

MIZIWE BIIK

Employing Toronto's Indigenous People



1 ON 1 INDIGENOUS EMPLOYMENT ADVISORS

In-person and online support

Annual Report 2023/24



Hello! We are Miziwe Biik.

We support Status and Non-Status First Nations, Métis and Inuit Peoples in the Greater Toronto Area with successful employment, training and education.

Fee: Free

Hours of Operation:
Monday - Friday: 8:30 to 4:30

Address:
167 Gerrard Street East, Toronto ON M5A 2E4

Phone:
(416) 591-2310 | Toll free: 1.877-980-6961

Email:
Reception@miziwebiik.com

Fax:
(416) 591-3602

Website:
www.miziwebiik.com

Charity Number: 863056719RR0001





Over 30 years ago, respected Ojibway Elder Jim Windigo gave us our name.

Miziwe Biik, meaning “water which flows all around us”. We provide the Greater Toronto Area with Learning and Employment opportunities that affirm and develop Indigenous identity.

We believe that strong Indigenous communities are essential to advancing equality and self-reliance. Through traditional practices and values, as well as modern resources, **our purpose is in guiding you through your Education and Employment goals!**

Miziwe Biik is an Indigenous Skills and Employment Training (ISET) Local Delivery Mechanism (LDM) of the Aboriginal Labour Force Development Circle (ALFDC).

Last year was a phenomenal year. Every year is a phenomenal year at Miziwe Biik. The community brings so much positive energy.

More post-secondary students received supports and bursaries and, more and more high school students are receiving supports. The Indigenous youth in our community are making tremendous progress in their chosen fields.

Miziwe Biik continues to expand programming to address the training choices of community members. Some highlights include pre-health, carpentry apprenticeship and other construction trades, self-employment, film industry opportunities in production, and administrative skills that have a widespread application in any industry. Don't forget about academic upgrading!

Many of our community members are working in other community agencies, as is the passion to help other people living in the big city. Our many partners in government and the private sector have also provided on the job training opportunities for job seekers.

No matter what your goals and aspirations are, our dedicated and knowledgeable staff at Miziwe Biik would like to help you fulfill your dreams. Thank you all for the inspiration to build our community's own training facility, focussed on the construction trades. Opening this fall!

Miziwe Biik honours residential school children
Miziwe Biik honours MMIWGT2Spirit

Thank you, Miigwech, Nia:wen
- Nancy Martin





Nancy Martin

Executive Director

Stacey Bowe

Receptionist

Ruby Dreger

Employment Advisor

Lisa Shawana

Employment Advisor

Melanie Oyebamiji

Employment Advisor

Jennifer Parberry

Employment Advisor

Allan Mac Isaac

Trades Instructor

David Rickard

Skilled Trades Job Coach

Brydon Hill

Communications

Vickie Labranche

Special Projects Manager
Employment Services Manager

Lillian Wesley

Human Resources Manager

Brenna Lafrance

Training Coordinator

Christy Martin

Project Officer

Ashley Boakye

Project Officer

Lisa Ashley

Administration Assistant

Tim Millan

Academic Upgrading Instructor

Raiden Laford-Scodellaro

Intake Worker

STAFF

Krystal Abotossaway is from Aundeck Omni-Kaning First Nation and Chippewas of Rama First Nation. She is an urban Ojibwe Anishinaabe Kwe. Krystal is a well sought after expert, speaker, and leader on Indigenous engagement.

As Senior Manager at TD Bank, she is currently rotating through the various centres of excellencies within the HR function. Providing strategic counsel, execution support, and collaborating across internal teams and external partners. Krystal has successfully completed a Master's degree at York University in Human Resource Management.

As the President of the Indigenous Professional Association of Canada, she is helping to redefine the agenda and identify new measures for advancing the opportunities for and the capabilities of Canada's Indigenous Peoples.

Krystal is recognized across Canada, both in the media and within the broader Indigenous community, as an expert spokesperson for bridging strategies that will enable more Indigenous youth to achieve their aspirations and dreams.

