



First Peoples Development Inc.

Sub-Agreement Holders Meeting

March 15 & 16, 2017

Sandman Hotel

1570 Sargent Avenue, Winnipeg, Manitoba

Charleswood Room

Day One Attendance

1. Birdtail Sioux First Nation – Jeanette Mecas
2. Birdtail Sioux First Nation – Ron Benn
3. Birdtail Sioux First Nation – Laverne Benn
4. Brokenhead Ojibway Nation – Aliesha Desjarlais
5. Chemawawin Cree Nation – Shirley Walker
6. Dakota Tipi First Nation – Melanie Pashe
7. Fisher River Cree Nation – Stephanie Cochrane
8. Fisher River Cree Nation – Jeanine Thaddeus
9. Hollow Water First Nation – Furlon Barker
10. Keeseekoowenin Ojibway Nation – Tina Blackbird
11. Kinonjeoshtegon First Nation – Tony Traverse
12. Lake Manitoba First Nation – Vincent Paul
13. Little Black River – Nelson Bird
14. Little Saskatchewan First Nation – Darrell Shorting
15. Little Saskatchewan First Nation – Rhonda Shorting
16. Long Plain First Nation – Lorraine Daniels
17. Long Plain First Nation – Noella Peters
18. Nisichawayasihk Cree Nation – Leonard Linklater
19. O Chi Chak Ko Sipi First Nation – Ira Moar
20. O Pison Na Piwin Cree Nation – Flora Thomas
21. Peguis First Nation – Pam Favel
22. Peguis First Nation – Alana Cochrane
23. Pinaymootang First Nation – Ethel Anderson
24. Pine Creek First Nation – Cindy McKay
25. Pine Creek First Nation – Shawn Brass
26. Pine Creek First Nation – Felicia Sutherland
27. Rolling River First Nation – Clarice Wilson
28. Sagkeeng First Nation – Wendy Chevrefils
29. Sandy Bay Ojibway Nation – Cathy Spence
30. Sandy Bay Ojibway Nation – Joan Starr-Malcolm

31. Sandy Bay Ojibway Nation – Corilynn Mousseau
32. Sioux Valley Dakota Nation – Diana Roulette
33. Sioux Valley Dakota Nation – Jacki Branth
34. Skownan First Nation – Sheryl Nepinak
35. Southeast Resource Development Council – Chasity Levasseur
36. Southeast Resource Development Council – Patricia Dicks
37. Swan Lake First Nation – Joanne McKinney
38. Tootinaowaziibeeng Treaty Reserve – Caroline McKay
39. Tootinaowaziibeeng Treaty Reserve – Meagan Lynxleg

FPDI Staff Attendance:

40. Joan Harris-Warren, Program Manager
41. Alexis Nelson, Executive Secretary
42. Theresa West, Administrative Assistant
43. Barb Moran, Project Coordinator
44. Stacey Longclaws, Finance Director
45. Charles Blackbird, Program Coordinator
46. Derek Ross, Program Coordinator
47. Tammie Jonasson, FNICCI Coordinator
48. Julie Parenteau, Project Coordinator

Guests/ Presenters Attendance:

49. Darrell Phillips, Facilitator
50. Burke Ratte, Electoral Officer
51. Chris Schulz, Cogmation Robotics
52. Doreen Beauchamp – Yellowquill College
53. Sandra Los – Yellowquill College
54. Clarence Nepinak – Elder
55. Barbara Nepinak – Elder
56. Michael McMullen – MCM Consulting
57. Jo Anne Shay – Red River College
58. Bradley Sinclair – Little Saskatchewan First Nation
59. Catherine Sumner – Bunibonbee Cree Nation
60. Jenny Sumner – Fairford MB

Day One – March 15, 2017

Facilitator went through the Agenda of March 15-16, 2017

1. Opening Prayer

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

2. Opening Remarks

President's Speech – *attachment*

FPDI Board Member – Ethel Anderson, Pinaymootang First Nation

The Board President welcomed everyone to the meeting and read the “*President's Speech*” attachment that was included in the Sub Agreement Holders meeting packages. Ethel indicated that the new ASETS templates were included in the meeting packages, uploaded onto the FPDI website, and are also on the USB's that were handed out to the Employment & Training Coordinators during sign in/ registration. Training on the new ASETS templates will start in April 2017 for SAH's. Ethel thanked everyone for attending the meeting and hope that they will have a good meeting.

