



FPDI

First Peoples Development Inc.

ANNUAL REPORT 2024-2025

Developing your future. Putting you first.





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PRESIDENT'S *Message*

On behalf of the Board of Directors, I am proud to present the First Peoples Development Inc. 2024-2025 Annual Report.

Over the past year, FPDI has continued to build strong, collaborative partnerships with trades unions, businesses, and educational institutions to achieve meaningful outcomes for participants of the ISET program.

FPDI works in partnership with 28 First Nation employment and training departments and 23 on-reserve daycares. This year, we set ambitious targets for the ISET program. I am thrilled to report that FPDI and the SAH partners exceeded the targets for the 2024-2025 fiscal year, supporting 1,930 clients, with 924 securing employment and 374 returning to school. The Sub-Agreement Holders also launched a variety of job creation programs tailored to the needs of their communities, further strengthening local capacity and economic development.

FPDI earned an "optimal rating" from Employment and Social Development Canada (ESDC) for the ISET program, highlighting our strong management practices and accountability.

In addition to these achievements, FPDI was actively involved in several exciting initiatives that reflect our commitment to innovation and inclusion:

- Indigenous Labour Market Initiative (ILMI)
- Employer Labour Market Survey
- LaunchHer into Trades – A Women in Trades Project
- Robotics and Drone Program
- Indigenous Early Learning and Childcare Research Study
- Apprenticeship Service Project

I extend my heartfelt thanks to the FPDI Board of Directors for their unwavering leadership. As well, to the dedicated SAH staff and daycare workers for their hard work and commitment over the past year. Your efforts are the foundation of our shared success. Lastly, to the FPDI staff, who continue to explore new and exciting training opportunities to better serve the evolving needs of clients. Their forward-thinking approach ensures that we remain adaptable and responsive in an ever-changing labour market.

This report reflects the dedication and determination of FPDI and its partners in supporting First Nation students, job seekers, children, and families on their paths to success.

Respectfully,

Ethel Anderson

President, FPDI Board of Directors

OUR *Mission*

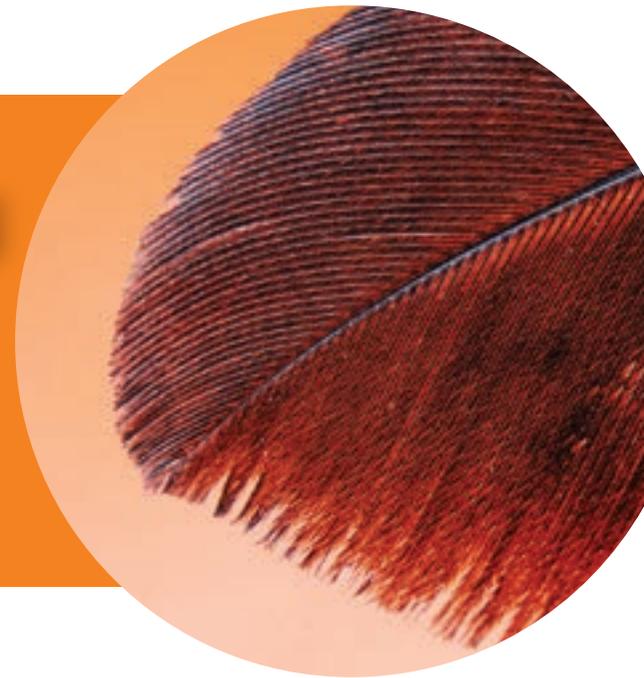
Support the development of capacity within First Nations and assist in addressing training and employment barriers to increase First Nation members' participation in the labour market.

OUR *Vision*

Maximize training and increase the number of employed First Nation individuals.

INDIGENOUS SKILLS & EMPLOYMENT

Training Program



FPDI administers the federal Indigenous Skills and Employment Training (ISET) program funded by Employment and Social Development Canada (ESDC). The ISET program compliments and supports our organizational mission and vision. FPDI has legal sub-agreements with 28 First Nation communities, referred to as the ISET Sub-Agreement Holders (SAH's). The SAH's consist of 28 First Nation Employment & Training departments and 23 First Nation Daycares. The ISET program is designed to assist Indigenous people improve their skills and find employment. The SAH's design and deliver job training for their community members.

FPDI ACTIVITIES

- Identifying labour market opportunities
- Building capacity and facilitating development
- Creating partnerships with industry and educators
- Ensuring fiscal accountability

SAH ACTIVITIES

- Skills development
- Career Exploration
- Job finding
- Youth programs
- Programs for people with disabilities
- Access to childcare support

DURING THIS FISCAL PERIOD, FPGI CONDUCTED THE FOLLOWING ACTIVITIES:

CAPACITY BUILDING

- Continue to utilize the ESDC Agreement Management Tool for reporting to ESDC
- 11 SAHs were trained in how to complete an annual operational plan (AOP)
- 11 SAHs were trained in financial reporting requirements
- 20 SAHs trained in the ARMS client management systems and EIBIS
- 1 SAH trained in Indigenous Labour Market Initiative (ILMI)
- 9 financial monitors were conducted
- 10 Board Meetings were held in person to ensure effective governance and efficient operations
- 5 staff meetings were held to ensure well informed communication and efficient organization

FPGI STAFF PROFESSIONAL DEVELOPMENT

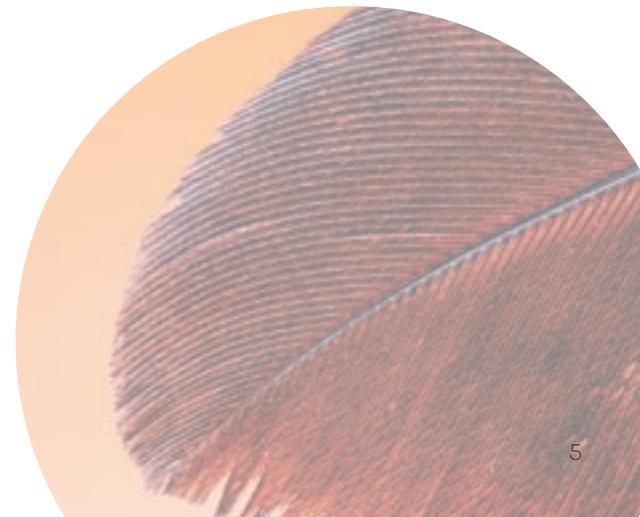
- MS Excel
- ILMI and ARMS training
- Building Self-Esteem and Assertiveness Skills
- Career Development Professional Certificate (CDPC) training
- Online Job Bank training
- Case and Data Management Training
- TelPay Webinars/Quickbooks Training

FUNDED PROGRAMS

Milestone: Upgrade client education levels. Expand job opportunities. Create partnership with employers. Utilize ILMI information. Promote self-employment. Communicate, market and share information for community-oriented projects that may provide work experience for participants. Market youth opportunities with employment organizations. Increase community services with youth clientele. Transition disabled clients in training or the workforce.

FUNDED PROGRAM ACTIVITY

- Skills Development – Regular and Apprentice
- Group Based Programming
- Targeted Wage Subsidy
- Self-Employment
- Job Creation Partnerships
- Program Support Measures and Employment Assisted Services
- Youth Programs
- Programs for Persons with Disabilities



CLASSIC *Lash*



6

STUDENTS
STARTED

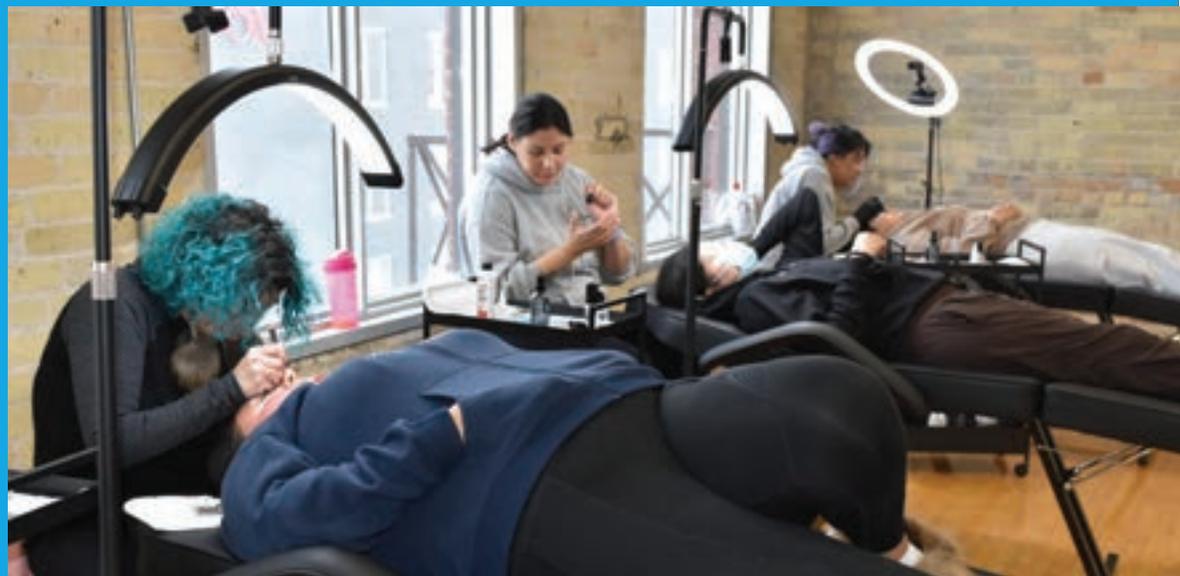
4

STUDENTS
COMPLETED

2

SELF-EMPLOYED

The Classic Lash program extended until June 2024, and four students were successful in completing the program. Two now have their own home business doing lashing. The participants were from Keeseekoowenin Ojibway Nation, Misipawistik Cree Nation, and Rainy River First Nation.



