

**AGM**  
MIZIWE BIIK  
**2017**



## ACKNOWLEDGMENTS

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ALFDC  
Service Canada  
Ministry of Advanced Education and Skills Development  
City of Toronto  
Human Resources and Social Development Canada  
Employment Ontario

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### PRE-APPRENTICESHIPS & SKILLED TRADES

#### *Program Coordinator*

Vickie Labranche

### 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*

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Registered Charity No. 863056719RR0001

### COVER

City of Toronto Indigenous Interns: (left to right) Joleine Kasper, Jordan Celotto, Alexis Linklater and Craig Waboose

Art Direction/Graphic Design & Photography

David Sherry, 2davoonline@gmail.com



## STEVE TEEKENS

President

Miziwe Biik Board of Directors

Greetings to the Miziwe Biik Aboriginal Employment and Training (MBAET) membership, funders and supporters. It has been another fabulous year for MBAET. The organization has been able to help many Aboriginal people in Toronto access meaningful employment and training opportunities suited to personal goals and industry trends.

I would like to thank all of our program partners, funders, donors and clients for all their thoughtful contributions to the great work of MBAET, which has a positive ripple effect in our Aboriginal community, resulting in employment opportunities and increased employability.

The staff and management of Miziwe Biik do phenomenal work with our community members and partners. Their diligence has made it possible for MBAET to meet or exceed program expectations.

The staff and management of Miziwe Biik do phenomenal work with our community members and partners. Their diligence has made it possible for MBAET to meet or exceed program expectations. My fellow board members have also been reliable volunteers at the organization for a number of years now, steadfast in their commitment to community empowerment and growth. I would like to say Meegwetch to them for sharing their time, knowledge and expertise, and for providing sound governance and oversight to MBAET.

I look forward to the future and smile when I think of all the Aboriginal community members who have been able to reach their employment and training goals with a little help from Miziwe Biik. As the baby boomers exit the work force, the demographically younger Aboriginal workforce is here now and ready to begin filling the employment gaps appearing in many industries.



## NANCY MARTIN

Executive Director

Our employment successes are testament to the accomplishments of our clients and the work done by the Miziwe Biik staff and Board. The many community partnerships that the organization has fostered over the years have also led to meaningful work experiences. The support of our training partners has been paramount in creating long term economic opportunity for Miziwe Biik clients.

Funding for programs at Miziwe Biik depends in part on the Aboriginal Skills and Employment Training Agreement (ASETA). Last year, the federal government agreed to extend the program to allow for time to develop a new and more flexible program, responsive to the employment and training needs

It is also inspiring to see that there are a number of client successes that promote life-long learning and the importance of never giving up on the things that we are passionate about.

of Aboriginal people. ASETAs across Canada were extended and a comprehensive consultation was undertaken to determine what a new program would encompass. A small 3% increase was provided by the government during the bridge period. Moving forward, it is expected that the future ASETA or replacement program will be for 10 years. This will allow organizations receiving ASETA funding to engage in longer term strategic planning to benefit their clients.

I hope you enjoy reading the Annual Report and the broad range of employment opportunities that are highlighted through our success stories. It is rewarding to see people in our community leveraging the many programs offered through Miziwe Biik. It is also inspiring to see that there are a number of client successes that promote life-long learning and the importance of never giving up on the things that we are passionate about. We take the time and trouble for things that are worthwhile. To this point, we are finally seeing inroads being made with employment and representation opportunities with the City of Toronto. Our City Interns story and the Youth Leadership Program are examples of the organization's efforts to increase the number of Aboriginal people in Toronto's workforce. As a member of the Toronto Aboriginal Support Services Council (TASSC) and the Aboriginal Affairs Committee, Miziwe Biik is also involved in developing a long needed Aboriginal Office at City Hall. We hope to have more news on this soon.

Finally, I would like to thank the staff of Miziwe Biik, each whom brings unique skill sets to support our clients' career aspirations, and the Board of Directors which has provided strong leadership and guidance to the organization.

# PROGRAMS AND SERVICES

## Career and Employment Counselling Services

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

## Employment Resource Centre Services

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

## Employment Placement Services

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

## Funding Services

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

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# EMPLOYMENT RESOURCE CENTRE SERVICES **ERC**



It's hard to believe another year has gone by and it's time again for our annual report. As the number of Aboriginal people relocating to the GTA continues to grow, we've been tasked with enhancing our services and programs to meet the unique needs of all our clients.