Her thought leadership in advancing Human Resources knowledge on Indigenous engagement is informed by her academic background and ongoing leadership roles on multiple Boards in the GTA.





MICHAEL WHITE Vice-President

Michael is from the Bear Clan of M'Chigeeng First Nation. He has served on the Miziwe Biik board for over fifteen years! Michael has a Masters of Education in Urban Indigenous Issues from York University and is the Director of First Nations House, the Indigenous Student Services at the University of Toronto. In his spare time, Michael serves the community as a ceremonial conductor.



JIMMY DICK Board Secretary

Jimmy is from Moose Cree First Nation and the community of Moose Factory, Ontario. He is fluent in the Cree language and is a Teacher/Educator on Native Culture and Spirituality. He is an Elder and guest speaker at international conferences and is an active volunteer and board member. Jimmy has been actively involved in Toronto's Indigenous community since 1975 and is a member of the Eagleheart Singers drum group.



QUAZANCE BOISSONEAU Board Member

Quazance is from Garden River First Nation. She has worked at Humber College supporting Indigenous students and has been sharing information on post-secondary education with First Nation communities since fall 2013. She advocates for Indigenous mental health and wellness by helping advance Indigenous youth with education and sports. Quazance strives to promote balanced lifestyles for Indigenous People living in two-worlds.



GAVIN LAWRENCE Board Member

Gavin is a proud member of Saugeen First Nation. He creates pathways to careers in the construction skilled trades as a Project Director at the Labour Education Centre.

He works with Indigenous communities across Ontario, His focus has always been on creating opportunities. Gavin was once employed at Miziwe Biik in construction training.





NGINDAASMIN
ACADEMIC UPGRADING

Canadian Adult Education
Credit (CAEC) Program

High School Credits

Test Preparation

Pre-requisites for
Trades Programs

EMPLOYMENT RESOURCE CENTRE

Employment Advice and Workshops

Computer & IT Accessibility

Job Fairs & Information Sessions

TRADES

Carpentry Pre-Apprenticeship

Construction Craft Worker Program

Training in Different Trades

Employer Networks

PROJECTS

Funding Assistance Programs

Funds for Employers

WORKSHOPS

WHIMIS

First Aid CPR

Mental Health

Food Handler

COVER LETTER AND RESUMÉ

Miziwe Biik's 1 on 1 Indigenous Employment Advisors will help write your cover letter and resumé, search for jobs and prepare for an interview!



RESUME

Employer _____
Job Order # _____ Job Title _____

PERSONAL DATA
Full Name _____
Present Address _____
Street / P.O. Box City State Zip Code
Phone _____ Email Address _____

EDUCATION
High School Diploma/GED/HISET? Yes No

Name	Location	Phone	Diploma/Degree/Specialization
High School _____	_____	_____	_____
College/University _____	_____	_____	_____
Courses & Training _____	_____	_____	_____

WORK EXPERIENCE *(List most recent work experience first.)*
Company Name _____ Immediate Supervisor _____
Company Address _____
Street / P.O. Box City State Zip Code
Job Title _____ Phone _____
Job Description (duties, skills, equipment used)

Dates From (mm/yy) To (mm/yy) Reason for Leaving _____

WORK EXPERIENCE
Company Name _____ Immediate Supervisor _____
Company Address _____
Street / P.O. Box City State Zip Code
Job Title _____ Phone _____
Job Description (duties, skills, equipment used)

Dates From (mm/yy) To (mm/yy) Reason for Leaving _____

JOB BOARD

Miziwe Biik's job board has listings specifically for our clients! Many roles do not require previous experience and are great opportunities for improving skills.

Favourite Tool: Jobbank.gc.ca



EDUCATIONAL SUPPORT

Miziwe Biik provides Post-Secondary, Apprenticeship and High School students with annual funding for educational supports such as books, supplies and transportation!