PLUMBING AND PIPE *Trades Course*



Intake #3 of the Plumbing & Piping trades was another success. Eleven students completed the program. Four students were promoted to an early apprenticeship through PITC. The students were from the communities of Long Plain, Minegoziibe Anishinabe, Keeseekoowenin, Kinonjeoshtegon, Nelson House, Gods Lake Narrows, Cross Lake and Sapatawayak.

12

STUDENTS
STARTED

11

STUDENTS
COMPLETED

6

EMPLOYED

4

IN
APPRENTICESHIP

WOMEN OF STEEL

Welding



MANITOBA INSTITUTE OF
TRADES & TECHNOLOGY

28

STUDENTS
STARTED

22

STUDENTS
COMPLETED

10

EMPLOYED



Intake #1 of the Welding program saw thirteen graduates. They were from the communities of Brokenhead, Sagkeeng, Opaskwayak, Mathias Colomb, Roseau River, Moose Lake, Peguis, God's Lake Narrows and Zagime.

Intake #2 of the Welding program was successful. Nine students graduated. They were from the communities of Obushkudayang, Pinaymootang, Roseau River, Minegoziibe Anishinabe, Tootinaowzaiibeeng, Peguis, Sagkeeng, Deer Lake, Northlands Band and Garden Hill.



CONSTRUCTION CRAFT *Worker*



LiUNA!
Local 1258

12

STUDENTS
STARTED

9

STUDENTS
COMPLETED

2

EMPLOYED

Intake #2 of the CCW program was another success. Nine students graduated. This year's graduates were from the communities of Long Plain, Fisher River, Peguis, Wasagamack, Tataskweyak (Split Lake), Norway House, Sandy Lake, and Oneida of the Thames.



HEAVY EQUIPMENT *Operator*



Intake #19 had 4 graduates from the communities of Black River, Sagkeeng and Roseau River.

4
STUDENTS
STARTED

4
STUDENTS
COMPLETED



CLASS 1

Driver



36
STUDENTS
STARTED

28
STUDENTS
COMPLETED

20
EMPLOYED

This year there were nine intakes for Class 1 Driver Training. Within those intakes there were 28 graduates. They were from the communities of Black River, Brokenhead, Chemawawin, Cross Lake, Ebb & Flow, God's River, Grand Rapids, Lac Seul, Obushkudayang, Long Plain, Nelson House, Norway House, Peguis, Pinaymootang, Minegoziibe Anishinabe, Sagkeeng, Sandy Bay, Skownan, Waywayseecappo and York Factory.



ISET Statistics

2024-2025 TARGETS

1128

CLIENTS SERVED

620

CLIENTS EMPLOYED

376

CLIENTS RETURNED/STAYED IN SCHOOL

2024-2025 RESULTS

1930

CLIENTS SERVED

924

CLIENTS EMPLOYED

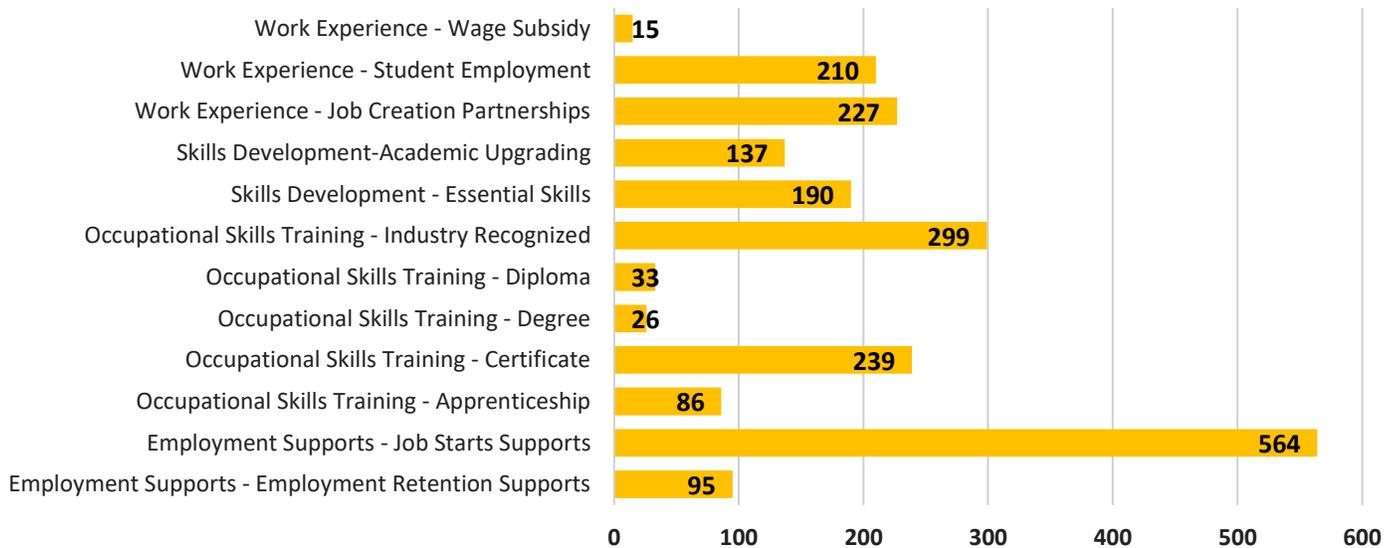
374

CLIENTS RETURNED/STAYED IN SCHOOL



ISET *Outcomes* BY RESULT

TOTAL SKILLS DEVELOPMENT/TRAINING/ WORK EXPERIENCE INTERVENTIONS



CLIENTS BY GENDER

56%

MALE

44%

FEMALE

CLIENTS BY AGE

UNDER 15 **15**

15-24 **708**

25-39 **877**

40-54 **457**

55 & OVER **166**

INDIGENOUS Labour Market INITIATIVE

The ILMI project assists communities by gathering current detailed labour market information of their community members on and off reserve by setting up a skills inventory database. The database collects training and employment history, identifies employers, potential program opportunities and partnerships. This initiative is done through surveying community members in person, online or through a self-administered link. Successful survey completions receive a cash incentive established at the communities chosen rate. Since 2018-2019 FPD and participating communities have completed 12,870 surveys.

The ILMI Project focuses on collecting three main points of data:

- Present – Current employment and skills status of community members
- Past – History of employment and education/training experiences
- Future – Training, employment and career goals

ILMI PROJECT SURVEYS COMPLETED 2024-2025

362	ROSEAU RIVER
198	OBUSHKUDAYANG
174	LAKE MANITOBA
174	BROKENHEAD
262	BROKENHEAD OFF RESERVE
818	WINNIPEG

17,355
TOTAL SURVEYS
ENTERED
BY FPD

57,923
TOTAL SURVEYS
ENTERED
NATIONALLY

30%
FPD PARTICIPATION
(% OF TOTAL SURVEYS
ENTERED
NATIONALLY)



2024-2025 SAH Summaries

The following narrative is a summary as communicated in the SAH Activity Reports

BERENS RIVER FIRST NATION

URBAN:

Activity reports noted: 14 Post Secondary, 7 Trades; 2 Other Training; 4 Job Retention; 10 Job Start Up and 61 Core services. DPN program ongoing. They had some issues regarding their accommodation while attending their Practicum. Also, they had travel issues, hotel deposit issues and challenges leaving family home while attending their Practicum. This training is in partnership with ACC and the Province of Manitoba. There were no capital purchases, no staff or AOP changes, and no staff training completed this fiscal year.

COMMUNITY:

Activity reports noted: 18 WHMIS, 30 Youth at Risk Land Based Learning and 10 Food Handlers Training and 503 Core services. They partnered with Berens River First Nation, MPI, CSAM, Theodore Berens, and Rising Star Safety Training. There were no capital purchases. All on-reserve Security Staff were removed from Employment and Training (HRDO program) as they are being paid 100% from this program under Job Creation.