I am excited to share that we had another awesome year in the Employment Resource Centre, with 1,173 clients receiving Assisted Services under the Employment Ontario program. Assisted services include: Career/Employment Counseling; Assessment Services; Access to E-Blasts; Workshop Participation; and, access to Skills Based Training programs in a variety of sectors.

We have also seen growth in the demand for in-depth career assessments. In response, we are now able to administer, score and interpret in-depth career assessments, including the Myers-Briggs Type Indicator (MBTI) on an individual basis.

The Canada Ontario Job Grant has assisted employers in several sectors to enhance and/or upgrade the skills of their current workforce through cost share arrangements with Miziwe Biik, including a new employer who specializes in bio-medical research for St. Michaels Hospital.

Employment Ontario made it possible for us to work with several employers to create 16 job placements for clients of all ages in a variety of sectors. These clients were able to gain valuable work experience, enhance their skills and establish professional networks in their field of expertise. Many of these employers have returned to Miziwe Biik for assistance with their recruiting needs.

The Second Career Program continues to be a popular option for clients who have lost their jobs due to labour shortages or had jobs in sectors that no longer exist. In 2016, we once again achieved a success rate of 100%. This means every application we submitted was approved. Through Second Career, we have also seen several clients go onto self-employment, becoming successful business owners.

In 2016, we saw definite increases in the millennial population accessing our services. This generation relies heavily on technology, requiring us to explore innovative ways of delivering our programs and services, as we continue to move forward and expand our resources. Stay tuned for enhancements in onsite technology coming in 2017.

Lastly, the heart of Miziwe Biik's Employment Resource Centre is our staff. Each person on the ERC Team is passionate about the work they do to help our clients achieve their goals, whether employment, academic or skills based. Our clients return generation after generation because we genuinely care. They know that when they enter Miziwe Biik they will be treated with dignity and respect as they move through their journey to sustainable and meaningful employment.

**Photo (left to right):** Brenna Lafrance, Suzie Robinson, Sarah Belisle, Denise Davad, Gerry Sieben, Valerie Jacko, Jessica Tabak

# NGINDAASMIN

## Academic Upgrading Program



The Ngindaasmin Academic Upgrading program continues to facilitate the Independent Learning Centre, and General Education Development (ILC/ GED) courses. In support of this program, we have a qualified teacher as well as an excellent group of volunteer tutors available to assist the students. In September 2017, the GED program began a new session, delivering classes from Monday to Thursday, 10 a.m. to 3 p.m. Upon completion of this three month program, students can write the GED test and earn their grade twelve diplomas.



### LEE AWARDS

The seventh annual Lee Awards event took place in May 2017. Applications were reviewed and a total of twenty-one (21) secondary level students were awarded bursaries. Accompanied by 3

generations of family, we appreciate having Mr. Lee give the key note address each year. We look forward to the Lee Awards in 2018.

### YOUTH SKILLS LINK

Youth Skills training is a paid six month program for Indigenous youth. The program focuses on education and job preparation with participants learning leadership, teamwork and communication skills. Successful participants are able to enter the workforce and/or enroll in post-secondary programs.



### INTRODUCTION TO BUSINESS

In partnership with George Brown College, we offered a sixteen week course that introduced students to the business program offered at George Brown College. Upon successful completion of the course, students earned two credits towards a business diploma. The course included a module on Indigenous & Entrepreneur Identity, which identified the unique qualities of Indigenous business. This year the course was offered at the King Street Campus in Toronto.

**Photo:** (top left) Carol White, Ashley Boakye (bottom left) student receives GED certificate (middle right) student receives Small Business Certificate

# PRE-APPRENTICESHIP AND SKILLED TRADES



### CARPENTRY PROGRAM

The Pre-Apprenticeship and Skilled Trades Carpentry Program is a 27 week course offered in partnership with George Brown College and the Ministry of Advanced Education and Skills Development. The program prepares Aboriginal people for long-term employment while addressing an industry shortage of skilled carpenters in the Greater Toronto Area (GTA). As a part of their program, trainees first complete academic upgrading and job readiness training, including certification in health and safety (First Aid/CPR, WHMIS), and Working at Heights. Clients then move on to George Brown College for their Level 1 General Carpentry Pre-Apprenticeship training, which consists of in-class training and an 8 week work placement.