AMC Chief Representative Lance Roulette, Sandy Bay Ojibway Nation

The employment barriers as First Nations, and how we overcome those barriers and move forward shows us that it'll be better for the memberships that we serve. Everyday we're learning something new, every day we accomplish tasks to benefit our path to success, to achieve our goals and set things in stone for us and for the future generations of our communities. FPDI has come a very long way regarding policies and strategically planning a forecast for the five year plan. The networking being done here today and looking for that common goal and a common success plan is key and crucial, nobody can do that better than the bright young minds in this room.

3. Yellowquill College Presentation – *attachment*

Doreen Beauchamp and Sandra Los

Presenters gave a brief introduction of Yellowquill College; The College is First Nation owned and has been in operation for 33 years. The college provides design and development of curriculums in the education and training department. They have many partners that they list on the presentation and provided a handout with the program information and tuition costs for the attendees. The presenters played a video with some testimonials of participants who attended the college and who shared their experiences at the college

4. Piping Industry Technical College Presentation

Steve Ducharme, Training Coordinator

Steve introduced the training direction of the industry and gave a brief description of their Pre-Apprentice Program, they're partners with the Winnipeg and Seven Oaks School Division delivering the piping and trades programs. They are delivering a Pre-Sprinkler program, which has 12 students who are attending and have been successful up to this point in this program. They will be completing this program in June 2017. Through Seven Oaks School Division they are offering a Refrigeration course in partnership with The Piping Industry.

Long term programs are set in place for already-certified journeymen and journeywomen looking to upgrade their professional and technical skills. The Piping Industry is growing rapidly and is currently in a proposal process with FPD, getting ready to offer a Pre-Apprentice Plumbing and Pipe Trade program for the First Nation communities which will be community-based so that the participants can learn and work while staying in the community close to their families.

A lot of flexibility is offered to deliver these programs to the First Nations, every class is different and modified to suit the communities needs. The industry has lots of resources and over 750 training centres that they partner with across North America.

Question: "What kind of numbers do you have for your industry?"

Answer: "on average, about 100 per month, in January 2017 the industry had about 135 participants walk through the door and that number doesn't include the online programs.

Question: "Do you have any programs in the Northern communities?"

Answer: "Not yet, previously mentioned, we are starting to work with FPD on getting these programs out to First Nation communities and hopefully will move on from there"

Question: "Do you assist with employment after training?"

Answer: "There is not a guaranteed job placement after the program, but the way it was designed the participants will be helping themselves get the jobs. In one program that's not even finished we have four participants who have secured full time employment, so basically the participants and apprentices are in charge of finding their own work. The industry has connections to the Local 254 and they locate the students and do the hiring that way. Success rate ranges from 50%-75% each year.

Question: "Do you have a mobile unit?"

Answer: "Yes, since the Industry is currently working on a project with FPD, there will be portable plumbing shops (C-Cabs/shipping containers) set up on the communities and they will be left there for future training but the educational part of the program must be in a classroom.

Question: "Do you do your own assessments?"

Answer: "Yes"

Health Break

5. Computers for Schools – attachment

Silvia Belyea, Administrative Officer & Brice, Treasurer of Board of Directors

Computers for Schools is a charitable, non-profit organization that has been providing affordable technology opportunities in Manitoba since 1994. The equipment offered is donated to Computers for Schools on behalf of the government, corporate partners and individuals. Part of a National program that has delivered more than 1.4 million computers across Canada to date. Computers for Schools have a wide range of products available to First Nations schools and literacy centres, non-profits and post-secondary students which include laptop and desktop computers, networking equipment, servers, printers, photocopiers, digital projects and many more. All the peripheral equipment offered is free, and there is a small cost associated with some laptop and desktop computers.

