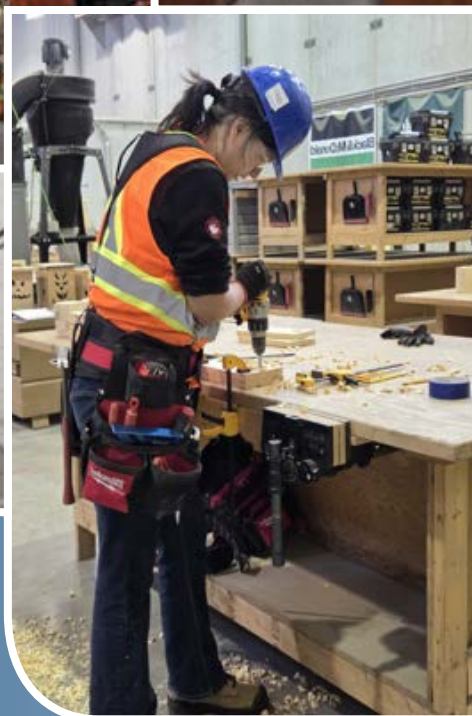
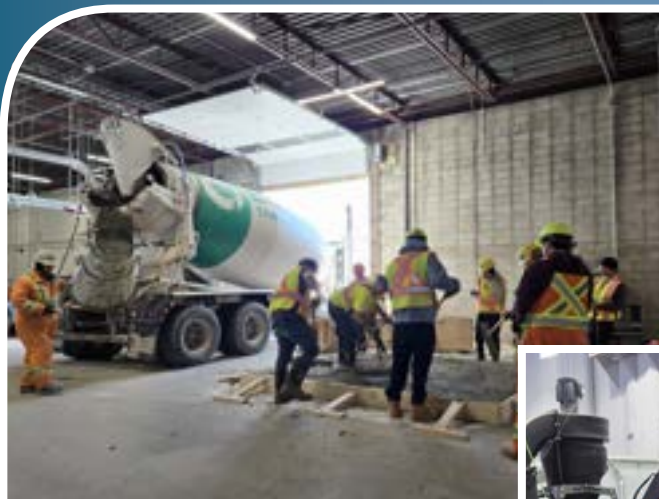




ANNUAL REPORT 2025-2026



Developing your future.

Putting you first.

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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.

President's Message

On behalf of the Board of Directors, I am proud to present the First Peoples Development Inc. 2025-2026 Annual Report.

Over the past year, FPD Inc. continued to build strong relationships and deliver meaningful outcomes. We worked closely with 28 Sub-Agreement Holders (SAHs) and supported 23 on-reserve daycares, helping meet local training, employment, and childcare needs.

As an Indigenous Skills Employment and Training (ISET) agreement holder, FPD Inc. received an "optimal rating" from Employment and Social Development Canada (ESDC), recognizing our strong management practices and accountability. We were also acknowledged for our "best practices" in supporting SAHs, an achievement we are especially proud of.

This year, we set ambitious goals to serve 1,285 clients, help 707 individuals secure employment, and support 326 clients returning to school. I am pleased to report that we exceeded our client and employment targets, serving 2,053 clients and helping 926 individuals find employment. Through our ISET program, 332 clients also returned to school.

FPD Inc. was actively involved in several innovative initiatives that reflect our commitment to inclusion and growth in Manitoba's labour market. Our SAHs also delivered a variety of community-based job creation programs, strengthening local capacity and economic development.

I would also like to recognize the dedication of FPD Inc. staff, who continue to explore new training opportunities to meet the evolving needs of our clients. Their forward-thinking approach ensures that we remain adaptable and responsive in an ever-changing labour market.

I extend my heartfelt thanks to the FPD Inc. Board of Directors for their unwavering leadership, and to our dedicated staff, SAHs, and daycare partners for their hard work and commitment over the past year. Your efforts are the foundation of our shared success.

We hope this report reflects the dedication of FPD Inc. and its partners in supporting Indigenous students, job seekers, children, and families on their paths to success.