This year we had twenty-two clients start the program, and there are six focused individuals finishing their 8 week work placement.

### INTRODUCTION TO CONSTRUCTION TRADES

In partnership with George Brown College, Miziwe Biik offered a 2 week Introduction to Construction Trades Program in February 2017. This program provides clients with hands-on orientation to basic construction techniques and safety procedures. It focuses on the use of common tools and equipment. Students gained

direct experience through an in-class construction project. Throughout the program, clients built on their fundamental mathematical skills, and then applied them to the requirements of the trade. Thirteen clients participated in the program with some of them moving on to the Carpentry Pre-Apprenticeship Program upon completion of this introductory session

### CONSTRUCTION CRAFTWORKER PROGRAM

In partnership with LIUNA Local 183 Training Centre, Miziwe Biik offered an 8 week program. The Construction Craft Worker (CCW) Program is an extremely versatile program that offers the trainee the capacity to work in a variety of sectors and construction fields. The program covers a broad base of skills, including form setting, scaffolding, and concrete placement. Some of the tasks completed by CCW trainees included: erecting and dismantling concrete



forms, scaffolding, ramps, catwalks, shoring and barricades, all of which are present on small and large construction sites. This year we had six clients complete the program.

**Photo:** (top left) Vickie Labranche, Program Coordinator, (bottom right) Carpentry Program class at George Brown College



## SUCCESS STORIES

# JESSE

### Level 1 Apprentice Local 46 Steamfitters and Plumbers Union

**Jesse Blundon** had a feeling early on that he wanted to explore a career in the skilled trades but had no idea how to get started or which trade best suited his goals and ambitions. After graduating high school and spending more than a year in precarious temporary jobs, Jesse knew it was time to pursue more rewarding career opportunities. It was then that his mother suggested contacting an Employment Counsellor at Miziwe Biik.

After researching several skilled trades with his Employment Counsellor, he decided to pursue Local 46 Steamfitters and Plumbers union pre-apprenticeship training. Like many young people who wait until after leaving school to focus on a career path, Jesse needed to acquire additional study credits in order to realize his dreams. He spent the next year working in temporary jobs during the day and attending night school to complete the pre-requisite courses required to start his training.

Jesse's Employment Counsellor reached out to a contact at Local 46 and was then able to enroll him in a spring program. While he was excited, his challenges were just beginning. "I was excited but also really nervous. I had to get from Brampton to Scarborough every day to start class at 7:00 a.m. and the school had a zero tolerance for lateness." In spite of this obstacle, Jesse persevered. Starting at 5 A.M. each morning, he embarked on an arduous transit journey starting on a GO train in Brampton, then transferring to subways and buses to arrive in Scarborough at 7 A.M. An inspiration to his peers and a model student in class, he knew that this would be a difficult routine to carry on past his first month. With the help of his parents, Jesse purchased a small used car, making his commute much easier and removing a potential barrier to achieving his career goals.

Fast forward 7 months. Jesse completed his pre-apprenticeship training with flying colours and was immediately placed with a unionized employer in North Toronto. Shortly thereafter, Jesse was inaugurated into Local 46 Steamfitters and Plumbers union as a Level 1 Apprentice. It took some time, but Jesse's career is now off to a great start and his future couldn't be brighter.

## SUCCESS STORIES

# REVA-MARIE

## Culinary Arts Industry

**Reva-Marie Peters Ackroyd** is a status member of the Skatin Nation from British Columbia. Reva has overcome a number of challenges in her life including being a Residential School Survivor. Despite having gone through the experience of cultural erasure, she is one of only a small number of people from her home community that is fluent in her language, Salish.

Reva has been a client of Miziwe Biik since 2016 when she first sought part time employment in the culinary arts industry. Reva was already highly experienced and had been formally trained, but had been out of the workforce for several years. Her employment counsellor assisted her in creating a tailored resume that highlighted her significant skills and minimized the gap in her employment history. Her counsellor recommended several workshops that would assist her in re-entering the labour market. Reva kept in touch with her employment counsellor and it wasn't long before a part-time position came available that was suited to Reva's experience and employment goals. Her employment counsellor encouraged her to apply and gave her a glowing reference. Within a few days she was hired. Today Reva is working as a part-time cook at The Stop community food centre (thestop.org), a non-profit community agency that brings people together around healthy food and provides opportunities to make friends, build skills, combat social isolation, and advocate for change.