PAID TRAINING POSITIONS

Miziwe Biik receives funding from the Aboriginal Labour Force Development Circle (ALFDC) to connect Status and Non-Status First Nations, Métis and Inuit Peoples with Targeted Wage Subsidized Employment Opportunities in the Greater Toronto Area!

BE HIRED!

**CHRISTIE
OSSINGTON
NEIGHBOURHOOD
CENTRE**

IS LOOKING FOR AN...

INDIGENOUS

**Social Enterprise
Reception Lead
TRAINEE!**

**OSSINGTON
CHRISTIE
CENTRE** **NEIGHBOURHOOD**



**Full-time
Tuesday to
Saturday**

Set an inclusive, accessible, and welcoming tone for diverse community members!



**Service
Canada**

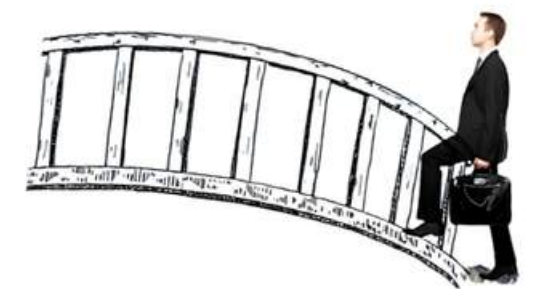
BRIDGES PROGRAM

Our NEW and exciting 7-Week Program for Indigenous Clients in the Greater Toronto Area that upgrades Life/Soft Skills, Communication, Computer, Job Search and Preparation Skills!

MIZIWE BIIK

Employing Toronto's Indigenous Peoples

BRIDGES PROGRAM



Have you been **unemployed** for 12+ months?

Are you **unsure** of how to get started or where to begin with job searching?

Are you looking for a gradual, transitional step **before** employment?

Are you able to **attend** and commute for daily in-person programming?

If you answered "Yes" to all of these questions

Please consider applying to our NEW and exciting
7-Week Program that will **upgrade** your **Life/Soft Skills**,
Communication, Computer, Job Search and **Preparation Skills!**

NGINDAASMIN ACADEMIC UPGRADING PROGRAM

Earn your Ontario Secondary School
Diploma, or Individual Credits!

Miziwe Biik registers clients for
required courses and our teacher
supports clients 1 on 1 at their own
pace. We provide school supplies
and even TTC tokens!



ACADEMIC UPGRADING

Earn your High School Diploma,
CAEC (GED), or Individual Credits

**The NEW Canadian replacement for the GED test,
called the CAEC, is now available in Ontario**

Our teacher will register you for
required courses, and provide
1 on 1 support at your own pace!

jotform.com/MiziweBiik/join



SELF-EMPLOYMENT PROGRAM

For individuals looking to gain insight into building their own personal brand and business!

Clients are guided by a business mentor to navigate writing a business proposal for funding.

MIZIWE BIIK

Employing Toronto's Indigenous Peoples

SELF-EMPLOYMENT PROGRAM

October 21 to December 13



**FREE
ONLINE**

PRE-HEALTH SCIENCES PROGRAM

Gain the skills and prerequisites to
make an informed program choice
in the health sector!

Miziwe Biik has college partnerships
and will help graduates enrol in
Practical Nursing programs!



INDIGENOUS PRODUCTION ASSISTANT TRAINING PROGRAM

Ten-week entry-level training
that provides the knowledge
and skills needed to work in the
TV and Film industry as a
Production Assistant (PA).



CARPENTRY PROGRAM

8 weeks at the College of
Carpenters and Allied Trades
in Vaughan.

Provides extensive theoretical and
practical Carpentry training!

CARPENTRY

FREE Certification

**August 26 to October 18
October 21 to December 13**



PRESENTED BY
MIZIWE*BIIK



LIUNA LOCAL 183

CONSTRUCTION
CRAFT WORKER
PROGRAM

Clients learn to work on residential, commercial, and industrial buildings, as well as hydroelectric dams, roadways, bridges, and railways!

