area of economic development.”*

Adam is right where he wanted to be at this point in his career. Assisted by a Miziwe Biik Start Up fund, he has been settling into his new position as the Director of the Justice Sector at the Chiefs of Ontario. “COO” facilitates the discussion, planning, implementation and evaluation of all local, regional and national matters affecting the First Nations people of Ontario. Through the Chiefs office, Adam can begin to work on his plan to work with First Nations communities in the area of economic development and the development of energy agreements with mining and resource companies.

Originally from Saugeen First Nation, Adam moved to Kitchener to attend Conestoga College where he took Police Foundations. After a short return to his home community where he worked for the Chief and Council, he then moved to Toronto for an undergraduate program at York University and Law School at Osgoode Hall. While attending law school, Adam focused on business related courses and Aboriginal Constitutional Law. During his program, he interned at Aboriginal Legal Services of Toronto (ALST) and then articulated at the Royal Bank of Canada (RBC).

Adam has been fortunate in his personal job searches, quickly acquiring a position at Shaw Media after graduating, then moving into his more ideal position at COO. Throughout his efforts, he found Miziwe Biik to be a great resource for feedback on employment ideas and the development of cover letters and resumes. He commends the Employment Counsellors at the Centre.





## Success Stories

# DEANNE HUPFIELD

*"It is my personal goal to build up my community through my business and as an educator"*

Anishinaabe kwe from the Temagami First Nation, Deanne grew up in Thunder Bay, Ontario and worked at a wide variety of jobs that were not meaningful to her. Pow Wow dancing was what "fed her spirit," and it eventually inspired her to take a new direction in her life. In 2007 she enrolled in an entrepreneurship course at Confederation College where she developed her first business. Under the company name Aboriginal Apparel, Deanne created handcrafted regalia and shawls and produced Native designed t-shirts which she sold on the pow wow trail.

Deanne knew that as a fledgling entrepreneur, to grow her business she would need to hone her knowledge and skills in fashion design. She enrolled in a program at George Brown College in Toronto. To complement her courses she refreshed her acumen for business through Miziwe Biik's Entrepreneur Certificate program. Under the new moniker, NATE, Deanne, her husband and 2 new partners expanded their Aboriginal apparel business. They have just completed a successful summer in western Canada and are looking to extend their reach across North America.

Busy with her family and career, Deanne finds time to give back to the community by teaching Aboriginal cultural courses to junior kindergarten through grade nine students and at Friendship Centres in Toronto. She also teaches regalia making and dances at pow wows across the country, partly for pleasure but also as another form of teaching, "I believe that I can teach through the clothing that I design and perform in".

Deanne has enrolled in an Indigenous Governance course at Ryerson University in the fall, to supplement her knowledge of Aboriginal history and rights.

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

## Success Stories

# EMPLOYMENT AND TRAINING PARTNERS FOOD SHARE

FoodShare is a non-profit organization that works with communities and schools to deliver healthy food and food education. They believe everyone deserves access to affordable high-quality fresh food. Since 1985, Food Share has pioneered innovative programs like the Good Food Box, impacted what kids eat in school, and improved the way people eat and grow food across Toronto every day.

The organization has four key program areas: 1) fresh produce, 2) schools, 3) cooking, and 4) growing. Food Share reaches over 158,000 children and adults per month through its programs. Under the Schools program, The Good Food Café employs and trains four Miziwe Biik funded Aboriginal people (see photo) to prepare and serve fresh, healthy and affordable culturally diverse food. FoodShare's Good Food Café models a universal and healthy school cafeteria, serving attractive, delicious and nutritious food that students choose to eat. Through the Fresh Produce program, affordable high quality fresh vegetables and fruit are delivered to communities in Toronto and Northern Ontario. The programs increase food access and support skill development, through the Good Food Box, markets, and bulk distribution. The Bulk Fresh Produce Program for Schools and Community Agencies deliver affordable fresh produce to over 300 locations and serving 70,000 children weekly. This program employs four Miziwe Biik Aboriginal youth (see centre spread photo).

The Miziwe Biik participants enjoy their training experience at FoodShare where they learn employable skills, as well as useful home making skills that support their

well-being. The work environment on-site is supportive, and the participants appreciate how what they are doing benefits the community.