Reva's long term plans include looking for increased roles and responsibilities at The Stop, a place where she feels really positive about contributing her skills. She also runs a small catering business in her time off, giving back to the community even further by sharing her knowledge and experiences. Reva features brunch menus but is able to respond to a variety of requests.

*Reva-Marie: [revalution25@gmail.com](mailto:revalution25@gmail.com)*



## SUCCESS STORIES

# ISSAC Brother Nature

**Issac Crosby** is a member of the Chippewa's of Malden, located in Southwestern Ontario. He comes from a rich tradition of farmers and returns annually to his home community for a family celebration that honours a history that includes supporting the Underground Railroad movement in the mid 1800s. He has been living in Toronto for 20 years, where he has held numerous positions and attended a number of training programs. Isaac trained with the renowned Second City Comedy company, which did not provide the career path that he wanted to follow, but did help to accentuate his affability and his improvisational skills, allowing him take advantage of opportunities when they arise.

Isaac first visited Miziwe Biik in 2015 when he was pursuing a career in Urban Agriculture. He had gone back to school when he was 40 to apprentice as a Landscape Horticultural Technician at Humber College. He followed that up with some small gardening jobs but he wanted to take his career to the next level. After doing his research he contacted Miziwe Biik about supporting a Job Creation Partnership with Evergreen Brickworks ([www.evergreen.ca](http://www.evergreen.ca)). Miziwe Biik supported his goals and his role of Urban Agriculturist at Evergreen Brickworks was born. With his easygoing demeanor, which allows him to connect with clients and young learners, he was able to put his unique stamp on the developing urban program. He has also been able to grow his personal brand "Brother Nature," a timely and affective persona taken from his traditional name Kani'kaweh. His focus is taking his traditional First Nations agriculture background to a world hungry for environmental sustainability and sustenance.

Since starting his position at Evergreen, Isaac has had the opportunity to plant a garden with the Honourable Premier Kathleen Wynne and work with Canadian musician Nelly Furtado to develop a new environmentally friendly laundry detergent by Tide Canada. Isaac also had the opportunity to showcase his gardens to celebrity chef Jamie Oliver, who was most impressed. Experiences like these have gone a long way to promoting and reinforcing his personal brand, but it is not those moments that stand out for Isaac:

*"Even though I may have met with these great people, my best experiences are when I get a chance to work with and teach the First Nations students about our history as caretakers of this land."*

Brother Nature







## SUCCESS STORIES

# CRAIG

Once you find a career you love;  
stick with it and never stop learning

**Craig Campbell** is an urban Aboriginal with family roots in North Bay and Dokis First Nation, where his family resides. Craig is a regular client a Miziwe Biik, having accessed numerous services over the 10 years in which he has been acquiring skills and developing a passion for the food services industry. Craig has participated in career counseling sessions, resume workshops, mock interviews and other services that laid the path for his training and employment pursuits.

Initially, Craig was interested in Adult Education, specifically becoming an instructor. He decided to make an appointment at Miziwe Biik for guidance and direction. He began working with his Employment Counsellor and, while delving deeper into research on adult education, he began to realize that his true calling was in food services.

Craig decided to start this journey at George Brown College and he entered their Culinary Arts program that same year. While completing his program Craig looked into potential employment opportunities to pursue following graduation. It was then he realized he would like to revisit his teaching ambitions by providing culinary arts instruction within the health care system. Once again he sought out appropriate training and, in 2016, completed the Food Service Worker Certificate Program at Centennial College.

When it finally came time for Craig apply all of his training, he didn't hesitate to reach out again to Miziwe Biik. He met with his Employment Counsellors, who referred him to a position as a Nutrition Specialist at Native Child and Family Services in Toronto (Ojibikan "Roots" Native Youth Culinary Entrepreneurship Program), where he provides mentorship to Aboriginal youth, assisting them to make healthy lifestyle choices while exploring traditional culture and foods. Craig believes in the process of lifelong learning and will be attending the Second Annual Conference on Native American Nutrition, this fall in Minnesota.