CONSTRUCTION

FREE Certification

September 9 to November 1



PRESENTED BY
MIZIWE*BIIK



IBEW LOCAL 353

ELECTRICAL PATHWAY PROGRAM

Fifteen weeks of comprehensive electrical theory and hands on skills pre-apprentice shop training.

Graduates are fully certified and job placement ready!



1 TO 3 DAY WORKSHOPS

Micro Credentials offered throughout the year include:
Workplace Hazardous Materials Information System (WHMIS),
First Aid/CPR, Food Handler,
Mental Health First Aid, and
Smart Serve Certification!

MIZIWE BIIK

Employing Toronto's Indigenous Peoples



MENTAL HEALTH FIRST AID

FREE

SEPTEMBER
16/17



NCCT INDIGENOUS DAY EVENT JUNE 21ST 2024

11am-9pm

Harbourfront Centre

235 Queens Quay W. Toronto

Live Performances - Marketplace - Food Vendors

11am - 12pm - Welcoming Remarks - Traditional Storytelling with Ian Akiwenzie

12pm - 1pm - Pow Wow Traditional Dance Presentations

Christina Restoule Women's Jingle

Destin Smoke Men's Grass

Jillian Sutherland Women's Fancy

Ascension Harjo Men's fancy

Kirby Buffalo Men's chicken

Kehew Buffalo Men's chicken

Ian Akiwenzie Men's traditional

2 pm - 3 pm

Big Drum Men's

Rosary Spence - Hand Drum Song

Potato Dance

Last Person Standing Dance

War Cry Contest

3pm - 4pm - Fashion Show

Neechi by Nature Indigenous Fashion Show

7pm - 8pm - Nikki Ineene Nash , Faron Johnston

8pm - 9pm Shawnee Kish - Juno Award Nominee



Shawnee Kish



Indigenous Employment and Training

COURTYARD MARRIOTT HOTEL - 475 YONGE ST

JUNE 20
10AM - 2PM

MIZIWEBIIK.
EVENTBRITE.CA



MIZIWE*BIIK

Toronto's Indigenous Employment Services

INDIGENOUS TRADES CAREER FAIR



APPRENTICESHIP OPPORTUNITIES DOOR PRIZES



Connecting **Status and Non-Status First Nations, Métis and Inuit** Peoples with **Trades Employment and Training Opportunities** in the **Greater Toronto Area**



Do you need an Ontario Secondary School Diploma?
Our Academic Upgrading Teacher will Help You!



Presented by



MIZIWE BIİK

Employing Toronto's Indigenous Peoples

TORONTO POLICE SERVICE INFO SESSION

Connecting Status and Non-Status First Nations, Métis and Inuit Peoples with Indigenous Employment Opportunities in the Greater Toronto Area

**AUGUST 14
10 AM**

167 GERRARD
Street East



Presented by



MIZIWE BIİK

Employing Toronto's Indigenous Peoples

TORONTO FIRE SERVICES INFO SESSION

Connecting Status and Non-Status First Nations, Métis and Inuit Peoples with Indigenous Employment Opportunities in the Greater Toronto Area

**167 GERRARD
STREET EAST**

**SEPTEMBER 25
1 PM**



167 GERRARD STREET EAST



MIZIWE BIİK

Employing Toronto's Indigenous Peoples

BRANCH BANKING INFO SESSION

Connecting Status and Non-Status First Nations, Métis and Inuit Peoples in the Greater Toronto Area with Branch Banking Employment Opportunities

Presented by

JULY 30
2 PM



ONLINE
AND
IN-PERSON

PARTNERSHIPS

PAID TRAINING
NISHNAWBE HOMES
IS LOOKING FOR AN...
INDIGENOUS
Remote Custodian
TRAINEE!



PAID TRAINING
NATIVE PLANTS IN CLAREMONT
IS LOOKING FOR AN...
INDIGENOUS
GROWING NATIVE PLANT SPECIES FOR ENVIRONMENTAL ENHANCEMENT
TRAINEE!