BIRDTAIL SIOUX FIRST NATION

Activity reports noted: 1 Trade; 5 Other Training; 2 Job Creation; 3 Job Start Up and 76 Core services. The Indian Registry Administrator would like to implement sessions quarterly to assist all new community members in obtaining their identification. There were no capital purchases and no changes in staff. 3 staff attended the Human Resource Training offered by Legacy Bowes. This year they partnered with Birdtail Sioux First Nation for two Security positions. The portion pertaining to Security has been added by leadership since last summer. E&T has been covering the fuel cost portion since the program began last year.

BUFFALO POINT FIRST NATION

Activity reports noted: 3 Other Training and 2 Core Services. They partnered with Lake of the Sandhills Golf Course and Buffalo Point Resort and the BPDC Resort Centre for the training. There were no capital purchases, no changes in staff, and no staff training. They needed assistance with amending the AOP to remove two Class 3 training students and change them to employed at Lake of the Sandhills Golf Course and Buffalo Point Reserve.

CANUPAWAKPA DAKOTA NATION

Activity reports noted: 6 Post Secondary, 3 Other Training; 1 Job Retention; 53 Job Start Up and 95 Core services. Approached many different organizations for training in the community, job postings, identifying employment opportunities, and purchasing safety gear. A new JP Director and HR worker was hired. The E&T Coordinator left in June. They had an Interim Coordinator in February. The Housing Clerk was moved into the Finance Department. 1 staff took FPDI LMS online training to learn about the new LMS system (Comaea) navigation, data entry, etc., a partnership with Hippo Hub, FPDI, and fellow First Nation communities regarding the Active Learning Centre. They also had partnerships with the CDN Departments of HR, Finance and Education, Baker Tilly, NNADAP/CDN Health, VESC, Clarence Daniels, Manitoba Justice, Safety Source, Virden Footwear, ACC and Manitoba First Nations Police. There were no changes to the AOP.



CHEMAWAWIN CREE NATION

Activity reports noted: 15 Post Secondary, 7 Trades and 8 Core services. They partnered with Chemawawin School, Daycare, Recreation and CCN for job advertisements. There were no capital purchases, no changes in staff, no staff training, and no changes to the AOP.

DAKOTA PLAINS FIRST NATION

Activity reports noted: 8 Post Secondary; 8 Other Training; 39 Community Projects; 1 Job Creation and 9 Core services. Several clients have expressed interest in FPD training initiatives, but travel and transportation remain a barrier. The Community Beautification Initiative is ongoing. They partnered with Dakota Plains Band, Dakota Plains School, Dakota Plains Gas Bar and C Store, and Red River College. There were no capitals purchase, staff changes or training, and no change to the AOP.

DAKOTA TIPI FIRST NATION

Activity reports noted: 1 Post Secondary; 2 Trades; 26 Other Training; 10 Summer Students. A new Program Manager was hired in February 2024. They did not have the budget for a few things so a request for additional funding to help clients was made. There were no capital purchases and no staff training.

EBB & FLOW FIRST NATION

Activity reports noted: 9 Post Secondary, 9 Trades; 71 Odd Jobs; 6 Robotics Workshops; 157 Other training; 1 Work Experience – Custodial; and 15 Core services. They partnered with Ebb & Flow First Nation and FPD. 3 staff attended Vision Quest, and all staff attended First Aid/CPR Safety Training. There were no capital purchases, no staff changes or changes to the AOP this year.

KEESECKOOWENIN OJIBWAY NATION

Activity reports noted: 6 Post Secondary, 3 Trades; 54 Other training, 23 Summer Students, 15 Job Creation, 43 Job Start Up, and 45 Core services. There were no partnerships, no capital purchases, no staff changes, no staff training, and no changes to the AOP.

KINONJEOSHTEGON FIRST NATION

Activity reports noted: 6 Job Start Up and 50 Core services. There were no partnerships, no capital purchases, no staff changes, no staff training, and no changes to the AOP.

LAKE MANITOBA FIRST NATION

Activity reports noted: 5 Post Secondary, 3 Other Training; 13 Community Maintenance Winterization Project; 10 Community Maintenance Summer Project; 5 Job Start Up and 96 Core services. A new Administrative Assistant was hired and a new E&T Assistant. 2 staff took ARMS training, AOP training, Developing Business Plans and Funding Proposals, and Data Management. AOP was changed regarding Flag Person training, and they went over budget on Job Start Up Support. There were no partnerships and no capital purchases.

OBUSHKUDAYANG

Activity reports noted: 3 Post Secondary, 10 Trades; 46 Other Training; 21 Summer Students; 5 Job Creation and 6 Job Start Up. Partnered with ACFS/Service Canada, CRA, LSM Health and Selkirk HRDC. E&T Coordinator took ARMS and AOP training at the FPD office. 2 staff attended Leadership training with Volunteer Manitoba, Vision Quest and a pre-course for successful funding. E&T Coordinator had to move monies around in the budget to get more training in. There were no capital purchases. Issues were there was no transfer of information from previous E&T Coordinator, which led to a lot of information that was backlogged, and a lot of time spent updating the client records.

LONG PLAIN FIRST NATION

Activity reports noted: 15 Post Secondary, 14 Trades; 36 Other training, 10 Job Creation, 24 Job Start Up, and 30 Core services. They partnered with Long Plain Public Works, Long Plain Administration, Long Plain Post-Secondary, Province of Manitoba, and the John Howard Society. The Client Services position has been vacant since February 2024 and the Program Assistant is on Maternity Leave until June 2025. The Program Manager attended LMS training with FPD and Hippo Hub in June 2024. They had anticipated to start Intro to Trades with RRC this month however they faced the following challenges: Instructor not being available; LPET being short staffed; not enough interest at this time – band members are asking if it could be postponed until after the school year ends as there are potential participants that are currently completing their high school diplomas. AOP needed to be revised to reduce salary for Client Services Assistant and Program Assistant positions and lines were added for Printing Lease and Toner as well as moving any balances to funded program lines. There were no capital purchases this year.

NISICHAWAYASIIK CREE NATION

Activity reports noted: 35 Post Secondary, 8 Trades; 35 Other training, 3 Job Start Up and 32 Core services. They partnered with Pewapun, ATEC/NNCEA, HRDA, Soaring Eagles, FPDl and PITC, and First Class Driver Training. They hired a new Employment Officer. One staff participated in the Management Financial Mentorship Training and two staff attended the ILMI event in Winnipeg. There were no capital purchases and no changes to the AOP.

O-CHI-CHAK-KO-SIPI FIRST NATION

Activity reports noted: 5 Post Secondary, 2 Trades; 7 Other training; 13 Summer Students, 2 Job Creation, 28 Job Start Up and 74 Core services. There were no capital purchases, no changes in staff, no partnerships, no staff training and no changes to the AOP.

O-PIPON-NA-PIWIN CREE NATION

Activity reports noted: 1 Post-Secondary, 7 Trades, 15 Other training, 1 Work Experience – Public Works and 103 Core services. There were no capital purchases and no staff training. This year they partnered with MBTI, FPDl, O-Pipon-Na-Piwin Recreation Department, Skills Link Program and SWS Training. They hired an Assistant File Clerk. Job Creation funded the Skills Link Program for work experience in Public Works.

PINAYMOOTANG FIRST NATION

Activity reports noted: 17 Post Secondary, 8 Trades, 1 Other training, 54 Job Retention, 53 Job Start Up and 95 Core services. They partnered with UCN – PTEP, and FPDl and First Class Training Centre. The E&T Coordinator attended an AFOA conference, and one staff still on a short-term medical leave. There were no capital purchases and no changes to the AOP.

MINEGOZIIBE ANISHINABE

Activity reports noted: 8 Post Secondary, 21 Trades; 13 Other training, 17 Robotics, 31 Summer Students, 22 Job Creation, 42 Job Start Up and 22 Core services. They partnered with RRC, ACC, and FPDl. 24 members completed surveys at the ILMI event that was hosted by FPDl. 2 staff took Education Information System (EIS) Training at ISC, 2 staff attended the 2025 AFN Education Forum, “Reigniting the Flames of Our Ancestors,” and 1 staff attended the FPDl Sub Agreement Holders meeting. There were no capital purchases and no changes in staff. They had some changes to their AOP this year. They had 1 client drop the Horticulture program, and they used the funds for the Robotics Program offered by FPDl.

ROLLING RIVER FIRST NATION

Activity reports noted: 11 Post Secondary, 4 Trades, 17 Other training, 40 Summer Students, 11 Job Start Up and 7 Core services. There were no partnerships, no capital purchases, no changes in staff and no staff training. AOP was adjusted as more was spent on the Summer Student Program than expected.