Miziwe Biik is proud of Craig's success and will continue to support him as he grows professionally and his career develops further.

## SUCCESS STORIES

# JANET

**Janet Burning** is Haudenosaunee from Six Nations of the Grand River in Ohsweken, Ontario, but has lived in Toronto most of her life. Before attending college, she worked in a number of customer service and administrative positions.

Janet has had a long relationship with Miziwe Biik, dating back to 2012 when she was originally referred to the Centre by a family member. At that time, she was studying Business Administration and Marketing at George Brown College. Thinking ahead to when she would complete her program, she established a relationship with an Employment Counsellor and kept in touch throughout the school year. Reconnecting when she was ready to start a summer job search, her Counsellor encouraged her to apply for a Summer Internship in the Marketing department at Scotiabank. Janet completed a successful internship with the financial institution, then went on to complete her study program.

In 2015 Janet returned to Miziwe Biik, this time with the notion that she would like to look for something that contributed to the Aboriginal community. She was referred to a trainee position at Nishnawbe Homes, where she was employed for 2 informative years as a Tenant Support Worker. After having had the rewarding experience of working directly with community members, Janet decided to enroll in the Toronto Hostels Training Program. There, she earned several certifications that she could apply to positions throughout the growing network of cultural and friendship centres in the city. In 2017, Janet applied for a position directly with Miziwe Biik, which had become a familiar place to her during the years of training support and employment assistance. Janet was recently brought on at the Centre as a Project Officer Assistant.

In her new role, Janet again has the opportunity to work with community members on a daily basis. She often recognizes the same enthusiasm that she had when she was first introduced to all of the services that Miziwe Biik offers its clients. *"I revel in the excitement that clients must feel each time they receive financial assistance while attending school or when starting a new job. I know they appreciate the support they are receiving and I feel a personal pride when they tell me how much it helps them."*



## SUCCESS STORIES

# CITY OF TORONTO INDIGI- NOUS INTERNS

## Miziwe Biik Indigenizes Toronto City Hall

In 2014, Miziwe Biik began to work closely with the City of Toronto to implement an Aboriginal Employment Strategy. This past spring, these efforts were made concrete with the hiring of four interns, assigned as Aides to the offices of four Toronto City Councillors.

Each of these four clients brings a unique story, skill set and experience to their role. Meet the exceptional individuals who are pioneering the Indigenization of Toronto City Hall.

**Photo (left to right):** Craig Waboose, Alexis Linklater, Joleine Kasper, Jordan Celotto





**JORDAN CELOTTO** is Onondaga and a member of the Beaver Clan from Six Nations of the Grand River. Jordan has been accessing employment services at Miziwe Biik for almost 5 years. Jordan was pictured in last year's AGM booklet in a spread that featured Food Share Toronto. Through Miziwe Biik Training and Employment programs, he has been gaining valuable experience in the areas of public and governmental services and with organizations that partner with the Indigenous community. He is currently a student in the Visual & Design Arts program at Humber College. One day he hopes to work in a collaborative and creative role where he can develop partnerships with organizations that foster Aboriginal inclusiveness. In the meantime, Jordan has been enjoying his position as an Aide at Toronto City Hall with Councillor Shelley Carroll of Ward 33 Don Valley East. So far, he has had the opportunity to witness the decision making process at the municipal level and has developed a better understanding of the role that Toronto City Council plays in shaping the community. He has also seen first-hand, the roles that a City Councillor plays both at City Hall and out in the community with their constituents.

*"My experience as a Counsellors Aide has been very engaging. I have gained a new outlook on the City of Toronto and the inner workings of the politics of*

*it all. I have taken part in a number of community engagements and events, getting to see firsthand how important a Councillor's relationship is with the community."*

**ALEXIS LINKLATER** is an Ojibway woman from Curve Lake First Nation in Eastern Ontario. Alexis has been a client of Miziwe Biik since 2014 when she was referred by a friend. She is a graduate of the Community Worker program at George Brown College and her passion is human rights and creating positive change within the Aboriginal community at the political level. Alexis is proud to be an advocate for Aboriginal rights and inclusiveness, which is what attracted her to the Councillor's Aide position at City Hall. In her role as Aide to Councillor Michael Layton of Ward 19 and Aboriginal Affairs Committee Chair, Alexis has had the opportunity to work one-on-one with community members, gaining insight and a clearer understanding of the issues affecting various communities that are dealt with at the municipal level.