[www.foodshare.net](http://www.foodshare.net)



### Photos:

(above) Left: Jennifer Batisse, Right: Carrie Commanda

(right page) Good Food Café Left to right: Carrie Commanda Kitchen Assistant Trainee, Leonard Abel – Kitchen Coordinator, Jennifer Batisse – Kitchen Assistant Trainee, Mark Desjardins Catering Assistant Trainee. Absent: Mike Assin – Program Coordinator Trainee

(centre spread) Good Food Program Left to right: Jordan Celotto – Administration and Customer Service Assistant, Lakota Preston – Warehouse Assistant, Stuart Nabuoka – Warehouse & Kitchen Assistant, Marcus Gagne Savoie – Warehouse Assistant







Bulk Fresh Produce Program  
Left to right: Jordan Celotto, Lakota Preston,  
Stuart Nabuoka, Marcus Gagne Savoie

## Success Stories

# MELANIE McMULLEN

*“I’m just seeing where things will take me and I’m enjoying every part of the journey”*

A member of the Pinaymootang First Nation, Melanie was born in Winnipeg, Manitoba but has spent most of her life in Toronto.

In the city, she explored the possibility of pursuing academics, but after a year at the University of Toronto she realized that she was a more hands-on person. Sampling through the trades to get a more tactile learning experience, Melanie settled on carpentry, partly because it was being offered as program through Miziwe Biik. She became completely engaged, loving every minute of it and realizing that the skills she was acquiring would improve her overall quality of life, in terms of earning a living and become self sufficient. She enjoys working in a field where you feel good about finishing a project, and seeing right in front of you what you’ve accomplished. She also enjoys being in a profession where she can break stereotypes by remaining feminine in a male dominated trade.

Melanie feels that she is in the right place for now. “I’m just seeing where things will take me, and I’m enjoying every part of the journey.” She is currently working in a Miziwe Biik sponsored training position at the Furniture Bank where she uses her carpentry to refurbish furniture for individuals and families in need. Here she is able to improve on her woodworking skills. Eventually, she would like to apprentice with a qualified carpenter and obtain her Red Seal to expand the types of jobs that she could apply for in the future.



# ASH PITAWANAKWAT

*"I feel like I have a career now...with good benefits and a competitive wage."*

Choosing a trade after leaving his home community of Wikwemikong First Nation, Ash enrolled at Cambrian College in Sudbury in a welding and fabrication program. After graduating, he found work with a company that manufactured mining equipment. After a period there, he moved to Manitoulin Island where he applied his skills to boat fabrication.

Not certain that he had yet found a long term career profession, Ash returned to "Wiky" where he took a position as a counsellor at a group home for individuals with special needs. He found the work personally rewarding and spent the next 3 years at the Community Living facility. Feeling satisfied with the work, but uncertain about the educational commitment required to apply himself more for the position, he decided to wander and explore a bit more, arriving in Toronto as a general manager at Mohawk Foods which eventually closed their business.

While at Mohawk, Ash had replied to an ad from the Toronto Transit Commission, looking for Aboriginal applicants for positions as TTC bus drivers. The TTC responded, and he began the training process which led to his position as a full-time driver. Ash was able to obtain a Start Up from Miziwe Biik during the transition process to the new job. The position is one where Ash finally feels he has, opportunities to advance, good benefits and a competitive wage.

Ash is thankful for the assistance he received from Miziwe Biik and is interested in the possibility of giving back by mentoring other Aboriginal workers looking for work with the TTC.



## Success Stories

# EMPLOYMENT AND TRAINING PARTNERS EVERGREEN

### MIZIWE BIIK ABORIGINAL COMMUNITY GARDEN



Since 2003, Miziwe Biik and Evergreen have collaborated to employ one to two individuals seasonally as Community Development Interns. The interns coordinate planning, planting, and maintenance of Miziwe Biik's garden as well as organizing and coordinating a wide array of cultural and ecological workshops and activities throughout the city.

Evergreen is a national not-for-profit organization that has been working since 1991 to restore the connection between Canada's cities and the natural environment. Focusing on four program areas—Greenspace, Children, Food and CityWorks—Evergreen builds partnerships with diverse groups and engages key influencers and

[www.evergreen.ca](http://www.evergreen.ca)

the public to inspire local action and create sustainable urban development. Their work is driven by a belief in the power of people to enact change to restore the natural health of their communities.

#### AARON SAUVE

This year, Aaron Sauve replaces Skye Vandenberg in the Miziwe Biik Aboriginal Community Garden. Skye has remained with Evergreen as Program Assistant, Community Development. Aaron has worked with a number of the City's Aboriginal centres including Native Child and Family Services; he has a disposition that engages his workshop and outreach participants

Aaron grew up in Toronto and is from Raven Clan through his Grandmother's family (Tahltan) from the interior of BC; his Grandfather's family is Cree from Saskatchewan. Aaron recently travelled to the Tahltan community and Saskatchewan to reconnect with his roots and learn more about his family.