ROSEAU RIVER FIRST NATION

Activity reports noted: 17 Post Secondary, 13 Trades; 5 Other training, 16 Summer Students, 95 Job Start Up and 87 Core services. They partnered with FPDl, MITT and RRAF. A new Administrative Assistant was hired for GETS. 1 staff attended Zoom training through Okimaw and 1 staff attended ARMS training. There were no capital purchases and no changes to the AOP.

SKOWNAN FIRST NATION

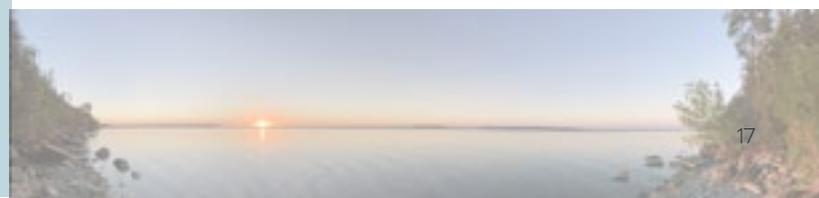
Activity reports noted: 12 Post Secondary, 7 Trades, 3 Other training, 43 Job Start Up and 53 Core services. They partnered with FPDl and First Class Training Centre, Province Workforce E&T, Skownan Education and the Skownan Health Centre/Child & Family Community Wellness. 1 staff attended the Vision Quest Conference 2024, and the Program Manager attended virtual training on Board Governance 4 modules with the First Nations University of Canada. There were no capital purchases, no changes in staff, and no changes to the AOP.

SWAN LAKE FIRST NATION

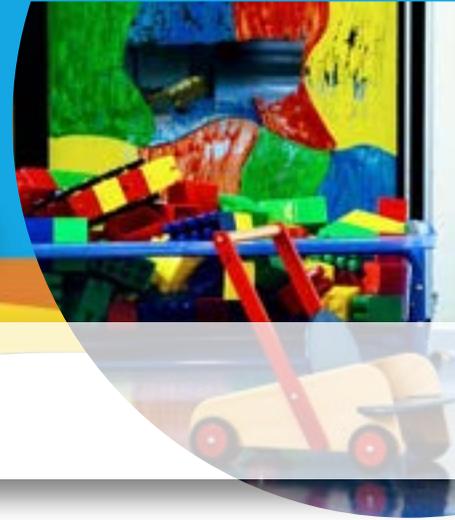
Activity reports noted: 1 Post Secondary, 3 Job Start Up and 2 Core services. They partnered with Turtle Mountain Adult Education Centre. There were no capital purchases, no staff changes, no staff training, and no changes to the AOP.

WAYWAYSEECAPPO FIRST NATION

Activity reports noted: 21 Post Secondary, 7 Trades; 7 Other training, 7 Summer Students, 78 Job Creation, 1 Job Retention, 17 Job Start Up and 196 Core services. They partnered with the Waywayseecappo Inn and the Community Volunteer Income Tax Program. Service Canada came out and did a SIN clinic alongside their Membership office for SCIC cards. They also hosted a clinic with SEED Winnipeg, CRA and Service Canada. There were no capital purchases, no changes to staff, and no staff training. There were no responses to the AOP question on the reports, so the Coordinator needs to take training.



2024-2025 DAYCARE *Summaries*



The following narrative is a summary as communicated in the Daycare Activity Reports

ABINOCHIASAK DAYCARE- Berens River First Nation:

First Nation Teachings: Counting 1-5, animal names, body parts, general words in Ojibwe. Activities: Drama Area, Fine and Gross Motor skills activities, Reading, Water and Sand tables, Construction Area. Other events/activities: Birthday parties, Halloween party, Christmas dinner and Santa, Valentine's Day. There was no staff training, no parent committee and no feedback from the parents, but they do invite parents to come visit the daycare. Issues: Water and sewer issues.

BON ELCC PROGRAM- Brokenhead Ojibway Nation:

First Nation Teachings: Months of the year, counting 1-10, greetings, and singing Nursery Rhymes (Twinkle, Twinkle Little Star and Boozhoo Ainin), "all about me", basic commands, Christmas songs and names of clothing in Ojibway. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Walks to the Arbor, an Easter Egg Hunt, walks to the Splash Pad, hosted a Family Fun Day where fruit and vegetables were given out, a bounce house, face painting, cotton candy, candy apples, a giveaway, food trucks, and everything was free, Spirit Week and end of the Summer BBQ, Thanksgiving dinner, trick or treating, a Halloween party, attended a Remembrance Day service, had a Christmas dinner with the parents and even did a Christmas play for their families where the children sang a song in Ojibwe. Staff Training: 1 staff is continuing ECE II training and 3 completed a Food Handlers Certificate course. There was no parent committee and no feedback. Issues: Plastic vents on the floor need to be replaced with metal vents. Rugs need to be cleaned. Walls and cupboards need to be washed, and cutlery removed. Some staff need to go for CPR and First Aid training. They had to close for 5 days in November due to Fifth Disease - Slapped Cheek. The Daycare was closed from December 20, 2024 to January 6, 2025 for Family Time.

CANUPAWAKPA DAYCARE- Canupawakpa Dakota Nation:

First Nation Teachings: Teaching the kids the grass, rocks, trees, colors, numbers and greetings in Dakota. The use of community Elders has been useful in terms of Dakota language being heard daily. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Went to activities at the Complex for Earth Day, had an Elder Meet and Greet, and celebrated the July equinox. There was no parent committee, and no staff training. There were no responses regarding feedback or issues.

LITTLE FEATHERS DAYCARE CENTRE - Chemawawin Cree Nation:

First Nation Teachings: There was nothing reported for this category. Activities: Drama Area, Fine and Gross Motor Skills activities, Water Table, Sand play outside, Construction toys. Other events/activities: Moving Day of the newly renovated centre in August 2024, Grand Reopening in September, daily walks, Halloween party, Christmas party and Valentine's Day party. There is no parent committee and no feedback from parents. Staff Training: 5 staff completed a Food Handlers Certificate course. There are still issues with the large amount of work that needs to be done at the centre. Larger gates need to be installed to separate rooms. Minimal safety tools were installed, such as child locks, etc.

DAKOTA TIPI DAYCARE CENTRE- Dakota Tipi First Nation:

First Nation Teachings: Daily smudging and prayers; counting 1-10, colors, family members, and language flash cards in Dakota. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: No responses were given. Staff Training: 2 staff attended Team Building/Staff Development and Mental Health First Aid; 3 staff attended ASK workshop; 1 staff learned ordering from Sysco, and 1 staff attended ELCC Reporting.

There was no parent committee, no feedback, but parents have daily interaction with daycare staff and all concerns are addressed as parents bring them up. Issues: None.

KA KA KWA JE ONG DAYCARE CENTRE— Ebb & Flow First Nation:

First Nation Teachings: Smudge, prayer, animals and foods in Ojibway, counting 1-5 in Ojibway, talking stick, Sage, Sweetgrass, Cedar, smudge bowl, moss bag, teepee teaching, eagle feather teaching, eagle fan, First Nation symbols, pow-wow teaching (dance and regalia). Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Mother's Day Luncheon, planted flowers for Mother's Day, Halloween Costume Contest, Halloween party and treats, Aboriginal Veterans Day ceremony, and Christmas Dinner and gifts. Staff Training: 7 staff attended Regional sessions with ELCC, Team Building and Fire Extinguisher Training, 9 staff attended more Team Building, 7 staff attended Employee Policies. They have a Parent Advisory Board. Feedback: Parents stated that they love bringing their children to daycare, knowing that they get quality care. They also stated that they are a great service and children enjoy going there. Issues: None.

KEESEE PLAYCARE CENTRE— Keeseekoowenin Ojibway Nation:

First Nation Teachings: Medicine Wheel, animals in Ojibway, Sage picking, "Brown Bear, Brown Bear" and "Head and Shoulders, Knees and Toes" in Ojibway, Medicine Wheel, poppy for Aboriginal Veterans Day. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Treaty Day activities, Halloween party, Christmas party. Staff Training: 1 staff attended Regional sessions with ELCC, 1 staff attended the Directors Engagement and 3 staff attended the FNELCC Conference. There is no parent committee and no feedback from parents. Issues: Flooring, appliances (washer and dryer), gates and other renovations are needed.

ABINOONJII DAYCARE CENTRE— Kinonjeoshtegon First Nation:

First Nation Teachings: Not very many. (as stated in the report) Activities: Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Walks around the community. There is no parent committee, no feedback from the parents, and no staff training. Issues: Unknown as the old activity form was used.