Respectfully,

Ethel Anderson

President, FPD Inc. Board of Directors



INDIGENOUS SKILLS & EMPLOYMENT *Training Program*

FPGI administers the federal Indigenous Skills and Employment Training (ISET) program through a legal agreement with Employment and Social Development Canada (ESDC). FPGI has legal sub-agreements with 28 First Nation communities. The First Nations are referred to as the ISET Sub-Agreement Holders (SAH's). The SAH's consist of 28 First Nation Employment & Training departments. FPGI also administers agreements with 23 First Nation Daycares.

The ISET program is designed to assist Indigenous people improve their skills and find employment. The ISET program provides funding to Indigenous service delivery organizations such as FPGI. The SAH's design and deliver job training for their community members.

FPGI 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, FPDl conducted the following activities:

Capacity Building

- Continue to utilize the ESDC Agreement Management Tool for reporting to ESDC
- 19 SAHs were trained in how to complete an annual operational plan (AOP)
- 11 SAHs were trained in financial reporting requirements
- 31 SAHs trained in the ARMS client management systems and EIBIS
- 15 SAH staff trained in Indigenous Labour Market Initiative (ILMI)
- 2 financial and 3 activity monitors were conducted
- 10 Board Meetings were held in person to ensure effective governance and efficient operations
- 4 staff meetings were held to ensure well informed communication and efficient organization
- Held the Manitoba ISET Agreement Holders Meeting

FPDI Staff Professional Development

- 2 Eyed Seeing Workshop
- ILMI and ARMS training
- ARMS Train the Trainer workshop
- ESDC Lunch and Learn sessions on EIBIS
- First Aid & CPR/AED Level C
- Food Handler workshop
- Stats Canada Online workshops (7)
- First Choice Accounting and Tax Certification – 2 certificates
- Creating Equitable Opportunities Training
- Recruitment and Retention Best Practices Seminar
- Building an Indigenous Workforce





Partnership with the Operating Engineers Training Institute of Manitoba (OETIM). 6-week course provides hands-on experience, operating real equipment, supplemented by state-of-the-art simulators.

13 graduates from the communities of Kinonjeoshtegon, Pinaymootang, Berens River, Norway House Cree Nation, and Little Saskatchewan, Sakeeng, Brokenhead, Lake St. Martin, Minegoziibe Anishinabe and Peguis.

HEAVY EQUIPMENT OPERATOR

14

STUDENTS
STARTED

13

STUDENTS
COMPLETED

2

EMPLOYED





22

STUDENTS
STARTED

19

STUDENTS
COMPLETED

10

EMPLOYED

HEAVY EQUIPMENT OPERATOR



Partnership with Hockridge Trade School Ltd.

7 weeks of training, consisting of Theory and Practical.

Intakes #1, 2 & 3 had 19 graduates from the communities of Keeseekoowenin, Minegoziibe Anishinabe, Skownan, Ebb and Flow, Lac Seul FN, Brokenhead, O-Chi-Chak-Ko-Sipi and Canupawakpa.

HEAVY EQUIPMENT OPERATOR



Lisa Johnston

Community: Lac Seul, Ontario

Lisa had previous experience in Carpentry but struggled to find employment in the field. Lisa had always been interested in construction and enjoyed manual labour, believing a career in the trades would open doors for her future. She learned about the HEO training offered by FPDI and applied. She thoroughly enjoyed her training experience. She gained valuable hands-on skills and built the confidence to operate a range of heavy equipment. After completing the program she returned home and was offered a position at Bayview Construction as a roller operator. She loves being outside all day, working long hours and has a sense of accomplishment at the end of each day. Lisa is very thankful to FPDI for providing her the opportunity to take part in the program. She says it changed her life for the better, for both her and her family.



Clarence Catcheway

Community: Skownan First Nation

Clarence was working as a Community Wellness Worker in his community and was looking for a change. He heard about the Heavy Equipment Operator training offered by FPDI through his friend who had taken it a few months earlier. Since completing the program Clarence has secured temporary employment at the community garbage dump. In this role he operates a variety of heavy equipment, including running the dozer to push out material and level the pad, using the skid steer to manage garbage collection and disposal, and operating the rock truck. He finds great satisfaction in staying busy and working with equipment throughout the day. Clarence is grateful to FPDI for supporting his journey and providing access to the HEO training.