Over the past ten years or so, Manitoba First Nations have not been utilizing the program to its full potential. It is recognized by the program that Manitoba First Nations are under served by the program and Computers for Schools are here today to reinforce that First Nations are their priority.

All computers are within 5 years of age, and have been refurbished and equipped with LCD monitors, keyboards, mice and all the cables required to operate. Computers for Schools is an authorized Microsoft refurbisher which enables the installation of Windows software at a reduced cost to the buyer. The equipment is re-used so Computers for Schools is not contributing to negative environmental impacts such as the fossil fuels used for creating computer screens.

Besides the common uses of a computer, the clients using the computers to facilitate hardware or software training, coding, and even robotics. There is no limit to the benefits that these computers can offer First Nation communities. There is a pamphlet that will be available to attendees as a handout so they can see the breakdown of the costs in regards to the laptops and servers.

Pinaymootang First Nation developed a mobile training unit to teach students how to refurbish computers. Computers for Schools provided them with the hardware, written processes and training materials necessary to facilitate the training. This was helpful when the equipment needed repair, they eliminated the transportation costs associated with shipping and maintained their hardware for future use. Other groups have used the computers to support homework clubs, online education, entrepreneurship, and to develop skills necessary for employment opportunities. Applying for equipment is easy, anyone interested can complete the online application form at www.c4smb.ca, or contact them to receive an application in the mail. Computers for Schools can coordinate with the delivery of the order using ground transportation or by air.

Chris Schulz, Cogmation Robotics – Works with the Industry Advisory Committee for FPDl and worked with 58 First Nations to deliver Robotics training and has certified many coders and both these organizations may be able to work together with interested communities so they can roll out the different types of computer training into the First Nations.

Question: “If someone already has a laptop/computer and wants only the software, do you sell that separately?”

Answer: “Unfortunately no, because Computers for Schools is an authorized Microsoft refurbisher and the software has to be installed on all of the computers before it leaves the program.

6. Red River College Presentation

Bill Rutherford, Corporate Solutions Manager

The department resides in the School of Continuing Education and its more of a Training Solutions Department. Four areas that are involved with the training solutions; training resources, Indigenous Supports, collaborative process and the other types of solutions that are available.

There are seven schools that make up Red River College: The School of Indigenous Education, The School of Continued Education, The School of Hospitality and Culinary Arts, The School of Business and Applied Arts, The School of Transportation, Aviation and Manufacturing, The School of Health and Community Sciences and The School of Construction and Engine Technology. The Solutions Department has access to all of these schools and are able to get more knowledge and curriculums to provide training solutions for each community.

For Indigenous Supports, they incorporate the training solutions into the program which can be more appropriate to certain audiences, there is also academic assessments done, as well as opportunities to weave in cultural aspects and teachings into the programs. At the Notre Dame Campus, in Winnipeg, they have two Elders available to the workers as well as the students and they help support them. The liason advisors for clients who participate and want to continue their training are worked with to build pathways to different programs.

In developing a training solution, RRC tries to follow the same process, and the first step is to listen to the clients and hear what they need, want and what outcome they'd like to see. The sky is really the limit when it comes to training opportunities. RRC takes the needs and work with these schools and reach out to industry to design workshops or training programs to meet the needs of the client.

The different types of training solutions range from webinars with online instruction, workshops and/or seminars, as well as delivering the training to the communities.

Sagkeeng First Nation runs a Dietary Aid Course which is currently in progress and they were connected with a certified instructor to deliver this program. Flin Flon is

also providing this program now for the Child Nurturing Care program, they are four credit courses and are both online.

This department can develop entire certificate courses, new or existing programs and because they are so flexible, RRC can move courses around and develop programs or courses to meet the needs of the different communities.

Pukataogran developed a high rail training program so their community members can get to their trap lines in the winter, (*high rail: 3 quarter ton truck that rides the rail tracks). The department connected with the Railway Conductor Program and found an Instructor. He delivered the program in the community and went over the Canadian Railway Operating Rules that applies to anyone working on the railway. These (six) participants did two days of in-class learning and the Instructor worked on the machines and inspected them to ensure the safety of the participants.