BE HIRED!
WEST NEIGHBOURHOOD HOUSE
IS LOOKING FOR AN...
INDIGENOUS
Indigenous Programming Coordinator
TRAINEE!



PAID TRAINING
INDSPIRE
IS LOOKING FOR AN...
INDIGENOUS
Indigenous & Government Relations Assistant
TRAINEE!



PAID TRAINING
CLAY & PAPER THEATRE
IS LOOKING FOR AN...
INDIGENOUS
Artistic Production Intern
TRAINEE!



BE HIRED!
HIGH PARK NATURE CENTRE
IS LOOKING FOR AN...
INDIGENOUS
Indigenous Programs Coordinator & Naturalist Teacher
TRAINEE!



BE HIRED!
WEST NEIGHBOURHOOD HOUSE
IS LOOKING FOR AN...
INDIGENOUS
Programming Coordinator
TRAINEE!



PAID TRAINING
THE WEAVING WELLNESS CENTRE
IS LOOKING FOR AN...
INDIGENOUS
Project Assistant
TRAINEE!



BE HIRED!
2-SPIRITED PEOPLE OF THE 1ST NATIONS
IS LOOKING FOR AN...
INDIGENOUS
Executive Assistant
TRAINEE!



PAID TRAINING
BEACHES SAND BOX COMMUNITY CENTRE
IS LOOKING FOR AN...
INDIGENOUS
Guest Services, Rentals and Events
TRAINEE!



PAID TRAINING
NATIVE CHILD AND FAMILY SERVICES OF TORONTO
IS LOOKING FOR AN...
INDIGENOUS
Administrative / Program Support Worker
TRAINEE!



BE HIRED!
UNITED WAY GREATER TORONTO
IS LOOKING FOR A
Specialist, Indigenous Connections to Trainees



THE CITY OF TORONTO
IS LOOKING FOR AN...
Accounting Assistant
APPLY ONLINE OR IN-PERSON ON...
April 15 10:30am to 12:00pm
ONLY AT...
Miziwe Biik
167 Gerrard Street East



PAID TRAINING
NATIVE CHILD AND FAMILY SERVICES OF TORONTO
IS LOOKING FOR AN...
INDIGENOUS
Education Assistant
TRAINEE!



PAID TRAINING
TEA-N-BANNOCK
IS LOOKING FOR...
AN INDIGENOUS
Office Administrator
TRAINEE!



PAID TRAINING
TORONTO METROPOLITAN UNIVERSITY POW WOW
IS LOOKING FOR...
INDIGENOUS
Registration Vendor
Communications Hospitality and Cultural
TRAINEES!



