



First Peoples Development Inc.

Sub-Agreement Holders Meeting

March 2 & 3, 2016

Southbeach Casino & Resort
1 Ocean Dr, Scantebury, MB, R0E 1W0
Ballroom "A"

Day One Attendance

1. Brokenhead Ojibway Nation – Aliesha Desjarlais
2. Canupawakpa Dakota Nation – Kristin Eastman
3. Chemawawin Cree Nation – Cheryl Thomas
4. Chemawawin Cree Nation – Milda Gott
5. Chemawawin Cree Nation – Klarryssa Mink
6. Dakota Tipi First Nation – Terry Pashe
7. Ebb & Flow First Nation – Russell Mousseau
8. Fisher River First Nation – Stephanie Cochrane
9. Keeseekoowenin – Tina Blackbird
10. Keeseekoowenin – Don Shorting
11. Keeseekoowenin – Barry Bone
12. Lake Manitoba First Nation – Chief Cornell McLean
13. Lake Manitoba First Nation – Colleen Edwards
14. Lake Manitoba First Nation – Lisa Paul
15. Little Saskatchewan First Nation – Darrell Shorting
16. Long Plain First Nation – Lorraine Daniels
17. Long Plain First Nation – Gerri Thunderbirdsky
18. Nisichawayasihk Cree Nation – Leonard Linklater
19. O Chi Chak Ko Sipi First Nation – Chief Eugene Eastman
20. O Chi Chak Ko Sipi First Nation – Bernice Ahmo
21. O Pison Na Piwin – Amelia Moose
22. Peguis First Nation – Pam Favel
23. Peguis First Nation – Alana Cochrane
24. Pinaymootang First Nation – Ethel Anderson
25. Pine Creek First Nation – Cindy McKay
26. Pine Creek First Nation – Shawn Brass
27. Poplar River First Nation – Emile Mason
28. Poplar River First Nation – Darcy Bruce
29. Rolling River First Nation – Clarice Wilson
30. Rolling River First Nation – Claude Shannacappo

31. Roseau River First Nation – Mary Sparks
32. Sagkeeng First Nation – Wendy Chevrefils
33. Sagkeeng First Nation – Tanya Guimond
34. Sandy Bay Ojibway Nation – Catherine Spence
35. Sandy Bay Ojibway Nation – Joan Starr-Malcolm
36. Sandy Bay Ojibway Nation – Lance Roulette
37. Sandy Bay Ojibway Nation – Jason Starr
38. Sioux Valley Dakota Nation – Diana Roulette
39. Sioux Valley Dakota Nation – Jennifer Bone
40. Skownan First Nation – Sheryl Nepinak
41. Swan Lake First Nation – Myrna Mclvor
42. Waywayseecappo First Nation – Travis Cloud

FPDI Board of Directors

43. Ethel Anderson, President, Pinaymootang First Nation
44. Russell Mousseau, Secretary, Ebb & Flow First Nation
45. Aliesha Desjarlais, Treasurer, Brokenhead Ojibway Nation
46. Chief Lance Roulette, AMC Representative, Sandy Bay Ojibway Nation
47. Chief Eugene Eastman, AMC Representative, O Chi Chak Ko Sipi First Nation

FPDI Staff

48. Joan Harris-Warren, Program Manager
49. Denise West, Finance Officer
50. Charles Blackbird, Program Coordinator
51. Derek Ross, Program Coordinator
52. Vanessa Spence, Daycare Coordinator
53. Barb Moran, Workforce Development Coordinator
54. Julie Parenteau, LPN Coordinator
55. Theresa West, Administrative Assistant
56. Alexis Nelson, Executive Secretary (Recorder)

Other Guests

57. Darrell Phillips, Moderator
58. Burke Ratte, Electoral Officer
59. Elder Barbara Nepinak
60. Elder Clarence Nepinak
61. Chief Jim Bear, Brokenhead Ojibway Nation
62. Suzanne Sinclair, Service Canada
63. Terry Pashe, Dakota Tipi First Nation
64. Kathy Knight, “ICTAM” Information and Communication Technologies Association of MB
65. Paul Toupin, “MITT” MB Institute of Trades & Technology

- 66. Denis Whitebird, "AMC" Assembly of Manitoba Chiefs
 - 67. Sharon Varga, "LRVC" Louis Riel Vocational College
 - 68. Ron Castel, "MCSC" Manitoba Construction Sector Council
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Day One – March 2, 2016

1. Opening Prayer

The meeting opened at 9:40 am with opening prayer by Elder Clarence Nepinak.