1

STUDENT
STARTED

1

STUDENT
COMPLETED

1

EMPLOYED

CLASS 1 DRIVER

In partnership with First Class Training Centre. 8-week program that offers 1 week of air brake training, 1 week of class 1 learners and 6 weeks of classroom theory and field education.

There was one graduate from Intake #34 from the community of York Factory.



CLASS 1 DRIVER

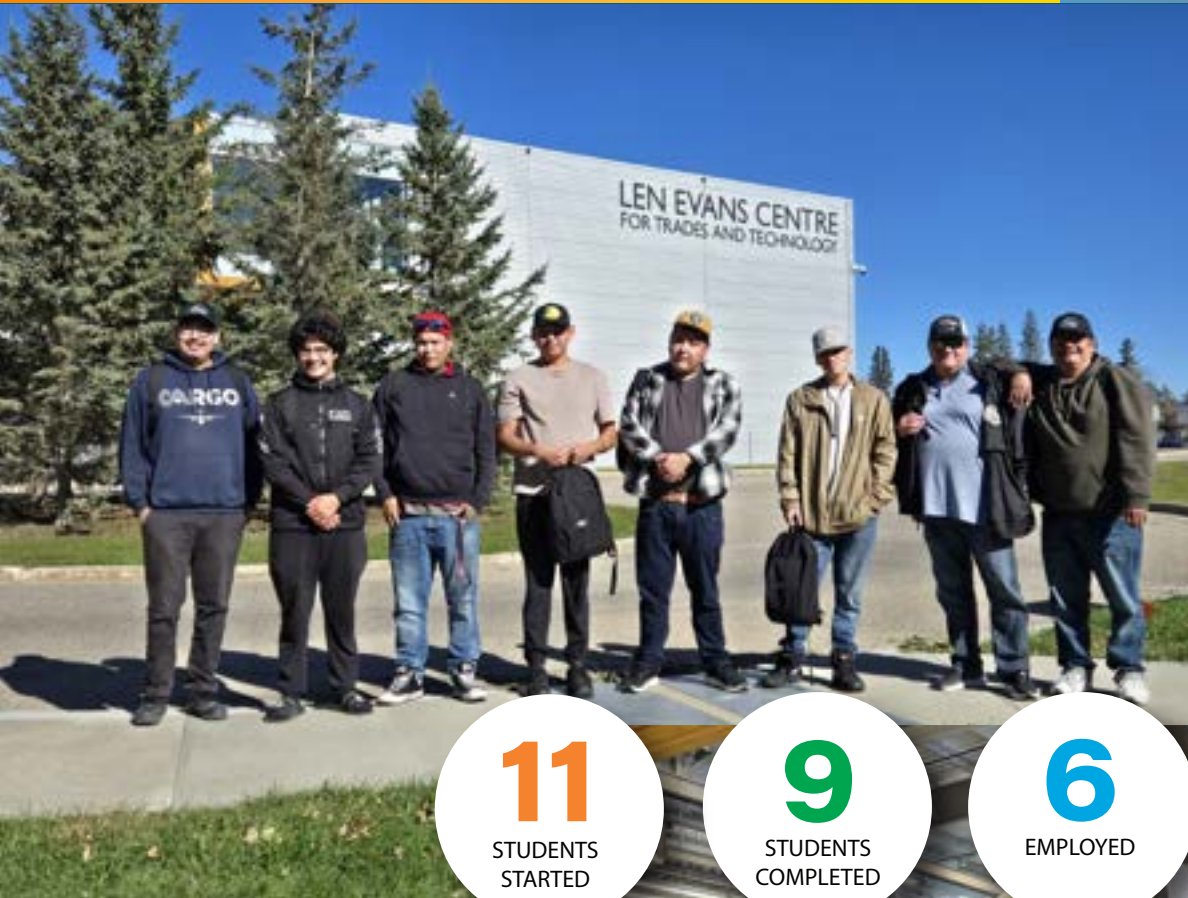
Lawrence Lauzon

Community: York Factory First Nation

Lawrence chose this particular field as it has a high demand in the job market. He said one of the most memorable moments in the program was navigating a semi-truck through the intersection of Portage and Main. "You really need to be aware of the large vehicle that you are driving and the space that it takes up." For anyone wanting to enter this training, Lawrence has this advice, "Do your homework, pay attention, review everything as much as possible, and get a full night's sleep." He now drives a semi-truck delivering construction materials between Saskatchewan and Manitoba. He's working 12-hour days, five days a week, and putting his training into action with dedication and focus.



