

AGM 2016

MIZIWE BIK



ACKNOWLEDGMENTS

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
Building Maintenance
Carol Barker

EMPLOYMENT COUNSELLING

Manager
Denise Davad
Administrative Assistant
Lillian Wesley
Employment Counsellor
Osborne Farrell
Employment Counsellor
Sarah Belisle
Employment Counsellor
Brenna LaFrance
Job Developer
Vickie Labranche
Data Entry Clerk
Joanne Sewell
Receptionist
Valerie Jacko

PROJECT MANAGEMENT

Project Officer
Amanda Andrews
Project Officer
Nicole Hare
Individuals Project Officer
Lisa Owl
Project Officer Assistant
Harold Wesley
Administrative Assistant
Henry Pitawanakwat

PRE-APPRENTICESHIPS SKILLS & TRADES

Program Coordinator
Denise Davad
Program Assistant
Brenda Thwaites
Program Clerk
Colleen Wesley

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

Brandon Bunnie: Miziwe Biik client employed at Pinnguaq, an Inuit interactive technology company

Art Direction/Graphic Design & Photography

David Sherry, 2davoonline@gmail.com



STEVE TEEKENS

President

Miziwe Biik Board of Directors

I am delighted to share with you Miziwe Biik Aboriginal Employment and Training's 2015-2016 activities and successes in this year's Annual General Meeting (AGM) report. At Miziwe Biik Aboriginal Employment and Training, the board and staff all work together, striving towards achieving our mission and vision of securing employment for members

of Toronto's Aboriginal Community while maintaining our cultural values and identity.

According to Statistics Canada's 2012 Aboriginal People Survey just under 10% of all Aboriginal people in Ontario live in Toronto. The statistics also indicate that Aboriginal people are the youngest

With a wave of baby boomers leaving the workforce Aboriginal people represent an untapped and underutilized employment resource that can be accessed to fill the gap left by a maturing Canadian population.

and fastest growing population in this country, while Canada's largest population group, the baby boomer generation, is in the process of entering retirement. With a wave of baby boomers leaving the workforce, Aboriginal people represent an untapped and underutilized employment resource that can be accessed to fill the gap left by a maturing Canadian population.

Miziwe Biik is helping to prepare well-trained and highly motivated Aboriginal people with diverse skill sets. The Centre represents an expanding client base with individuals in the process of training for future employment, along with those who are ready to enter the workforce now as employees and entrepreneurs. It only makes sense for private sector and government employers to identify Miziwe Biik as a rich hiring resource particularly in a job market and economy where traditional hiring avenues represent a diminishing supply of workers.

In closing, I would like to say meegwetch to all of Miziwe Biik's partners, funders and supporters, and all levels of government. It is through these connections that we are able to make a difference for the Aboriginal community of Toronto. As you read through this annual report you will be moved by the many successes that Miziwe Biik has been able to play a part in. We congratulate those featured in this year's report and we wish them well as they strive to reach their future goals.



NANCY MARTIN

Executive Director

March 2016 saw an extension of the ASETs agreements across the country. The new federal government committed its support for Aboriginal employment and training by increasing budgets by 3%. Next year it is also expected to be an extension year; while terms and conditions are revised to be more user friendly; while maintaining the high accountability measures of the agreement.

As evidenced by the success stories in the annual report, many community members are gainfully employed in the construction trades and in a variety of careers in the arts. Several have also worked diligently towards their GED. All of the employment and upgrading services needed to achieve those

Due to the high demand for specialized training for the Aboriginal community in Toronto, Miziwe Biik is expanding its services and planning to build a new training centre in the West Donlands by 2020.

successes are available at Miziwe Biik. We encourage and support people who wish to achieve their career goals or complete training programs that will assist them in participating productively in their community.

Our programs are structured to meet the needs of as many community members as possible within a restricted organizational budget. The needs of our clients are prioritized in our program budgeting. Miziwe Biik staff also prioritize our clients' needs by applying a high level of skill and expertise to the management of their files and the development of personal frameworks to assist them in meeting their employment and training goals.