Question: “With the developed curriculum, do you sell them to other institutions or would they be owned by the community that helped create them”

Answer: :There isn’t an ownership with the curriculum, but what RRC does, is license out the curriculum, there is a process with that but they are open to exploring. The communities also can look at the tuition that they receive and use that to pay the licensing fees for a certain program. Then the students would be the community’s students, not RRC’s students because they wouldn’t necessarily gain RRC credentials. RRC would refer the community to a particular school that owns the curriculum that is requested and then they would look into the licensing process”

Question: “The need for language development and learning (Ojibway, Cree, Saulteaux.. Etc.) is growing and we need to keep the language or it won’t exist anymore, does the department have the opportunity for our language development needs?”

Answer: “That would reside with the School of Indigenous Education, the Solutions Department doesn’t develop the programs for the schools, the schools develop their programs and the department only helps with the facilitation and the delivery of them. If interested in requesting information on this, anyone can contact the department and they can be directed to the particular department that has the program available”

7. Ice Breaker

Facilitator Darrell Phillips asked the Sub Agreement Holders and FPDJ staff to participate in a circle while he named off animals and divided the groups for the group work that will happen in the afternoon session. Six groups were made, the dogs, the cows, the sheep, the horses, the hogs, and the ducks. Darrell then asked the group to mix themselves up and close their eyes and make the animal sounds that they were and find their group participants again.

Lunch Break (12:00p.m. – 1:15p.m.)



8. Success Story – Bradley Sinclair, Little Saskatchewan First Nation

"I came from a divorced family, growing up in the North End of Winnipeg. I got into a lot of trouble when I was younger. It started out with gangs and selling drugs. I had the opportunity to go another way but I chose that way. I was into boxing when I was younger and my Coach had given me an ultimatum, he said that if I wanted to keep boxing, I needed to stop what I was doing, but I couldn't turn away from the money. I kept going from there. I kept getting into trouble when I was nineteen, and I went to prison for ten years... I just got out this year. When I got out, it was a hard decision to make I contacted Darrell Shorting, the employment and training coordinator for little Saskatchewan and from there I got my foot in the door working in town site as a labourer. Now I'm getting hired by a company named ATCO and I'm doing really well there. I got my razor-ready and was promoted to lead labourer. So I handle the day-to-day operations, like timesheets and all. When I was in Stony Mountain [Correctional facility], there was a lot of people in there and I felt like it was time for a change. I was sick of looking behind my back every time I went out to have a meal or go to the gym.. When I got out, it was really hard for me to get used to my new way of life. I was used to being in there. Still today, I get anxiety attacks when I'm in big groups like this. I'm on parole until October [2017] and my parole officer is impressed with the progress I've made, and I even surprised myself. I was asked to be full time employee [at ATCO] and will be moving to Alberta when I'm done with my parole and they will be putting me through apprenticeship training for trades, so I'll be busy with that for the next 4-5 years. I just wanted to share my story with everyone here. I went to thank FPD I for this opportunity and I wanted to thank Darrell Shorting for helping me. Thank you for your time,"

9. Large Group Discussion: Solution Circle, Success Stories – Attachment(s)

The facilitator asked the groups who were divided from the Ice breaker to sit at a table together, He handed out the questions that were to be discussed. Her asked the groups to assign one person to be the " Scribe" and take note so they can report back to the large groups for Day two of the Sub-agreement holders meeting.

- a) What is challenging us from getting success stories from our clients?
(Dialogue, then discuss what you came up with)**
- b) What are some of the challenges you have experienced dealing with your clients and how did you overcome the challenge?**
- c) What is one thing you implemented that worked well to assist your clients?**

After the group discussions the facilitator asked each group to hand in their questions so that they can be discussed during the " Recap of the day" on day two of the Sub-Agreement holders meeting.

Day One closing: *the first day of sub-agreement holders meeting ended at 3:15 P.M.*