HEAVY DUTY TECHNICIAN



This is the first cohort of students to take part in the Heavy Duty Technician Certificate Pre-Apprentice Program. The program is offered in partnership with Assiniboine College and Workplace Education Manitoba. It is a 7-month program that prepares graduates to service agricultural, heavy equipment and transport trucks.



The first intake for this program had 9 graduates from the communities of Opaskwayak, Minegoziibe Anishinabe, Peguis, O-Pipon-Na-Piwin, Sandy Bay, Waywayseecappo, Rolling River, Fox Lake and Sagkeeng.

HEAVY DUTY TECH



Adyn Ladouceur-Cook

Community: Opaskwayak Cree Nation

For most of his life, Adyn worked in the construction industry as a labourer and operator. While he appreciated the experience, he wanted a career with more stability and advancement opportunities. The Heavy Duty Technician Program provided him what he was looking for. Shortly after he graduated from the program, he was hired by Hitrac, where he completed his practicum and accepted a full-time position. He enjoys the company as it is supportive, safe, has strong communication skills and training practices. He likes the fact that it is close to home and has excellent hours. Adyn likes the variety of work he gets to do each day. He is in the process of registering with Apprenticeship Manitoba to begin logging his hours toward Red Seal certification. His employer is supportive of helping him with this process. When reflecting on his journey he credits FPD for playing a major role in helping him succeed with great supports for “everything”. His dream is to work in remote environments, “out in the bush.”



Clint Martel

Community: O-Pipon-Na-Piwin Cree Nation (South Indian Lake)

Before he came to the program, Clint was working at Tri-Wave Construction for a year and a half, where he worked on sewer and water projects. Upon completion of the Heavy Duty Technician Program, he returned to Tri-Wave Construction to complete his practicum. He is now employed with them as a Heavy Duty Technician Apprentice and registered with Manitoba Apprenticeship. Clint works on servicing and maintaining heavy machinery, as well as truck and transport vehicles. He enjoys the work and likes his employer as the team is easygoing and supportive. He credits FPD for playing a role in his smooth transition from school to work, as they provided the tools he needed for the job and were helpful. Clint is now well on his way to achieving his Red Seal certification and building a successful career.

11

STUDENT
STARTED

6

STUDENT
COMPLETED

6

EMPLOYED



BRICKLAYER

This is the first cohort of students to take part in the Pre-Apprentice Bricklayer Program in partnership with Bricklayers Union Local 1. Level 1 apprentice bricklayer accreditation, and a three-month work placement.

6 graduates from the communities of Roseau River, Peguis, O-Pipon-Na-Piwin, Sioux Valley, Nisichawayasihk, and Sagkeeng.



BRICKLAYER



Greg Wood

Community: O-Pipon-Na-Piwin Cree Nation (South Indian Lake)

Greg had been fascinated with stonework ever since he was a kid. "I had an eye for that type of work but never realized I was going to be trying to get into it until I did." He enjoys the program as it focuses on hands-on learning. He plans to continue on his current path and obtain his Red Seal certification as a Level 3 Bricklayer. Greg is a single father of two boys and says that part of what drew him to bricklaying is the stability of being in a unionized trade that offers health benefits and a greater job security. "Just having your work somewhere and knowing it's your work, that's tangible. That's your signature and you're putting an imprint on the city. That is significant to me in the long run and more satisfying to the soul."