*"My experience working at City Hall has been incredible. The Councillor and staff I am working with have really made my experience fascinating. This opportunity has allowed me to proudly represent my culture, support the Aboriginal community at the political level and be a mentor for future advocates."*



**CRAIG WABOOSE** is an Oji-Cree man who grew up in Eabametoong First Nation, north of Thunder Bay, Ontario. Craig has been accessing services at Miziwe Biik for nearly 3 years, first reaching out to us when a college friend told him about some of our programs for Post-Secondary students. Craig has always been interested in politics and is considering running for Prime Minister someday. The Councillor's Aide position seemed like an obvious entrée to the world of politics. Craig has had the opportunity to work with multiple divisions within the City, including Municipal Licensing and Standards, Urban Forestry, Solid Waste Management, and Economic Development. As the Aide to Councillor Mary-Magaret McMahon, Ward 32 Beaches/East York, he has sat in at various committee meetings, which have addressed a variety of services, finding each one to be a unique experience.

*"This experience has really fueled my passion for politics. In the future I hope to continue working at City Hall or move into the legal field. I want to create opportunities for myself and I want to make a difference for the next generation that will walk through the doors at City Hall with higher expectations*

*and increased access. If you were to ask me to run for Prime Minister today, I would definitely say YES."*

**JOLEINE KASPER** is an Ojibway woman from Berens River First Nation in Manitoba. She is a first generation student attending Ryerson University for Dietetics, Food and Nutrition. Joleine was first referred to Miziwe Biik by the Aboriginal Liaison at Ryerson University. She has enjoyed her experience as a Councillor's Aide at City Hall and has learned how a large city, as complex and diverse as the City of Toronto, operates, prioritizes and grows, within the bewildering world of municipal politics. Through her placement with Councillor Mary Fragedakis, Ward 29, Toronto-Danforth, Joleine has developed transferrable professional skills that she hopes will contribute to a generation of Indigenous youth who can positively affect and populate the culture of municipal politics. Going forward, Joleine looks forward to using her newly acquired skills and knowledge as she works toward her future career goals.

*"My goal is to work in the health field and to develop public policy to create a more equitable future for Aboriginal people."*

# 2017 ABORIGINAL YOUTH LEADERSHIP EXPERIENCE

Thirteen Aboriginal youth, ages 16 – 20, received training in the National Coach Certification Program. The course included Fundamental Movement Skills, Basketball, Soccer and Lacrosse, as well as Aboriginal Leadership, First Aid and High Five Principles of Healthy Child Development.

The participants gained practical work experience through paid volunteering at the North American Indigenous Games 2017. In August, the participants worked as camp leaders and visited camps across the city to demonstrate and facilitate participation in traditional Aboriginal sports and games. Individuals who completed the program became employees of the City of Toronto.



# BURSARIES AND AWARDS

## POST SECONDARY / APPRENTICESHIP BURSARIES



Miziwe Biik Board Member, Valerie John presents a Post Secondary Bursary Award to a student



Miziwe Biik Post Secondary Awards Board Member/Elder Opens the Event



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



Valerie John presents a Post Secondary Bursary Award during the 2016- 2017 event

## LEE AWARDS – SECONDARY SCHOOL



Lee Family Member Addresses the Award Recipients and their Families - 2017 Lee Awards



Carol White Presents a Lee Award 2017 Lee Secondary School Awards

# PROJECT DEPARTMENT



"Aanii, Hello, Boozhoo! The Project 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. Project officers are assigned to individual client

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 are responsible for organizational projects that 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.