ABINONJII DAYCARE— Lake Manitoba First Nation:

First Nation Teachings: Language, singing songs, drumming, animals, body parts, and weather in Ojibway. We participated in Cultural Week at the school and learned about pow-wows, square dancing, drum groups, singing and feasting. "To sit" and "to eat" in Ojibway. Teaching the children how to put the baby in the moss bag, playing games with preschoolers to see if they understand questions and direction in the language. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Celebrating birthdays, Mother's Day flowers, Treaty Days, Orange Shirt Day, Thanksgiving, Halloween, Christmas gifts to children, handprint flowers for parents and St. Patrick's Day. Staff training: 1 staff attended First Aid and 2 staff attended an ELCC Conference. There was no parent committee and no feedback from parents. Issues: None.

ST. MARTIN DAYCARE — Obushkudayang:

First Nation Teachings: Numbers, colors and general words in Ojibway, Treaty Days, community parade, Family Day - Elders Gathering, Daycare celebration for one year in operation, Aboriginal Veterans Day, Aboriginal Language Day, Louis Riel Day, Community Winter Festival. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Easter, Every Child Matters event, Truth and Reconciliation event, and Christmas events in the community. Staff training: Staff attended ECE Orientation, Lighting the Fire Conference, Child Development Delays, Observation Skills, Circle of Knowledge, ELCC meetings, an ELCC Conference and ELCC Engagement sessions. There was no parent committee, however feedback is monitored daily through telephone, email, face to face, texts and a bulletin board. Issues: None.



ABINONJII DAYCARE CENTRE– Little Saskatchewan First Nation:

First Nation Teachings: Listening to Indigenous nursery rhymes, counting 1-6, and drumming.

Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Mother's Day cards, picture frames, flowers and homemade chocolate chip cookies, indoor planting, water and caring for plants, Father's Day crafts, baking, Treaty Day, crafts and artwork, Orange Shirt Day, Halloween crafts, Christmas artwork and songs, personal pizza making, baked heart shaped cookies and decorated them, and a craft for Valentine's Day. Staff Training: 1 staff attended a Director's Engagement session with ELCC and 5 staff attended MFNCC meetings. There is no committee and there was no feedback. Issues: Due to extreme weather conditions, the daycare was closed for a majority of the month of February.

MIKINAAK DAYCARE– Long Plain First Nation:

First Nation Teachings: Daily smudging, incorporating pow-wow music and round dance music into our day, counting 1-10, animals and their sounds, and action words in Ojibway, Circle Time, pow-wow songs, clapping their hands to the beat of the drum; reading Indigenous books. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: They had a Christmas concert and lunch, as well as a visit from Santa. Staff Training: 2 staff attended First Aid/CPR training. 1 staff attended the First Nations ECE Directors Engagement sessions with AMC. Feedback: There is a need for a school age summer program for ages 6+. There is also a need for after-school daycare for school-aged children. There is no committee. Issues: The daycare was closed from July 29 - August 2, and August 5-9, 2024, due to an occurrence of Whooping Cough within the community. It was learned that most of the children that attend the daycare are not immunized or vaccinated. They were advised to close by Public Health. The Daycare Director resigned from their position. Daycare was closed August 19-30, 2024, as there were no ECE II's. An Interim Director began on August 26, 2024. Upon review, it was concluded that the daycare was over-capacity. Those children who required daycare on a part-time basis, those who were 6 years of age and older, and any children whose parents were not working or attending training were removed from the daycare to maintain staff-child ratio. The daycare reopened on September 9, 2024. The daycare closed again due to COVID from October 10-11, 2024. It closed again on November 20 and December 9 due to a snowstorm and bad road conditions. The daycare was closed for Christmas holidays from December 23, 2024 to January 3, 2025.

The daycare was also closed from January 6-9, 2025 due to no ECE, January 17 due to a snowstorm, and January 29 and 30 due to a staff shortage.

FAMILY & COMMUNITY WELLNESS CENTRE– Nisichawayasihk Cree Nation:

First Nation Teachings: Drums, songs, language in Circle Time, speaking the language throughout the day, elder visits, storytelling, singing songs in Cree, translating books into Cree. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Germs and hygiene experiments, introduction to planting and experiments, back to school activities, Halloween activities, trick or treating, pumpkin carving, face painting, Remembrance Day, winter activities, and discussions on how to dress for winter. There was no staff training. There were no responses for the questions of a parent committee and feedback from parents. Issues: No responses.

A BOH NU SIPI DAYCARE– O-Chi-Chak-Ko-Sipi First Nation:

First Nation Teachings: Animal names and counting in our language, made paper dream catchers, little paper tipis and little Bannocks, talked about pow-wows and dancing, 7 Teachings, and a parent came and did a drum song for the kids, smudging and drumming, pompom felt moccasins that the children decorated. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: Treaty Days, Halloween party, Christmas dinner, Valentine's Day party, and trying to make a small garden. Staff Training: 2 staff attended a Director's Engagement session with ELCC, 1 staff attended Mental Health First Aid and 1 staff attended the FNELCC Conference. There is no parent committee, but they try to involve the parents more. However, the parents are usually busy at work or just don't have the time, so there was no feedback. Issues: No responses.



PINAYMOOTANG DAYCARE WABAUNG ABINIICHI'AK DAYCARE–

Pinaymootang First Nation:

First Nation Teachings: Native language and stories, basic Ojibwe words and phrases, counting and animals in Ojibwe. Activities: Science, Drama Area, Fine and Gross Motor skills activities, Reading, Water Table, Construction Area. Other events/activities: Went to the Haunted Forest in the community. There was no parent committee and no feedback. Staff training: 2 staff attended an ELCC Conference. Issues: No concerns inside the daycare, renovations done. Just need a daily pump out of the sewer tank as it fills up fast. The daycare has been having difficulty keeping staff. The infant wait list is getting long and we only have 4 spots for babies, so they have been accepting 2 ½ year olds to fill some spaces. They would like to get some special needs workers to help.

GIDABINOJIMANIG CENTRE– Minegoziibe Anishinabe:

First Nation Teachings: Counting 1-10, naming animals, “sit down” – Obin and “eat” - Wiisinim in Ojibway. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other events/activities: They made a Spring wall, where all the children participated in painting and gluing, Mother’s Day, Father’s Day, Treaty Day, birthdays, Open House, welcome back after summer activities, Orange Shirt Day, Remembrance Day, Christmas party, Valentine’s Day party. Staff Training: 4 staff attended an MCCA Conference. There is no parent committee, but positive feedback was given by the parents (nothing specific stated in the report). Issues: The attendance is low during the summer months and they are struggling with staff always missing work.

KO KO’S LITTLE DAYCARE– Roseau River Anishinabe First Nation:

First Nation Teachings: Numbers 1-10, animals, months, days of the week, drums, and playing music in Ojibway. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other Activities: Monthly birthdays and Christmas dinner. There was positive feedback from parents. They were happy about the new fencing, and that it makes the daycare look more professional. Staff Training: staff attended a Policy Review ELCC Conference. There was no parent committee. Issues: None.

ELSIE CATCHEWAY MEMORIAL LEARNING CENTRE–

Skownan First Nation:

First Nation Teachings: Attending the language nest with Elders, counting 1-10, and learning body parts in the language. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other Activities: Year-end trip to Manipogo and bracelets for the Dauphin Fair. There was no staff training, no parent committee and no feedback. Issues: None.

ANISHINABLE CHILDHOOD DEVELOPMENT INC.–

Tootinaowaziibeeng Treaty Reserve:

First Nation Teachings: Put out cultural mats, cultural coloring pages, and pow-wow. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other Activities: Pow Wow and Health Fair. There was no staff training and no parent committee. There were no responses regarding parent feedback. Issues: No responses.

WAYWAYSEECAPPO COMMUNITY DAYCARE CENTRE–

Waywayseecappo First Nation:

First Nation Teachings: Smudges, Seven Teachings, Dream Catcher making, dancing pow-wow, dancing at the Arbour, paper tipi making, reading Indigenous books, talking to the children in Ojibway, teaching the children about Sage. Activities: Science Area, Drama Area, Fine and Gross Motor Skills activities, Reading Area, Water Table, Sand/Rice bin, Construction Area. Other Activities: They had the school bus come to the daycare, a construction loader tour, a police car came and showed the children the lights and siren, Every Children Matters Walk, and Halloween trick or treating. Staff Training: 4 staff are attending an ECE II course and 3 staff attended the Manitoba EL&C. There is no parent committee and no feedback. Issues: No responses.