Due to the high demand for specialized training for the Aboriginal community in Toronto, Miziwe Biik is expanding its services and planning to build a new training centre in the West Donlands by 2020. It is expected that additional classrooms and shops for instruction in the construction trades will enhance the opportunities on offer.

Currently there are more than 1,000 people who use Miziwe Biik's extensive training and employment services, of these, more than 50% will get jobs through training and paid work experience. The remainder will go on to further work training or seek higher education levels.

I want to thank our clients for providing Miziwe Biik with the opportunity to provide the vast array of services designed to meet their needs. Thank you to the Board of Directors for their leadership and support. Thank you to all who keep the culture within the training programs and in the workplace.

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**



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

The need for employment services in Toronto has increased as many of our clients realize that they may not have the skills, education or experience required to compete with other residents of the GTA who are also out there searching for jobs. Our 6-week Employment Essentials 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. In 2015-16 we saw an average of 1,000 clients per month accessing Employment Ontario Assisted Employment Services at the ERC.

Miziwe Biik has also seen significant growth in the number of clients seeking to enter the skilled trades. Our counselors continue to connect those

clients with the appropriate pre-apprenticeship programs, union offices and employers in the GTA.

Miziwe Biik has responded to a growing number of Aboriginal people interested in obtaining their GED or their OSSD and then moving onto post-secondary education through transitional year programs offered at colleges and universities across the GTA. We are pleased to report that 125 post-secondary students, enrolled in diploma or degree programs in the past year, received bursaries and other financial supports to contribute towards their success. This was an increase of over the 75 bursaries that were awarded in 2015-16 fiscal year.

The ERC has been busier than ever as our Employment Counselors continue to encourage 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 or arrange an appointment with the ERC. Connecting with a Miziwe Biik Employment Counselor may be that one step that is keeping you from landing your dream job or education program.

Thank you to all of the ERC staff as they each bring passion and expertise to their positions that is second to none. Their dedication and commitment to the work they do is the reason we consistently meet the targets established by our funders year after year.

On behalf of the ERC Team, we look forward to working together again with the community in 2017, to build on our shared successes and to promote our programs and services.

Photo (left to right): Valerie Jacko, Lillian Weseley, Brenna Lafrance, Vickie Labranche, Denise Davad, Osborne Farrell, Joanne Sewell. Absent: Sarah Belisle

NGINDAASMIN

Academic Upgrading Program



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



Fourteen students were awarded the Lee Bursary this year. The Lee family attended this event and we were pleased to have Mr. Lee give the key note address. Information on how to apply for this secondary school bursary will be on the Miziwe Biik website.



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.

INTRODUCTION TO BUSINESS

In partnership with George Brown College, Miziwe Biik will offer an eight week program to introduce participants to the business diploma program offered at George Brown College. What makes this program unique will be the Indigenous component – how we have operated businesses now and in the past.

Photo: (top left) Carol White, Ashley Boakye (bottom left) Lee Awards dinner (top right) Dante Kitchikake receiving a Lee Award from Director Nancy Martin. Dante is one of this year's Success Stories

PRE-APPRENTICESHIP AND SKILLED TRADES



Over the last 10 years Miziwe Biik has been proactive in addressing labor shortages within the construction industry by providing Pre-Apprenticeship and Apprenticeship training in a variety of skilled trades. During this period we have seen more than 250 clients complete their program and move onto employment in the skilled trades sector.

As our Skilled Trades Department continues to evolve each year to meet market demands, so do our training partnerships. During 2016 fiscal year, our training partnerships grew to include the Painter Decorator Program, offered at the Ontario Industrial Finishing Skills Centre, and the Introduction to Construction Technology Program and Construction Craft Worker provided by LiUNA Local 183. This year we also introduced a Drywall Finisher and Plaster Program offered through the Interior Finishing Systems Training Centre. We now have 2 clients enrolled in the Steamfitters Level 1 Apprenticeship program at the Plumber/Steamfitters union, LOCAL UA 46.