2. Opening Remarks

Chief Jim Bear welcomed everyone to the meeting.

3. President's Speech FPDJ Board Member – *attachment*

Ethel Anderson (written report in package everyone received at sign in/ registration)

4. Introductions – Round Table

Darrell Phillips passed the mic around to each table and had everyone introduce themselves and say where they are from

Moderator Darrell Phillips reviewed the agenda for both days

Note: Copy of Presidents Speech and the SAH meeting agenda were made available to SAHs the morning of March 2, 2016 at the sign-in table

5. ASETS Targets from 2013 to Current

Targets vs. Results Presentation – *attachment*

Theresa West, FPDJ

Theresa explains the ASETS targets.

Question: Coordinating and Orientation process for new workers?

Answer: Derek Ross made example of new Coordinator Amelia Moose taking over position with OPCN and trained her in ASETS, and if coordinators need more training they can call Theresa and she will help over the phone

Question: What is being done to maintain language in the communities? Can there be letters of support to be given out (from FPDJ) to implement language teachings into programs somehow?

Answer: Joan Harris-Warren – with the Daycares there will be k-12 language programs, which is more of an educational mandate then training.

Vanessa Spence – the language starts at the Daycares (ECE II), with the new Cultural Lending Bins with the Borrower’s Guidelines for daycares to rent and use these products to help implement the language teachings

Elder Barbara Nepinak – Consult with local elders to develop mechanisms to deliver these language teachings – take care of each other and support each other in communities; language teachings have to start from a young age and be taught from parents and elders and it’s a challenge to engage kids in their language; Ojibway structure is different from English and they need to think in Ojibway before they speak it.

6. ESDC Presentation – *attachment*

Suzanne Sinclair, Service Canada

- Claims Reporting, Capital, SLA, Section 25, Signing Authority Form

All claims are due 60 days after the period. And the upload of clients need to be completed on a quarterly basis at minimum and the quarterly advances will be based on the forecast (how you will spend your money) of project expenditures.

All AOPS need to be pre-approved by FPDI, with expenses approved prior; what you report affects how FPDI gets funding.

Each claim submitted must have the following:

- An updated forecast of project expenditures
- Credit card statements for the reporting period
- Board meeting minutes (for RODs) for the reporting period
- Copies of invoices for capital expenditures
- Identifying that uploads of client and results data have been uploaded and that any errors are corrected
- Signed by the signing authorities as identified on the Legal Signing Authorities form
- Supported by the ASETS related General Ledgers (GL’s) and the claim amounts should be reconcilable to the GL’s submitted

SDO ensures that the claims have been verified against the supporting documentation and the calculations and totals are mathematically correct; SDO also verifies that costs claimed are reasonable, eligible and in accordance with the AOP for that fiscal year and the Guide on Eligible Expenditures.

Question: With AOP and specific information for expenses can be tough, can we be generic if E&T has to go through FPDI with every expense?

Answer: All expenses have to be on AOP, providing a Value for Money and has to be relevant

Question: If E&T see something in the middle of the year and it's not on the AOP – can they be amended?

Answer: Yes, with pre-approval

Question: Funding deducted to the next year's budget - Can we create an annual plan for spending 60% of the budget if not spent to carry-over?

Answer: Create forecast and see how much is spent on 1st Quarter, divide whole year by 4 and if paid on quarterly basis to make all expenditures by September. Make sure you always have back up for each expense (ie. receipts) 15% change.

Water & Coffee only available for those who have no access to running water

If you don't reach your targets you don't get paid, and you are judged by results; no results, no money and these must be inputted into ARMS.

7. Information and Communication Technologies Association of Manitoba

“ICTAM” Presentation

Kathy Knight, Executive Director, ICTAM

Shortage of ICT in Canada & US – Cultural Business is different and more flexible. Software Development is more portable for jobs.

We need to get over own values to engage indigenous and metis people.

Christian Dandeneau to meet objective by September 2016 for the CAM post project in Arborg.