DAYCARE REPAIR AND Renovation Summaries

Community & Daycare Name	Capital for 2024-2025
Berens River First Nation Abinochiasak Daycare	Septic tank & supplies, appliances, windows, doors, 2 decks, labour and materials
Birdtail Sioux First Nation Echoing Spirits Daycare & Headstart	Fence and labour
Brokenhead Ojibway Nation Brokenhead Early Learning Child Care	Fire alarm & sprinklers, bison fire inspection
Canupawakpa Dakota Nation Canupawakpa Day Care	Pergola
Chemawawin Cree Nation Little Feathers Daycare Centre	Daycare Supplies & Sensory toys
Minegoziibe Anishinabe Gidabinojiiiminanig Daycare Centre	Daycare supplies
Dakota Tipi First Nation Dakota Tipi Daycare Centre	Doors & locks, hot water tank, security system, play structure, needs assessment
Ebb & Flow First Nation Ka Ka Kwa Je Ong Daycare Centre	Wiring for lights, heater and fire alarm, supplies for daycare, windows, flooring, piping, doors, ramp, stairs
Kinonjeoshtegon First Nation Kininje Abinojii	Fire alarm system, panels, smoke detectors, alarms, emergency lighting, downspouts, eavestroughs, splash pads, repair & paint exterior stucco, interior walls, doors, fence and play structure
Lake Manitoba First Nation Abinoojii Daycare	Fence
Little Saskatchewan Abinoojii Daycare Centre	Deck, trailer, labour, deck supplies, supply and install air conditioner
Long Plain First Nation Mikinaak Daycare	Laundry room, 2 bathrooms, building assessment, blinds & doors
Nisichawayasihk Cree Nation Family & Community Wellness Centre	Windows, heating/cooling system, doors, heater, fence, steps, ramp, cupboards, paint/patch walls, sod, sand, floor registers
Pinaymootang First Nation Pinaymootang Daycare Wabaung Abinoochil'ak Daycare	Outdoor structures, cabinets & counter tops
Roseau River Anishinabe First Nation Ko-Ko's Little Daycare	Fencing & heating
Skownan First Nation Elsie Catheway Memorial Learning Centre	Doors, security cameras, paint, lights, flooring
Tootinaowaziibeeng Treaty Reserve Anishinabe Childhood Development Inc	Kitchen, upstairs bathroom, basement bathroom, exterior, fence, miscellaneous/fasteners, labour
Waywayseecappo First Nation- Waywayseecappo Community Daycare Centre	Security system, secure entry, fire alarm, smoke detector, CO2 detectors, sprinkler system, water holding tank, fence and barrier

The objective of the First Nations Early Learning and Child Care (FNELCC) quality improvement project is to strengthen the programming, administration, and operation of on-reserve childcare facilities by developing a standard set of rules, procedures, and best practices. It is hoped, with the collaboration of parents, community leaders, Elders and First Nation partner directorates that these standards rules and procedures will assist with improvements in monitoring and compliance activities of on-reserve Child Care facilities. Each set of standards rules are procedures will incorporate individual First Nations governance perspectives and cultural practices.

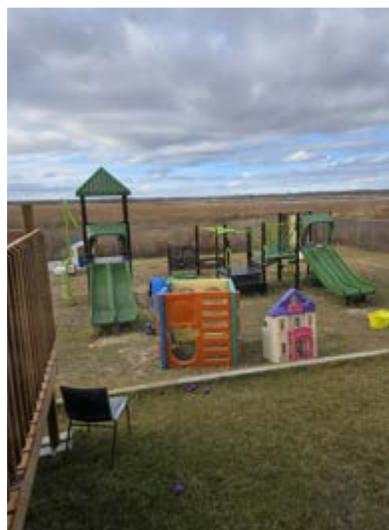
The FPD I FNELCC team has started community engagement with the daycare centers to introduce the FNELCC project. The engagement sessions comprise of meetings with Daycare Directors, staff, and community members to share the vision and gather input. Following these initial introductions, in-depth sessions are being held to present the project and collect feedback. Each community has been warm and welcoming, providing valuable insights into the importance of culturally relevant standards and practices.

Community focus groups, along with guidance from our Advisory Group, will shape the development of culturally responsive standards to support the regulation of on-reserve childcare. The input and recommendations from all participants are essential to the success of this initiative.

To date, there has been 14 First Nations community engagement session across Manitoba achieving 67% of our engagement goals.

FPDI will be working with 21 First Nation communities including Ojibway, Cree, and Dakota:

- Berens River First Nation
- Birdtail Sioux First Nation
- Canupawakpa Dakota Nation
- Chemawawain Cree Nation
- Dakota Tipi First Nation
- Ebb & Flow First Nation
- Keeseekoowenin Ojibway Nation
- Kinonjeoshtegon First Nation
- Lake Manitoba First Nation
- Little Saskatchewan First Nation
- Long Plain First Nation
- Minegoziibe Anishinabe
- Nisichawayasihk Cree Nation
- Obushkudayang
- O-Chi-Chak-Ko-Sipi First Nation
- Pinaymootang First Nation
- Rolling River First Nation
- Roseau River First Nation
- Skownan First Nation
- Tootinaowaziibeeng Treaty Reserve
- Waywayseecappo First Nation

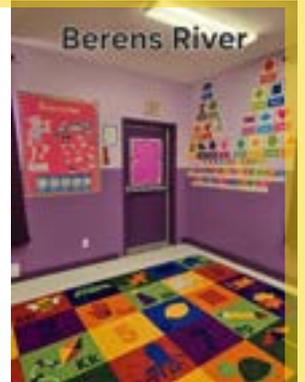




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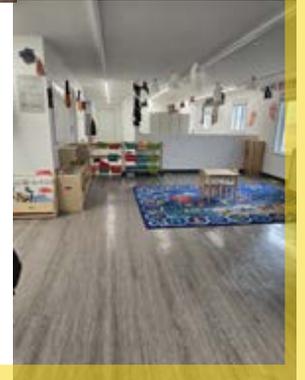
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ISET *Success Story*

Class 1 Truck Driving Training

Bradley Flett, a band member from Minegoziibe Anishinabe is a 2024 graduate of the Class 1 Truck Driving Training Program in partnership between First Peoples Development Inc. and First Class Training Centre. Bradley's story is one of hard work and determination that has led to his success in the trucking industry today. Pre-program, Bradley was living in Swan River Manitoba, working in the landscaping field. Growing tired of being laid off during the winter months, Brad wanted change. Taking that step forward, he applied for the March 2024 intake of the Class 1 Program and was accepted. Brad completed the 6 week program with ease, passing the Class 1 road test on his first try, thus, earning him the coveted First Class Training Centre jacket, which is given only to those individuals who get their full license on their first try. Since completing the program, Bradley worked a short time with Goodon Industries hauling poles and buildings. He has since moved to Sanjel Energy Services, working in the oil field industry hauling powdered cement in northern British Columbia and Alberta. The scenery of western Canada, a welcome and favourite aspect of his location of work. Expressing gratitude for FPD's involvement in helping him obtain his Class 1 license, Bradley continues to work hard and is thankful for the opportunity that allows him to better provide for himself.



When Wayne Scott, a band member and resident of Mispawistik Cree Nation was laid off from his seasonal work in snow removal at the beginning of 2024, he came across a social media post from First Peoples Development Inc., advertising for a Class 1 Truck Driving Training Program. Having thought about pursuing a career in the trucking industry and wanting to follow in the footsteps of his father who was a Truck Driver, Wayne decided this was the year he was going to make that step. Accepted into the training program, offered in partnership with First Class Training Centre, Wayne began his training on April 23, 2024. Successfully completing the 6-week program and obtaining his Class 1 license on June 5, 2024, Wayne has since gone on to find employment within his community with ET Trucking

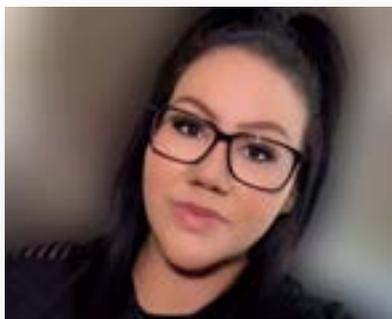
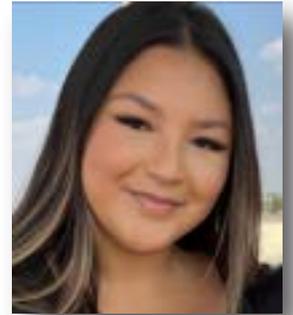
limited. Working as a Class 1 Truck Driver, Wayne's day to day tasks consist of hauling material such as sand, gravel for roads and foundations and rocks from the hydro dam to ensure its stability. He has the opportunity to travel both within and out of town limits during his shifts. Wayne likes the solitude of working as a Truck Driver, and the ability to "be his own boss". With work in his community slowing down shortly, Wayne plans to move back to Winnipeg to look for employment within the city. "By helping him get certified so he can continue to find employment", Wayne expresses appreciation to FPD for his successful journey to the trucking industry.