We would like to congratulate our successful clients who will either be moving into employment positions or onto the next level of their apprenticeship training. We thank the training providers and unions who helped make their success possible.

CARPENTRY PROGRAM

Our 27 week Carpentry Pre-Apprenticeship Training Program in partnership with George Brown College and the Ontario Ministry of Training, Colleges and Universities prepares Aboriginal people for long-term employment to address the shortage of skilled Carpenters in the Greater Toronto Area (GTA).

This year we are thrilled to announce that our group of students is comprised of 15 Aboriginal women. This is the first year that the program has been offered exclusively to female clients.

Our new trainees attended the George Brown College Level 1 General Carpentry apprenticeship training. They have all completed the Academic Upgrading, Job Readiness and they've all received the necessary health and safety certification including WHMIS, First Aid-CPR and as well the newly mandated Working at Heights training.



Students in this program learn both theoretical and practical applications throughout the programs to enable their success in the final phase, the 8 week job placement. We will be following our 15 female participants throughout the process to compare the results against our mixed apprenticeship programs.

Photo: (top left) Pre-Apprenticeship and Skilled Trades Office. On Outreach: Brenda Thwaites, Colleen Wesley (bottom right) Miziwe Biik/Furniture Bank Chair Auction



SUCCESS STORIES

SHANNA

I'm in a fortunate position where I work at what I love and I'm able to continue learning on the job.

Shanna Montour constantly impressed her Aboriginal Carpentry Pre-Apprenticeship instructors and program officers on her way to completing what she admitted was a difficult but rewarding course. It was something that she was ready for; having taken time to bring her daughter up on her own for the first two years and before taking the next step towards building a career. Carpentry seemed like the logical choice given that one of her dreams was always to build a house of her own. The dichotomy being however, that she can't see herself staying in one place for any period of time, her energy and desire to keep moving forward being too important.

After graduating from the carpentry course, Miziwe Biik arranged a placement for Shanna with one of its employment training partners, the Furniture Bank (www.furniturebank.org). There, she completed an upholstery and finishing apprenticeship along with 5 other Indigenous youth. Shanna was taken by the process of refurbishing and restoring old and damaged furniture and bringing it back to life. The most rewarding part of that exercise was entering the new creations in the "Chair Affair" auction to raise funds for the Furniture Bank.

These days, Shanna travels out by TTC to "Let's Build the Ultimate," an extreme green home built in Mississauga. She arrives enthusiastically on time each day, ready to learn new construction techniques and directions that she hopes will help her to establish herself in her own business. She shares that same entrepreneurial spirit that many of Miziwe Biik's clients possess. For Shanna, it is important to guide your own future and to stay engaged in a process of constant learning. Eventually, she would like to be the person in charge and to pass on the skills and knowledge that others have shared so openly with her.

SUCCESS STORIES

CASSIE-JEAN

Learning at Miziwe Biik has provided a safe environment for me to embrace my culture and to be of a good mind.

Cassie-Jean Dillon drove to Miziwe Biik from Oshawa every weekday for 3 months to complete her General Education Development (GED) program. Not out of necessity because she had already completed several college courses; had a number of occupations over the years and brought up a family, but out of a personal need to complete something that had been missed earlier on in her life.

With a renewed sense of accomplishment and coming from a place where she felt comfortable learning... "Learning at Miziwe Biik has provided a safe environment for me to embrace my culture and to be of a good mind," Cassie is preparing to follow a new course. Having been accepted into the Fitness and Health Promotion program at Durham College for September 2016, she intends to complete her studies and reenter the community as a wellness educator. Having not been intimidated by her youthful classmates in the GED program nor by the prospect of joining her young college companions, Cassie stands as an example to those who seek to achieve a sense of well-being and fulfillment from life long learning. Hand in hand with this holistic learning process, Cassie-Jean believes there must also be a personal commitment to support and contribute to one's cultural community. She hopes that by focusing on health services, she will be able to make a direct and positive impact.