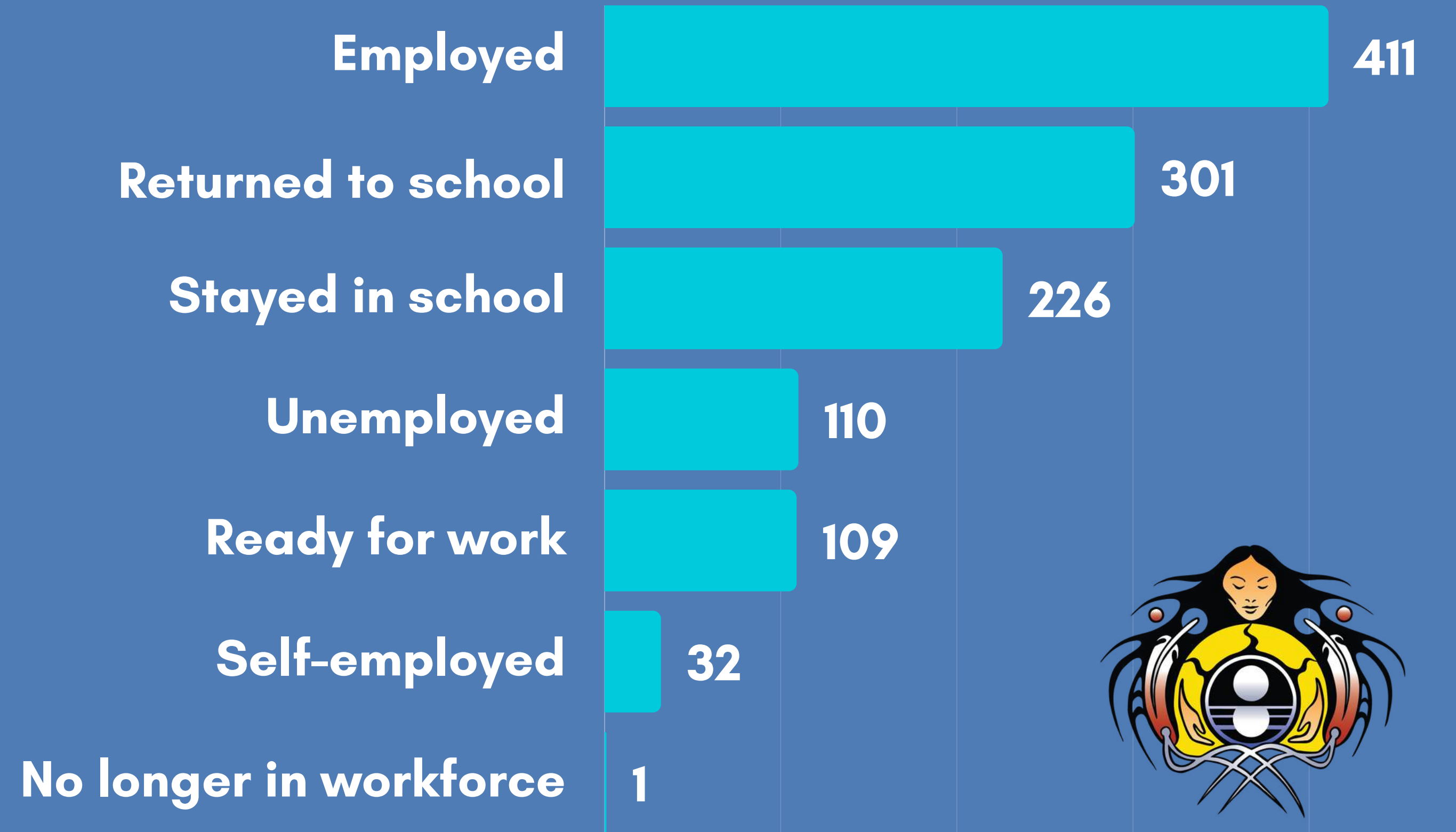
The 2023/2024 fiscal year has brought forward many accomplishments for the Projects Department, with clients completing training programs, workshops, and securing employment. The department consists of two Project Officers who work diligently as a team to ensure client needs are consistently met, and ongoing budgets are continuously maintained.

We have one Project Officer who works to support individual requests such as Employment Assistance Support Measures and Purchase of Training. Through individual requests, clients are supported in education, skills development, and employment.

Additionally, both Project Officers are designated to build relationships with organizations located within the Greater Toronto Area.

In partnership with these organizations, we are able to support employment opportunities for clients through Miziwe Biik funded programs (Targeted Wage Subsidy, Self Employment Assistance, and Local Labour Market Partnership). It is by working together as a community that enables Miziwe Biik to fulfill our vision and prepare clients for their journey into the workforce.

RESULTS REPORT APRIL 2023 TO MARCH 2024



SUCCESS STORY: ERIC Y

I am Cree, originally from Saskatchewan. Growing up, I was placed into foster care at a very young age. This experience was difficult, but over time, with the guidance of mentors, I have proudly embraced my Indigenous identity.

Miziwe Biik is guiding my vision of becoming a firefighter through help with schooling, fitness testing, training, and certifications including a DZ driver's licence and an Emergency Medical Responder course!