**Photo (left to right):** Amada Andrews, Janet Burning, Lillian Wesley, Lisa Owl, Pearce Wastaken and Harold Wesley

## Organizations Served Fiscal Year 2016 – 2017

- Toronto Zoo
- Clay and Paper
- Toronto Green Community
- Native Earth Performing Arts
- imagineNATIVE
- Stay in School Project
- Anishnawbe Health Toronto
- Ontario Federation of Indigenous Friendship Centres (OFIFC)
- Aboriginal Legal Services of Toronto
- Native Child Family Services
- Royal Ontario Museum
- LGBTQ Youth Line
- Habitat for Humanity
- Harbour Front Centre
- Tea n Bannock
- Jumbliies Theatre
- Nishnawbe Homes Inc
- Foodshare
- Eagle Autoworks
- Native Women's Resource Centre
- Na Me Res
- The Peer Project
- Toronto Police Service
- Anduhyaun Inc
- Native Canadian Centre of Toronto
- The Stop
- Muskrat Magazine
- Indspire
- Canadian Council for Aboriginal Business
- Canada Roots Exchange
- Evergreen Brickworks
- Canadian Opera Company

# 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, 2016 – March 31, 2017 Miziwe Biik provided clients with skilled trade services, including training in areas such as apprenticeships in heavy equipment operation, carpentry, general labour, and horticulture. Some of our clients secured employment while a number returned to full time studies in related fields. \$130,755.67

## Priority Two Community Service and Private Sector Organizations

Working with community agencies in the GTA, Miziwe Biik was successful in providing clients with opportunities in sectors such as health, law, culture, and finance. \$533,708.79

## Priority Three Youth Employment and Leadership

Miziwe Biik is committed to providing supports to youth in an effort to secure employment or, if they decide 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 clients opportunities that build on their skills, and employment and training options. A large number of our clients returned to school full-time. \$823,793.0

## 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 prioritizes Aboriginal clients with skills development in areas such as Office Administration and Management Training. Thirty per of those completing their training have secured employment. \$61,213.97

## 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 a number of clients with their economic development and self-employment goals through business plan assistance and access to workshops. \$21,807.66

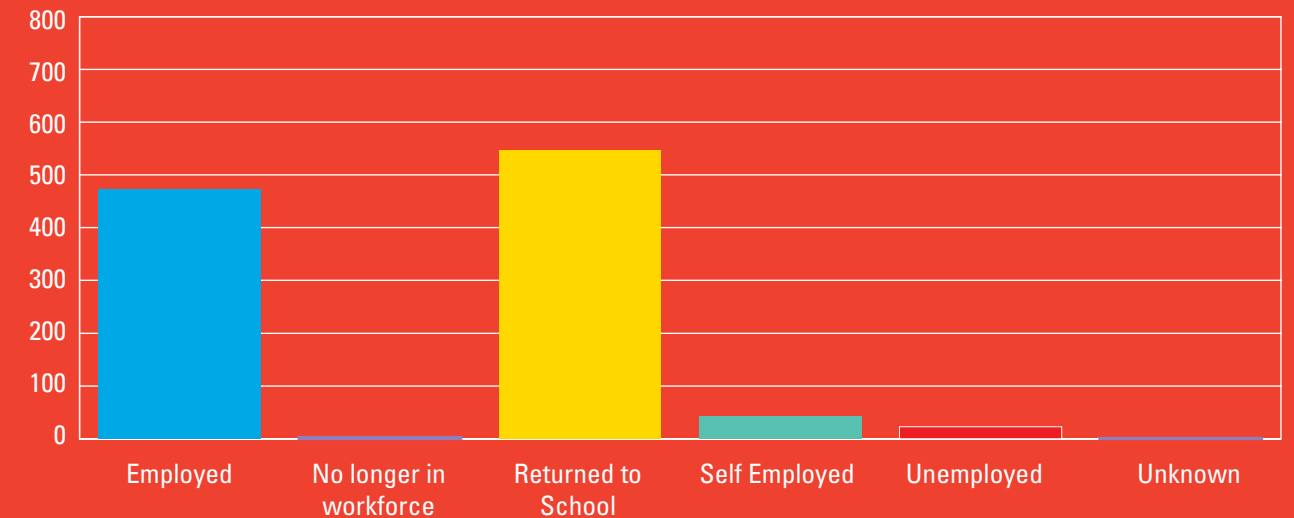
## Priority Six Literacy, Numeracy, Basic Skills

This final priority is aimed at increasing the community's skills in Literacy, Numeracy, and Basic Skills training. Miziwe Biik funds Literacy and essentials 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. \$547,949.38

# ASETS RESULTS REPORT

## Miziwe Biik Employment and Training

April 2016 to March 2017



Results	Clients
Employed	452
No Longer in Workforce	1
Returned to School	543
Self-Employed	44
Unemployed	23
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