ISET *Success Story*

Classic Lash Course

In March of 2024, First Peoples Development Inc. held a Classic Lash Course in partnership with NCS Pro Academy Noir Beauty Lounge for First Nations individuals located in Winnipeg. The course was held over a 2-day period, consisting of both theory and practical work. Participants were then instructed to set up a home studio and lash on clientele, submitting photos to their instructor for grading. Once they completed this process and received a pass from their instructor, participants were then presented with a certificate, granting them their professional certification in Classic Lash Extension. One of these participants who successfully completed the program, is Charlise Blackbird. Charlise Blackbird, a band member to Keeseekoowenin Ojibway Nation, grew up in Winnipeg. Prior to the course, Charlise worked as a Casual Care Giver with Blue Thunderbird Family Care, working with youth to offer services of home preventative care. With a love for the beauty industry, Charlise desired to work within it but was unsure on how to get her foot in the door. She came across FPDI's partnered course and knew this was the perfect opportunity to try. Applying, receiving acceptance and then participating in the course, Charlise fell in love with lashing. While still employed as a casual worker with Blue Thunderbird Family Care, Charlise continues to lash at home on family and friends, continuously building her home business one client at a time. She enjoys making her clients happy and discussing with them the style they would like while also using the training she received to determine correct eye shape and placement. Her current favourite style of lashing is volume lashes. As something she has wanted to be a part of for some time, Charlise is thrilled to be working in the beauty industry. Her future plans include growing her at home business further with the possibility of working within an established salon one day. Thankful for this opportunity given to her, Charlise gives credit to FPDI for the selection of NCS Pro Academy Noir Beauty Lounge, stating it is a "very good program". She expresses the lessons were done well with an excellent instructor who kept involved with the students during the entire process. Charlise is well on her way to a successful lashing business, following her career goals into the beauty industry.



Amy Brown is a participant from the Classic Lash Course held in partnership between First Peoples Development Inc and NCS Pro Academy Noir Beauty Lounge. A band member to Rainy River First Nation but living in Winnipeg all her life, Amy had taken a leave from school when she heard about the course. With a long-standing curiosity about lashing and the beauty industry, Amy decided this was the perfect opportunity to apply. Another driving force for Amy's application to the course was the noticed gap between First Nations women offering services such as lashing and make up. She thought this would be a "great way to offer her service to First Nation women, to places that are pro helping women with free make up, hair cuts etc.". A positive way to "give back to her community." Amy was accepted into the March 5-June 14, 2024 course with FPDI and successfully completed the program, earning herself a professional certification in Classic Lash Extension. Since completing the course, Amy has returned to Red River College while successfully establishing reoccurring clientele that she lashes outside of school hours. Fully enjoying herself in something she states "helps relax her"; Amy continues to practice and learn everyday to better perfect her skills. Working towards her goal to branch out her businesses into something bigger, where she can give back to her community in a way, while also providing for her family, Amy hopes to one day open a "She Shed" for her lashing business. Thankful for the opportunity and financial support, with special mention to the startup supplies FPDI provided at the beginning of the program, Amy expresses it offered her a "huge step in the right direction" to getting her business established.

ISET *Success Story*

Plumbing and Pipe Trades

Noah Guiboche knew it was time to make a change in his life. This motivation for change has led him to the success he has achieved today. A band member to Minegoziibe Anishinabe, Noah was born and raised in western Manitoba, growing up in Camperville before relocating to Winnipeg at 19 years old to begin his employment journey. Noah's passion for the industry began while working as a construction labourer in Winnipeg. Making the move back to Dauphin, Noah eventually settled in with Dauphin Hospital as a Protection Officer for the next 4 years. With the drive to still work within the trades, Noah knew when he seen First Peoples Development Inc's post for the Plumbing and Pipe Trades Course on social media, this was his opportunity to get his foot in the door. Noah began his journey into the trades on October 30, 2023. Due to his hard work, ambition and drive to succeed in the course, Noah was offered an early apprenticeship to head out into the field and began working on April 8, 2024. Hired on as a Plumbing Apprentice with Derksen Plumbing and Heating, Noah has gained valuable skills from varying Foreman in what he describes as a "well rounded experience". Derksen Plumbing and Heating plans to keep him on as an apprentice while he works his way up to his Red Seal. Noah states he "likes that he is in a career and that it is going somewhere that he'll be able to provide for him and his family one day." He goes on to explain that this is a passion for him that he enjoys every day. He partakes in continuous learning, often going on his own to purchase books and other material to study on his own outside of work hours. He is eager to continue his learning in all aspects of plumbing. Expressing that FPDI "helped him to get to where he is at today and grateful for their efforts." He conveys that the course was a steppingstone into the plumbing union and that it is "the foundation to his whole success and what he has achieved so far in this short amount of time". For this, he says owes his gratitude. Sworn in as a full Plumbing apprentice on October 10, 2024 with the Plumbers and Pipefitters UA Local 254, Noah plans to continue on his road through apprenticeship, obtain his Red Seal and then take his training and knowledge back to his community to bring up others there. He is steadily working towards making his dreams a reality.



ISET *Success Story*

Plumbing and Pipe Trades

While working for both Calm Air and Cargo Jet at the Winnipeg airport, William Richard from Cross Lake First Nation wanted something different. Coming across First Peoples Development Inc's advertisement post on social media for the Plumbing and Pipe Trades Course, William decided this is what he wanted to pursue. William applied for the course, held in partnership with the Piping Industry Technical College, and was successfully selected to begin his training on October 30, 2023. Attending 6 months of the 10-month long course, William was selected and offered an early apprenticeship with Servco Canada, beginning his employment on May 2, 2024. Working with Servco Canada ever since, William has been learning valuable skills as a level 1 pre-apprentice Pipe Fitter in and around the shop and tool room, eager to get out in the field and put the skills he is honing to good use. William is hoping to stay with this company to see his Pipe Fitter apprenticeship through. Thankful for the help FPDl offered with bus passes to attend training and the opportunity as a whole, William wants to encourage others to look into the plumbing and pipe trades for a career, as he has thoroughly enjoyed his experience within the trade.



Joshua Girard, a band member of Keeseekoowenin Ojibway Nation, is a graduate of First Peoples Development Inc's Plumbing and Pipe Trades Course. In partnership with The Piping Industry Technical College, this 10-month course taught in PITC's new state of the art building, was the third intake that FPDl and PITC have partnered in to offer this training program. As a participant, Joshua saw the program all the way through, completing the program on August 30, 2024. Joshua was born and raised in Winnipeg, Manitoba, growing up in a large family with 5 siblings. Withdrawing from high school at a young age, Josh went on to seek employment at just 15 years old. Shortly after, Josh met his now wife, where they then made the move to Selkirk, Manitoba together. From

here, Joshua began his journey to improving his life. Josh and his wife started a family, he went back to school and completed his Mature Student Diploma, was hired on as a loader operator at a scrap plant in Selkirk, and then decided he needed a change. Josh heard FPDl's ad for the Plumbing and Pipe Trades Course over the radio one day and then later found the advertisement over social media. He knew this was the program he wanted to take so he made the required connections to apply. Accepted and participating in the program, Josh learned valuable skills to work within the piping trades. Since he completed the program, he has been hired on as a level 1 Pipe Fitter with Randall Plumbing and Heating. His perseverance and determination to secure an apprenticeship is entirely on his efforts of making those connections himself to employers in and around Winnipeg. Based on his marks and resume alone, Randall Plumbing and Heating hired him the day of his interview. Currently working within the fabrication shop, Josh is continuing learning the skills of cutting pipe, completing orders of cutting, grooving, connecting pipe together, sorting and picking parts for the company. He also gets the experience of working with welders, placing fittings on various pipes. Josh enjoys the work he is doing and the people he works with. He is also happy with his current schedule of 7:00am-3:30pm days as this offers him his evenings to spend time with his family. Josh's future goals are to continue his apprenticeship as a Pipe Fitter, complete his levels and obtain his Red Seal. He aspires to also obtain a Red Seal in Plumbing, holding a dual Red Seal to up his qualifications in the industry. Josh advises others to apply to the program the next time it is offered as it is a great opportunity. He is grateful to have been offered a seat in the program and encourages other Indigenous individuals to try as well, creating more representation of Indigenous Trades people in the workforce.