Cassie sees the opportunities and services at Miziwe Biik as being open to Indigenous community members of all ages and interests. There is a preconception that its primarily young people who benefit from the training and employment programs at the centre. Cassie is an admirable example of the agency's ability to tailor services to meet the needs of all of its clients. The Centre's programs reflect the diversity of the community and respond to employment and training trends set by the marketplace and guided by its members.



SUCCESS STORIES

JUSTIN

We are a visual and tactile people, I believe strongly in life experience as a way to learn and to create work opportunities.

Justin Chiblow is the first Kiowa Wind Memorial Indigenous Youth Intern at the Royal Ontario Museum (ROM). Named for his work predecessor who passed away under tragic circumstances, the position is supported by the ROM, the Slight Family Foundation and Miziwe Biik.

Justin works in the Learning Department under J'net AyAy Qwa Yak Sheelth, the Aboriginal Outreach and Learning Coordinator and a past Miziwe Biik Success Story. Forging his own path at the museum, Justin has been actively participating on the ROM Youth Cabinet, a group creating museum content by youth for youth. He is also engaged in community outreach, bursaries for Indigenous GTA primary and secondary students and he is a member of the Indigenous Council at the ROM, meeting monthly to discuss programming partnerships. Justin's work with Indigenous youth at the ROM benefits from his previous experience as a Youth Program Coordinator at the Native Canadian Centre of Toronto (NCCT). There he delivered peer programs on harm reduction, cultural awareness, outdoor experiences and community building.

Outside of his current work at the ROM Justin is active in volunteering, programming workshops and fundraising for Wigwamen Seniors and other groups. While he plans to eventually pursue post-secondary studies in social work and social program development, he is first looking to gain a well-rounded set of life experiences. "We are a visual and tactile people, I believe strongly in life experience as a way to learn and to create work opportunities. To enhance learning experiences and to maintain opportunities which might arise, he also believes that for youth in particular, there must be a conscious effort made to be professional, be active, be motivated and be true to one's self and one's culture.

Kiowa Wind Memorial Indigenous Youth Internship at the ROM
rom.on.ca/donate





SUCCESS STORIES

BRANDON

I am encouraged to keep learning as I work, elevating my confidence and the skills required to complete complex projects.

It was a confluence of happenstance and a calculated building of his skill sets that led **Brandon Bunnie** to his current position at Pinnguaq, an Inuit not-for-profit, interactive technology company focused on film, virtual reality, gaming, education and application development (<http://pinnguaq.com>). Through courses and practice, Brandon had been acquiring the necessary skills as a 3D designer and graphic artist when his wife suggested that he visit Miziwe Biik to search out job prospects. This led to an interview with the culture forward Nunavut based company.

Married with 2 children, his Uruguayan born wife, Maria Alejandrina Coates also involved in the arts as a curator, Brandon was driven to begin focusing on a career path. Miziwe Biik provided him with a link to an administrative position with Pinnguaq which would get him into the door of his chosen industry. Once he was hired, his employer soon realized that his Game Art and Design, Game and Interactive Media Design skills acquired at Centennial College and an earlier diploma in Graphic Design from George Brown could be better used in its creative section. Brandon is now using his talents to render scenes, develop characters and objects to complement the complex coding that forms part of any new gaming experience.

Brandon has found an ideal working environment, "I am encouraged to keep learning as I work, elevating my confidence and the skills required to complete complex projects." Pinnguaq provides Brandon with a supportive work setting conducive to nurturing his artistic talents.

You can see some of Brandon's work by linking to his blog at <http://www.b-r-bunnie.com/>

SUCCESS STORIES

JACQUELINE

I needed a direction after high school and the Miziwe Biik staff helped me to hone in on an area that suited me.

Jacqueline Neshkwe grew up in Toronto. She was familiar with the services available at Miziwe Biik, as of many of her family members had accessed programs at the Centre. It was her brother that encouraged her visit when she was considering what her next steps after high school would be.