Aaron is interested in working more with plants in educational and traditional settings which promote health, well-being and culture. He is looking to strengthen our relationships with the land and the water through cultural teachings and a respect for the environment.

Influenced by the Miziwe Biik Carpentry program, in which he was a participant, Aaron also maintains an interest in woodworking. It is a useful skill that can assist him with his planting projects and as well, it remains a viable employment option.



Aaron Sauve  
Program Assistant, Greenspace | Evergreen



### Miziwe Biik Aboriginal Community Garden Medicine Workshop

Workshop by Danette Steele who for more than 25 years has been studying and working with people and plants in the field of herbal medicine.

Danette and Aaron helped the participants with plant identification prior to cutting specimens which were then finely chopped and added to a jar for the preparation of a vinegar medicine.

Before starting the workshop, Danette served the participants dandelion tea and rosemary tea.

<http://www.danette-steele.com>



# 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)** Priscilla Krebs, Lisa Owl, and Amanda Andrews. Absent: Angela Boyer

## Organizations Served Fiscal Year 2014 – 2015

- Anishnawbe Health
- St. Michael's Hospital
- Native Men's Residence
- Ontario Federation of Indigenous Friendship Centres
- Aboriginal Legal Services of Toronto
- Clay & Paper Theatre
- Peel Aboriginal Network
- Indspire
- imagineNative
- Native Women's Resource Centre
- Pre-Apprenticeship Training Institute (PAT Institute)
- One Laptop Per Child
- Nishnawbe Homes
- Evergreen Brickworks
- Canadian Council for Aboriginal Business
- Toronto Police Service
- Canadian Roots Exchange
- Centre for Indigenous Theatre
- Muskrat Magazine
- Harbourfront Centre
- John Howard Society
- Native Child & Family Services
- FoodShare
- ANDPVA
- 7th Generation Midwives
- Kaha:wi Dance Theatre
- 2 Spirited People of the 1st Nations
- Native Canadian Centre
- Evangel Hall

# 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, 2014 – March 31, 2015, Miziwe Biik provided 105 (42 E.I and 63 C.R.F) clients with skilled trade services, including training in areas such as apprenticeships in heavy equipment operation, carpentry, general laborers, and horticulture. Some of our clients secured employment while a number returned to full time studies (see chart on page 26) in related fields.

## Priority Two Community Service and Private Sector Organizations

Working with community agencies in the GTA, Miziwe Biik was successful in providing 213 (73 E.I and 140 CRF) clients with opportunities in sectors such as health, law, culture and finance.

## 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 262 (75 E.I and 187 C.R.F) clients with opportunities that build on their skills and employment and training options. A large number 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 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

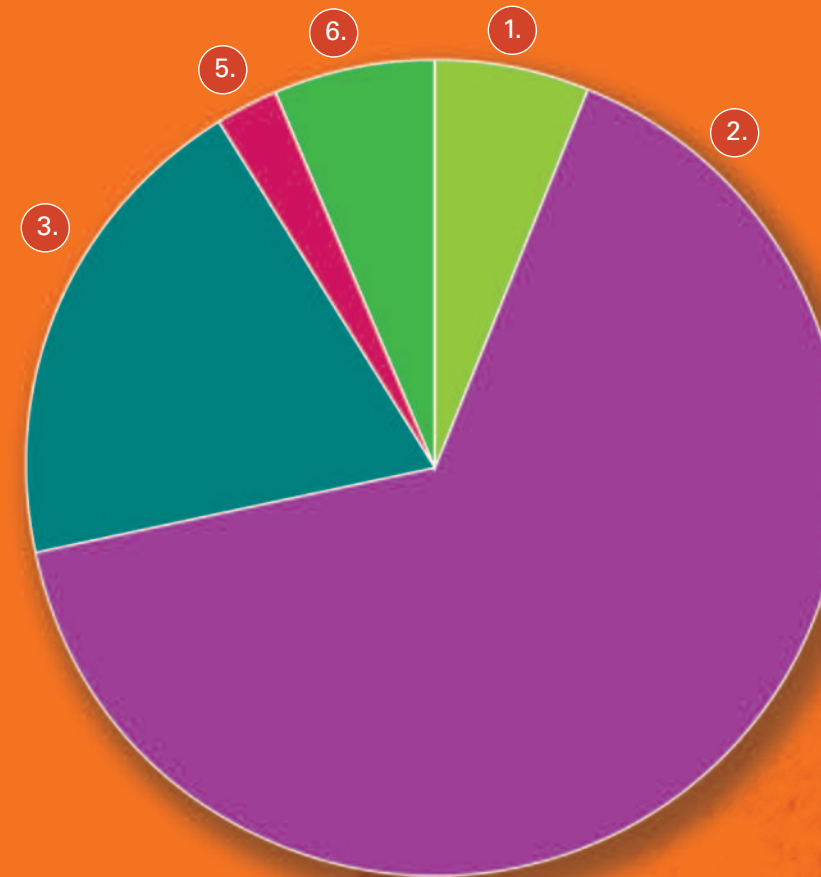
Many urban Aboriginal people lack the skills and resources to succeed economically and to realize their dream of self-sufficiency by establishing and operating a viable business. We assisted 109 Clients (35 E.I and 74 C.R.F) with their economic development and self-employment goals through business plan 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.