In November 2014 they successfully completed tailored training.

Another partner, B.U.I.L.D empowers students who don't have high school to get into these programs.

Partnerships – Career Opportunities and why they are important.

Mostly men in Robotics workshops. Looking to train up to 30 people within three years and ICTAM is industry laid on that.

8. MB Institute of Trades and Technology “MITT” Presentation

Paul Toupin (Replacing Beverly Stuart for Presentation), Vice President, MITT

“Youth Build Uncommon Heroes” – Section 92 Mile Program February 2014

How to get over own barriers for the training – Indigenous Sector, ventures, HR initiative, connecting aboriginals; there is an essential skills component that modifies with every occupation.

Students can gain High School credits when attending Post-Secondary program which knocks off one year with post-secondary and receive their diploma.

Job Readiness Program – employers need to supply HR for integration; and employers need to be educated on this front; so they would need training too.

Question: Is there a self-assessment to determine if a student qualifies?

Answer: There is an essential skills component – Modified with every occupation is the key to identify skills, not just technology but with soft skills.

Question: After training, is there job placements? And how long?

Answer: Practicum maybe paid cooperation with mentorship programs and job readiness. ICTAM has industry advisor that have adequate supports with employers to do a 6 month evaluation. Kathy – Companies want to see different resumes and certificates, to have small career fairs and more one-on-one help.

Lunch Break

The meeting continued at 1:25 p.m.

9. Nisichawayasihk Cree Nation Presentation – *attachment*

Leonard Linkater, Nisichawayasihk Cree Nation

Partner – Vale for mining & prep work

Partner – MITT, Mature Grade 12 Program

Partner – Integrated trades

Skills Link, mentoring program; INAC proposal based

Partnering with the Medicine Lodge for substance abuse help and risk assessments prior to training. As well as working with MB Hydro, Forestry, Sub Contractors and Northern Sector Council.

ACTEC Living Document reviewed.

10. Dakota Tipi First Nation Presentation – *attachment*
Terry Pashe, Dakota Tipi First Nation

Terry presented a slideshow of pictures on the school, showing how it is in good shape and could be in use. He discussed future possibilities for the school on reserve, it needs some renovations but it is in great shape for training programs and it could open up some more doors for the future. A copy of this proposal was given to FPDI.

11. Louis Riel Vocational College “LRVC” Presentation
Sharon Varga, Louis Riel Vocational College

Student-focused programs with mandatory aboriginal culture and history courses, operational yearly with private education. There are 38 courses to choose from.

ECE proposal coming out and offering ECE training in Lake Manitoba which is a one year program, and all students can take the training and get their high school diploma at the same time through the Thought Patterns Program.

Also through Thought Patterns there is ECE II and ECE III certification through the adult learning centre which would give three grade 12 credits to put towards diploma. Health Care Aide training offers 2 credits, the EMP Councillor program offers 3 credits.

The college is community-based so all training can be on the First Nation. EMR training through SMART is 12-14 weeks and the tuition is approximately \$5000/applicant. EMR offers a project management component and data base training (ARMS).

Question: Is there a module or a training package for these programs?

Answer: No, not yet, but is leaving business cards with Barb Moran to give out.

12. Breakout Session – *Progress Reporting*

13. Presentation – *website*

Ron Castel, Manitoba Construction Sector Council

Current Job Readiness Program is very successful.

Working with Berens River, Peguis, Little Saskatchewan, Pinaymootang, Lake St. Martin and now in Sagkeeng with 9 in program, with 6 working full time and 3 who have returned to school.

Lots of online courses to choose from – on website, with upcoming Indigenous Industry Programs to help with funding.

Testimonial Videos:

Berens River Joint Venture Project started in October 2014 and ended December 2015 and those participants were hired in January 2016.

21 were trained and 19 were hired (7 became Heavy Equipment Operators, 5 became Drillers and the remaining were hired as labourers)

Any community can start own programs by spring with funding models for training and line up future students. Skills Link Program offered on Service Canada Website.

Blaster Training finished the curriculum and will be offering again in fall 2016, there is 10 modules and it's all within three months. A Partnership and promoting program with tutoring provided before exams.

The first day of the Sub-Agreement Holder's Meeting ended at 3:15 p.m.