Graduating last June 2015, Jacqueline was uncertain as to what she wanted to do, "I needed a direction after high school and the Miziwe Biik staff helped me to hone in on an area that suited me." She had an adeptness for administrative and financial work but hadn't decided whether to pursue an academic course right away. Employment experience would provide her with an opportunity to gain experience while she clarified her areas of interest.

Miziwe Biik arranged a placement for Jacqueline with Canadian Roots Exchange (<http://canadianroots.ca>), an organization that provides Indigenous based leadership, learning and reconciliation experiences to every Indigenous and non-Indigenous youth that participates in their programs. At Canadian Roots, Jacqueline delivers administrative assistance including financial services, filing and other office duties. She enjoys her work and has developed an aptitude for working with youth. She is not certain how that will guide her future plans but after her 1 year work placement is complete she believes that it will be time to return to school.

Jacqueline will be looking next fall at post-secondary programs that offer finance and accounting courses and although there remains an element of uncertainty, she now has much more confidence in her own personal planning choices. Whatever those plans will include, Jacqueline knows that should she need any more guidance, counsellors and services will continue to be available at Miziwe Biik to advise and assist her with building a future for herself.



SUCCESS STORIES

DANTE

Rather than working behind a desk, I am more attracted to being out in the community and working with people.

Dante Kitchikake received a Miziwe Biik Lee Award in each of his high school years. These awards are handed out to Indigenous secondary students who demonstrate a commitment to school and the community [www.miziwebiik.com/lee-\(secondary\)-awards.html](http://www.miziwebiik.com/lee-(secondary)-awards.html).

Graduating with honours this past spring, Dante is now headed to Humber College where he has enrolled in the 2 year Police Foundation Program. His intent is then to follow up on the rigorous training with a 2 year Advanced Investigations Course.

In high school Dante showed an adeptness for computer and graphic design work which could have easily led to a successful arts and design career. That choice lacked the visceral impact that the avid gamer sought from future employment opportunities. Policing seemed to most closely fulfill his desire to combine an element of excitement with his interest in working with the Greater Toronto Area (GTA) community. Having just completed a summer position as a camp counsellor with Native Child and Family Services of Toronto, he was convinced of his choice to follow a path of public service, "Rather than working behind a desk all-day, I am more attracted to being out in the community and working with people." The advantage to such work is that he will also be able to act as a role model for urban Indigenous youth who aspire to positions where their cultural traditions will affect positive change and promote reconciliation within the GTA's diverse neighborhoods.

Dante will be commencing his first year of post-secondary studies with the assistance of a Miziwe Biik Start Up grant (clothing and supplies) and travel allowance (TTC) as well as, funding from Indspire.

We wish Dante good luck in his studies and hope to see him during our Post-Secondary Award celebrations www.miziwebiik.com/post-secondary-bursaries.html



SUCCESS STORIES

SOLOMON

I am very passionate about my craft and I enjoy the unique challenges of each and every project.

Solomon King received Miziwe Biik's, Toronto Aboriginal Business Association (TABA) Award in 2016 for Business Man of the Year. A stonemason, sculptor and entrepreneur who founded Stone Artisan Studios Ltd (*stoneartisanstudios.com*) in 2007, he has over twenty years of experience in stone masonry, heritage restoration and sculpture. "I am very passionate about my craft and I enjoy the unique challenges of each and every project."

Solomon also has an over twenty year relationship with Miziwe Biik. Through this association, he has accessed programs and services to further his own endeavors, and as well, he has used his time to support the Indigenous community of Toronto. Through Stone Artisan Studios, he has exemplified Miziwe Biik's vision of the "ripple in the water" by affecting and sustaining a momentum of empowerment by hiring and training Indigenous youth and workers from the community.

Solomon works primarily in the Toronto area but his work and ongoing training have taken him to New Jersey and the American South for heritage restoration courses and jobs. He also occasionally returns to his home community of Cape Croker where they have commissioned a series of decorative lime stone reliefs including the one pictured in the photo on the right. Travel to the US for work is less frequent these days as he is also spends quality time with his 2 young daughters and his artist/videographer wife who he met while studying at the Ontario College of Art and Design.