After registering, I was paired with Lisa, my 1 on 1 Indigenous Employment Advisor, who has shown genuine excitement and commitment in helping me reach my goals. Lisa has always been available to provide encouragement and keep me on track.

Now, my goal is to secure a firefighting position in Southern Ontario. I'm passionate about helping my community, and I look forward to sharing my experiences and story with Indigenous youth.

With the right support and direction, any goal or dream is achievable. I can't wait for the day I can officially call myself an Indigenous firefighter.



SUCCESS STORY: ASHLEY B

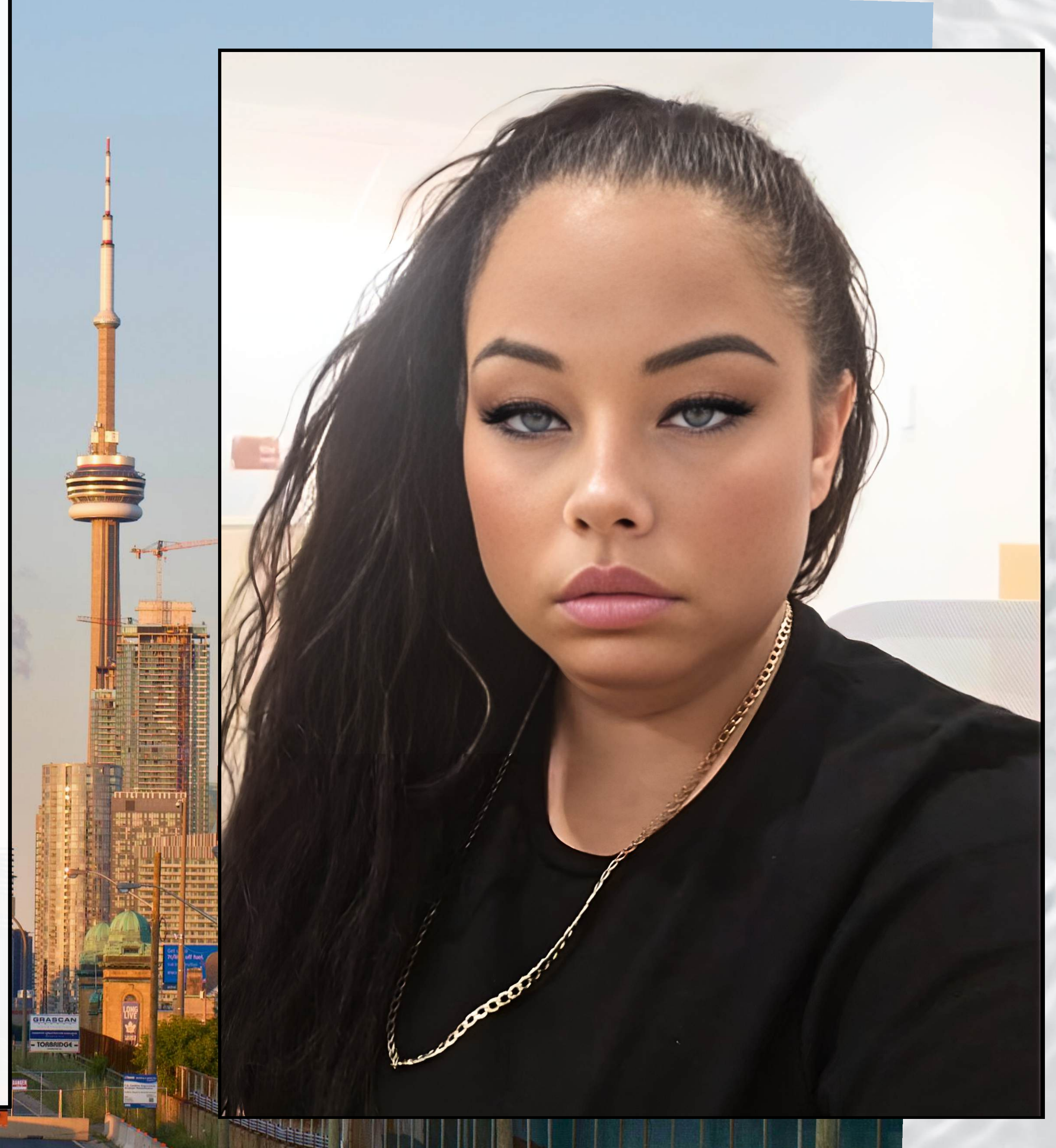
I am Ojibwe, from Serpent River First Nation, and I have four children. I have a number of certificates, and a college diploma in Medical Office Administration. I'm currently a Youth Outreach Worker at Anishnawbe Health.