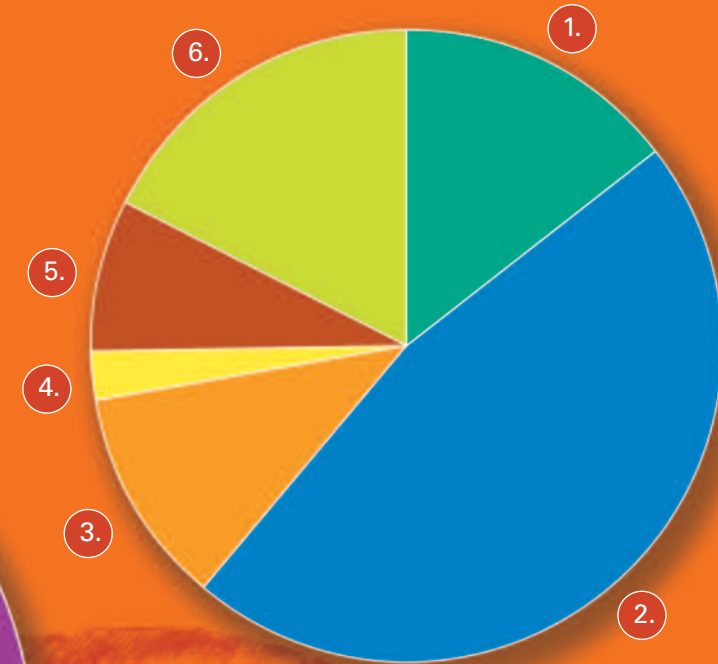
Miziwe Biik provided 645 clients (164 E.I and 481 C.R.F) with supports in literacy, upgrading and on the job training.

## 2014 - 2015 FUNDING ALLOCATIONS



### 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



### 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



Results	Clients
Employed	386
No Longer in Workforce	0
Returned to School	680
Self-Employed	53
Unemployed	0
Unknown	0

# BURSARIES AND AWARDS

## POST SECONDARY / APPRENTICESHIP BURSARIES



Post Secondary / Apprenticeship Bursaries - April 2015  
President Steve Teekens presents an award to Kandy Kennedy



Post Secondary / Apprenticeship Bursaries - April 2015  
Board members Valerie John and Michael White present award to Larry Rabbit



Post Secondary / Apprenticeship Bursaries - April 2015  
Event drummers/singers



Post Secondary / Apprenticeship Bursaries - April 2015  
Organizer Angela Boyer addresses participants



Post Secondary / Apprenticeship Bursaries - April 2015  
Board member Michael White samples food prepared by Liaison College chefs in training.



Post Secondary / Apprenticeship Bursaries - April 2015  
The event was catered by Chefs in training from Liaison College

# BURSARIES AND AWARDS

## LEE AWARDS – SECONDARY SCHOOL



Lee Awards May 2015  
Jimmy Dick prepares for opening of the Awards Evening



Lee Awards May 2015  
Carol White addresses Lee Award winners and their families



Lee Awards May 2015  
The event was catered by Chefs in training from Liaison College



Lee Awards May 2015  
Natalie Araujo receives her award, accompanied by her family



Lee Awards May 2015  
Awards Winners with Lee family



Lee Awards May 2015  
Mr. and Mrs. Lee prepare for cake cutting

## 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 can 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](http://www.miziwebiik.com)