One of Solomon future projects, still in the contemplation stage, is to open up an artist retreat in his home community. He owns a fair bit of property on reserve and he envisions a place where artists, painters and sculptors can work outdoors in a reflective seclusion or seek support and lively discussion from a sympathetic creative community.



SUCCESS STORIES

CODY

This is a wonderful career opportunity and I feel that I have benefited on both a professional and personal basis.

Cody Kimewon was a model student in Miziwe Biik's Skills Link Program. Designed for youth with a grade twelve diploma but who were still struggling to find a career direction, Skills Link introduces participants to work opportunities that suit their particular interests, skill sets and talents. The program also incorporates an Indigenous studies module covering the history, teachings and traditions of the Anishinabek people. For Cody, as it is for many urban Indigenous youth, the incorporation of cultural learning into their training programs helps to deepen and strengthen their First Nation pride and identity as they search for a rewarding and meaningful career.

After a few false steps during his youth, Cody's strength of character and his growing understanding of Indigenous values helped him with the hard work, persistence and the focus needed to excel in his training program. Also, being in the right place at the right time, coupled with his punctuality, professionalism and a good attendance record, lead him to a chance encounter with his current employer. Solomon King, the subject of another Success Story in this AGM report, happened to be at the Centre looking for workers-trainees for his company Stone Artisan Studios when he ran into Cody. Attending a Skills Link session at the time, it was a fortuitous encounter between the two of them, both immediately hitting off and Solomon offered Cody a trial position.

Cody now works for Solomon on a full time basis as a brick and stonemason trainee. Cody assists the tradesman in all tasks and laboring activities on the project sites. Cody has integrated well with his co-workers who provide him with support and on the job training. He sees this as a possible long term work commitment and an ongoing learning process. "This is a wonderful career opportunity and I feel that I have benefited on both a professional and personal basis."



BURSARIES AND AWARDS

POST SECONDARY / APPRENTICESHIP BURSARIES



Miziwe Biik President, Steve Teekens presents a Post Secondary Bursary Award to a late arrival



Miziwe Biik Post Secondary Awards Congratulations cake for the winners and their guests



Chefs in training from Liaison College cater the 2015-2016 Post Secondary Bursary Awards



Miziwe Biik President, Steve Teekens presents a Post Secondary Bursary Award during the 2015-2016 event

LEE AWARDS – SECONDARY SCHOOL



Elder / Board Member Jimmy Dick Secondary Bursary Opens the Lee Award Ceremonies



Miziwe Biik Director, Nancy Martin hands out the 2015-2016 Lee Secondary School Awards

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 constantly maintained. Project officers assigned to individual clients process

Employment Assistance Support Measures and the Purchase of Training requests. Clients are assisted with education, skills development training, and employment initiatives. The project officers responsible for organizational projects network with and manage numerous community organizations, in addition to overseeing Targeted Wage Subsidy, 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 devoted team that we are able to fulfill our mandate, live our vision, and prepare our clients for their journey into the workforce.

Photo (left to right): Lisa Owl, Harold Wesley, Henry Pitawanakwat, Amanda Andrews, Nicole Hare

Organizations Served Fiscal Year 2015 – 2016

- ROM
- Canadian Council for Aboriginal Business
- St. Michael's Hospital
- Ontario First Nations Technical Services Corporation
- Andrew Stastny Law Office
- Let's Build the Ultimate Ltd.
- John Howard Society of Toronto
- Ontario Aboriginal HIV/AIDS Strategy
- Anduhyuan Inc.
- Canadian Roots Exchange
- Centre for Indigenous Theatre
- Clay & Paper Theatre
- Evergreen Brick Works
- imagineNATIVE Film + Media Arts Festival
- Indspire
- LiUNA Local 183
- Muskrat Magazine
- Nishnawbe Homes Inc.
- One Laptop Per Child Canada
- Seventh Generation Midwives Toronto
- Toronto Aboriginal Support Services Council
- The Theatre Centre
- Anishnawbe Health
- Toronto Police Services
- Native Child & Family Services
- Native Canadian Centre of Toronto
- Native Men's Residence
- FoodShare Toronto
- Aboriginal Legal Services of Toronto
- Right To Play Canada

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, 2015 – March 31, 2016, Miziwe Biik provided 132 (72 EI and 60 CRF) clients with skilled trade services, including training in areas such as apprenticeships in heavy equipment operator, Forklifting, general laborers, and HVAC training. Some of our clients secured employment while a number returned to full time studies.