I learned about Miziwe Biik through my sister. They helped her land a job with Indian Affairs, which she still has 25 years later! I have completed many Miziwe Biik programs, including the Essential Skills Program with Raven and Brenna, where I upgraded my skills and earned a placement at Toronto Council Fire Native Cultural Centre.

I am excelling in my career path. I wouldn't be here if it weren't for everything I have been through and worked so hard to achieve. Miziwe Biik was there for me when I needed them the most. I am grateful for all my experiences and will continue to learn and grow.

My aspirations are to gain enough experience to become a manager in my field. This is what I'm working toward, and I am enjoying every single day!

I am giving a big thank you to the people of Miziwe Biik who helped me make it happen. Thank You!



SUCCESS STORY: SEAN S

I am Cree, from Winnipeg, Manitoba. I was born a naturally talented artist; my life has revolved around art. I got accepted for an animation course in Toronto, and moved here by myself! Everything was going great. I had a job, an apartment, and was going to school full-time!

I was out with a friend from class one night and was in an accident that would change my life forever. I woke from a coma a few weeks later with a life-long disability. I was told I would never walk or speak right anymore.

For 14 years, I have been in physical rehabilitation, because of my positive outlook, exercise and taking care of myself I have made an amazing recovery.

Miziwe Biik has helped tremendously! My 1 on 1 Indigenous Employment Advisor, Melanie, helped me realize what I was destined for: to open my own tattoo studio.

I am now working on tattoo designs and I have completed a small business program and a tattoo course! I'm building a portfolio and a home tattoo studio. I am always working on designs and practising with my tattoo machine.



SUCCESS STORY: MEGAN C

I am a very kind and humble person from Batchewana First Nation. There are a few hobbies that I love which are reading books, going outdoors and keeping busy with work.

I first learned about Miziwe Biik through a friend of mine. They told me about the great services and opportunities available to Indigenous Peoples in the Greater Toronto Area!

At their Indigenous Trades Career Fair, Miziwe Biik introduced me to all the opportunities out there, and they also helped me with work startup funds for my job!

I am currently working full-time in the kitchen at a mine camp. I plan to look more into the trades and see what they have to offer!



SUCCESS STORY: ROSEMARY B

I am a mother and grandmother from Wauzhusk Onigum First Nation. I have six wonderful, smart children and also nine grandchildren with one on the way. My family is my first priority and I love them all so dearly.

I heard about Miziwe Biik when I first came back from living abroad. I was looking for work, and Miziwe Biik was recommended by The Native Women's Resource Centre of Toronto (NWRCT).

Throughout the years I have utilized services and training from Miziwe Biik. The most important being the Academic Upgrading program which allowed me to get my GED.

Travel and Tourism are something that intrigues me. Right now, I take care of my son, who has a Developmental Disability.



THANKS FOR YOUR SUPPORT!

ALFDC

Indigenous Services Canada

Service Canada

Employment and Social Development Canada

Ministry of Labour, Training
and Skills Development

Ministry of Indigenous Affairs

Employment Ontario

Ontario Trillium Foundation

City of Toronto

United Way

Toronto Foundation



Miziwe Biik is a member of the Aboriginal Labour Force Development Circle (ALFDC).

The ALFDC is the Aboriginal Human Resources Development Agreement holder between First Nations, Urban Boards and the Federal Government.

The ALFDC administers 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.