ISET *Success Story*

Construction Craft Worker

Payton Monkman, a member of Roseau River First Nation, is a 2024 Graduate of the very first accredited Construction Craft Worker Program held by First Peoples Development Inc., in partnership with LiUNA Local 1258 and the Manitoba Building Trades Institute. Payton's journey reflects on the importance of self determination for a better life and the positive change that comes after making those necessary steps. At the time of his enrollment, Payton was unemployed and seeking a job opportunity with better pay. He saw the Construction Craft Worker Program as an opportunity to provide a more sustainable future for himself. Payton successfully completed the program as a top student and immediately began employment with Bird Construction upon his graduation. Payton directly attributes his employment with Bird Construction to his involvement with the Construction Craft Worker Program. Currently, Payton is part of the labour team building a school in the Sage Creek neighborhood in Winnipeg, MB. Concrete pouring; a favourite skill he learned while attending the program, has proved useful during the school construction build. Payton expressed a positive impact on himself, family and community at large with his experience in the program and trade. With previous experience in different employment fields, Payton believes that a Construction Craft Worker is a good career to be in. He will be joining the LiUNA local 1258 Union and plans to work towards obtaining his Red Seal.



LiUNA!
Local 1258

ROBOTICS

Funded by
Indigenous
Service Canada



The FPDI Robotics Training Program is a hands-on initiative designed to introduce STEM fundamentals to Indigenous youth across Manitoba, with a specific focus on communities that may have limited access to technological education. By integrating robotics into the learning environment, the program aims to build digital confidence and spark long-term interest in technology-related fields. As the use of technology continues to grow rapidly across all sectors, it has become essential to equip youth with early exposure and practical skills to ensure they are not just prepared for the future job market but empowered to shape it. The program combines accessibility with innovation by traveling to different communities, delivering engaging, in-person instruction using tools like the Lego EV3 and VEX V5 robotics kits. These platforms allow students to explore logic, problem-solving, and creativity through code, often for the very first time. For many participants, this marks the beginning of a newfound confidence in their ability to learn, build, and imagine with technology.

At its core, the Robotics Program helps level the playing field by providing youth with tools and experiences typically reserved for larger urban centers. Beyond programming fundamentals, the training fosters critical thinking, collaboration, perseverance, and self-direction. These are key life skills that extend far beyond the classroom and are directly transferable to any career path.

Participants often walk away from the program with more than just technical know-how. Many report improved self-esteem, curiosity about careers in tech, and a stronger connection between classroom concepts and real-world applications. The program also serves as an early bridge to future pathways in post-secondary education and employment within tech-driven industries, including information technology, engineering, media, and even trades increasingly shaped by automation.

This past year, the Robotics team delivered training through 11 First Nations organizations and several urban schools, for a total of 19 sessions. These were offered in a two-week format to allow students enough time to gain familiarity with core robotics concepts and apply them in increasingly complex challenges. In total, 283 youth registered for the program, with 244 completing the full training. This exceeded our original target of 170 students by more than 40 percent, demonstrating both the demand for and success of the initiative.

A number of returning students who had previously taken part in the program have since progressed into more advanced programming using industry-standard languages such as Python and JavaScript. These learners have not only retained what they've learned but have started applying it independently in creative and meaningful ways.

Some students have begun mentoring their peers or exploring computer science through online courses and school clubs. In a few cases, students have expressed aspirations to pursue tech-related careers, something they hadn't previously considered before participating in the program. This kind of momentum, built year over year, is one of the clearest indicators that the Robotics Program is not only making an impact but helping to shift what's possible for youth in these communities.

283

STUDENTS
REGISTERED

244

COMPLETED

167

MALES
COMPLETED

77

FEMALES
COMPLETED



LaunchHER into Trades



OBJECTIVE:

The program objective is to increase the number of women pursuing a career in one of the federal Red Seal trades by providing key supports, mentorships, networking opportunities and any other individualized supports identified during the program.

Efforts to support women in skilled trades often begin with active outreach, being visible and participating in career fairs, major conferences, and other public events such as Manitoba Women in Trades Conference “She Builds” and Brandon Career Symposium, where conversations can happen. These moments of engagement reach a wide range of individuals, from those already started a career in the trades to those with little prior exposure. The initial goal is to raise awareness and provide accessible, relevant information that encourages women to explore skilled trades as a potential career path.

Connection plays a vital role beyond recruitment. Creating opportunities for women to meet others in the same industry — outside of their day-to-day work — has proven to be both impactful and empowering. This was demonstrated by the success of the first in-person gathering organised by LaunchHER, where the depth of sharing and the value of the conversations were significant. These events offer space for peer-to-peer dialogue, relationship-building, and the sharing of lived experiences, helping to foster a sense of community and support.

To extend these connections beyond physical events, a dedicated social media page was created, LaunchHER Lounge. It serves as a central space for sharing updates, resources, and opportunities, while also helping individuals stay in touch and engaged. Since its launch from November 2024, the page has grown to include 39 members and continues to support both new and experienced tradeswomen in staying connected.

The LaunchHER program has enrolled a total of 84 participants to date, 49 of which have identified as Indigenous.



WOMEN IN TRADES

In partnership
with Government of
Canada's
Apprenticeship
Strategy



REPORTED THEY ARE EMPLOYED IN A
SKILLED TRADE- **38**

REPORTED AN INCREASE IN SKILLS
AFTER PROJECT- **20**

CONTINUED WITH APPRENTICESHIP
AFTER PROJECT- **21**

INTEND TO REGISTER IN APPRENTICESHIP OR
SKILLED TRADES COURSE AFTER PROJECT- **30**

PARTICIPATED IN ACTIVITIES- **58**



Financial Statements

**First Peoples Development Inc.
Statement of Financial Position
Year Ended March 31, 2025**

	2025	2024
ASSETS		
CURRENT		
Cash	18,068,562	17,844,939
Accounts Receivable	99,066	81,247
	18,167,628	17,926,186
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts Payable	49,893	123,016
Deferred Income - ISET	11,632,025	11,294,147
Deferred Income - Other	6,485,710	6,509,023
	18,167,628	17,926,186

	2025	2024
REVENUES		
Employment and Social Development Canada - ISET	\$ 14,634,068	\$ 12,720,732
AES - LMI Pilot	559,748	283,225
Interest income	543,145	735,806
Apprentice Support Project	510,000	15,706,931
Women in Trades	506,731	187,173
Quality Improvement Program	476,463	10,374
Indigenous Service Canada - Robotics	335,928	347,192
Province of Manitoba - BSC	49,660	-
Miscellaneous income	10,000	-
New Horizons for Seniors Program	-	23,939
	17,625,743	30,015,373
EXPENSES		
Administration - Schedule 1	3,763,040	17,491,318
Consolidated revenue fund - Schedule 2	7,309,461	6,495,683
Employment insurance fund - Schedule 3	2,601,128	2,695,534
Child care fund - Schedule 4	2,824,559	2,701,428
ESDC - FNICCI - R & R - Schedule 5	1,127,555	631,410
	17,625,743	30,015,373
EXCESS OF REVENUES OVER EXPENSES	\$ -	\$ -

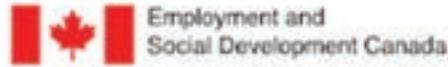
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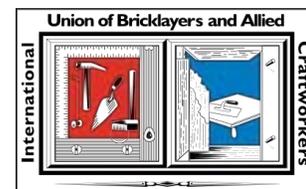
Staff



FPDI *Partners*



MANITOBA INSTITUTE OF TRADES & TECHNOLOGY



In Memoriam

Alana Cochrane



We pay tribute to Alana Cochrane of Peguis First Nation,
a dedicated FPDJ board member for over 12 years,
who sadly passed away on July 9, 2025.
Her presence and contributions will be deeply missed.

Leading the way

FPDI BOARD OF DIRECTORS

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Ethel Anderson
President
Pinaymootang First Nation

Darrell Shorting
Vice-President
Little Saskatchewan First Nation

Leonard Linklater
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Chief Cornell McLean
AMC Representative
Lake Manitoba First Nation

Cynthia McKay
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FPDI SUB-AGREEMENT HOLDERS

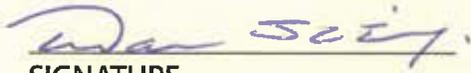
- Berens River First Nation
- Birdtail Sioux First Nation
- Brokenhead Ojibway Nation
- Buffalo Point First Nation
- Canupawakpa Dakota Nation
- Chemawawin Cree Nation
- Dakota Plains First Nation
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- Dauphin River First Nation
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- Kinonjeoshtegon First Nation
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- O-Pipon-Na-Piwin Cree Nation
- Peguis First Nation
- Pinaymootang First Nation
- Rolling River First Nation
- Roseau River Anishinabe First Nation
- Skownan First Nation
- Swan Lake First Nation
- Tootinaowaziibeeng Treaty Reserve
- Waywayseecappo First Nation



*ON BEHALF OF THE BOARD
FOR THE ISET PROGRAM*



SIGNATURE



SIGNATURE

August 13, 2025

DATE

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