Priority Two Community Service and Private Sector Organizations

Working with community agencies in the GTA, Miziwe Biik was successful in providing 216 (109 EI and 107 CRF) clients with opportunities in sectors such as law, culture, administration, 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 274 (62 EI and 212 CRF) 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 113 Clients with their economic development and self-employment goals through business plan assistance and access to workshops.

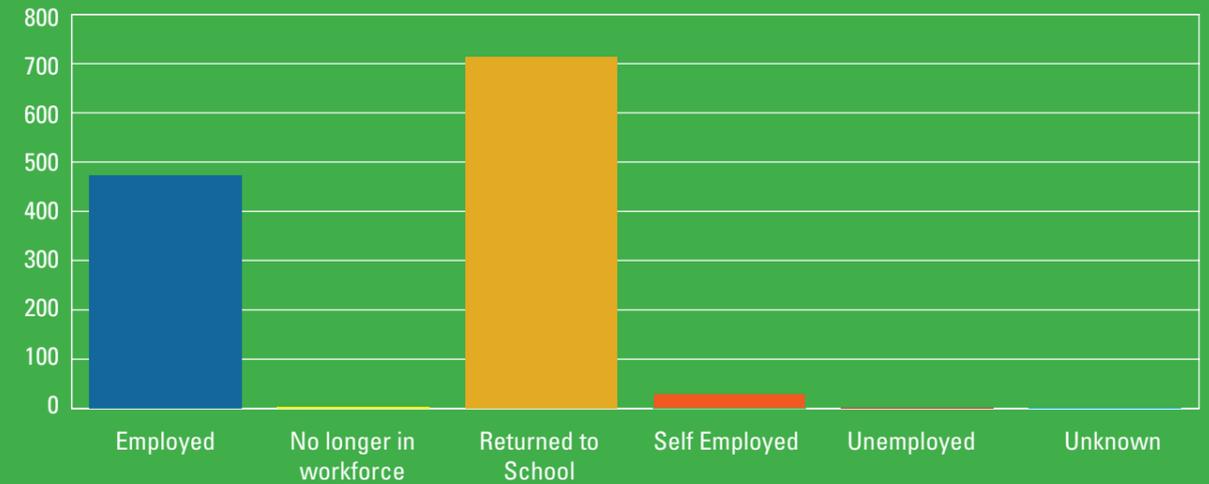
Priority Six Literacy, Numeracy, Basic Skills

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 659 (136 EI and 523 CRF) clients with supports in literacy, upgrading and on the job training.

ASETS RESULTS REPORT

Miziwe Biik Employment and Training

April 2015 to March 2016



Results	Clients
Employed	472
No Longer in Workforce	3
Returned to School	714
Self-Employed	30
Unemployed	2
Unknown	1

ROOM RENTALS

Miziwe Biik Presentation / Workshop Space



ROOM RENTAL: Suited to workshops, classes, presentations and small community and awards events, the lower level conference space at Miziwe Biik is available for weekday, evening and weekend rentals. Approximately 1200sq ft. the space is able to accommodate a number of table and chair arrangements to suit your function. There is also a small hallway area outside of the room for breaks, food and beverage service or event sign-ins. For pricing and to plan your next event, please contact us at (416) 591-2310 **SEATING:** 60 people seated in chairs (no tables) 48 people using six round tables with 8 people at each table **CATERING:** Light snacks, coffee and meals are available through our in-house catering. Clients also have access to a full kitchen for meal preparation and outside catering.

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