Stacy Kiyewakan

Community: Sioux Valley Dakota Nation

Stacy enjoys the fact that most of it is hands-on learning. "I don't like to just sit and read a book all day. I need to physically learn how to do something in order to know what I'm doing." He appreciates that the instructors have worked in construction for decades and are willing to share their knowledge, which includes technical tips on how to carry out routine tasks as well as how to conduct themselves on a jobsite. "They treat it like we're on an actual jobsite. They are strict on the things that they teach us about. They always want us to be early and make sure everyone's here to work and ready to go." He's excited to gain on-the-job work experience from his work placement.



Anfernee Clarke

Community: Roseau River First Nation

For Anfernee it was an opportunity to learn first-hand the skills needed to pursue his dream of a career in construction. "I like to build things and have a goal in mind when I'm doing that." He likes that the program provides plenty of opportunities to gauge his progress as he moved through the curriculum. Anfernee noted that his instructor was great because he was patient and was very knowledgeable. He is excited about his future in the industry. "I'm definitely looking forward to it. This work requires a lot of patience and it's not easy, to be honest with you. Once you get it down you're looking at a very promising future, not just for yourself, but for the people you care about."

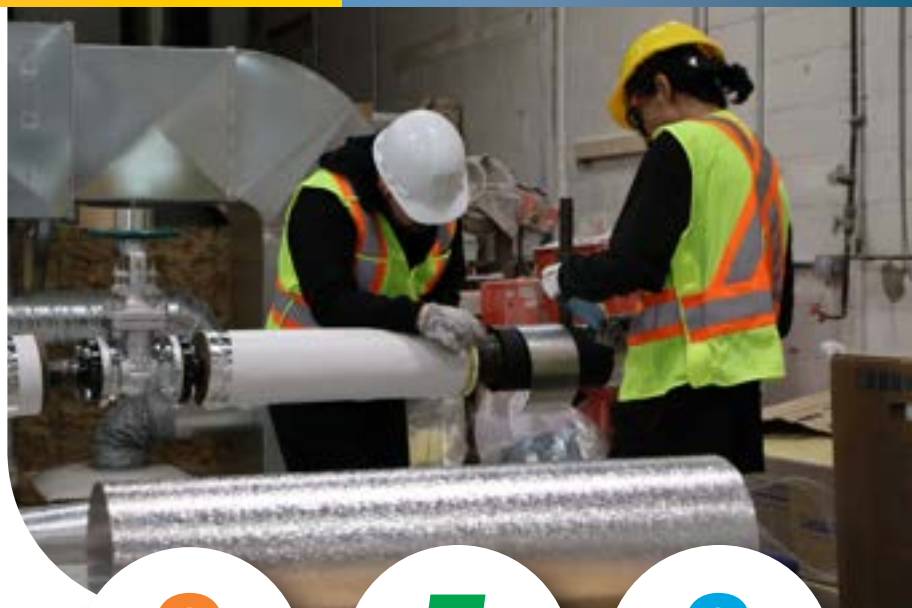


HEAT AND FROST INSULATOR

This is a new cohort in conjunction with the International Association of Heat and Frost Insulators & Allied Workers Local 99.

17-week program which includes 3 weeks of WEM – Local 99 Insulator and Safety Essentials, and 14 weeks of Pre-Apprenticeship Insulator (Advanced Standing) training, an in-classroom and practical training.

5 graduates from the communities of Pinaymootang, Sagkeeng, Skownan, Opaskwayak and Chemawawin.



9

STUDENTS
STARTED

5

STUDENTS
COMPLETED

2

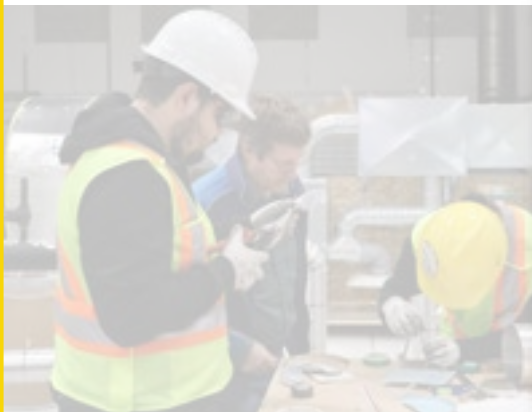
EMPLOYED

HEAT & FROST INSULATOR

Steven Woodhouse

Community: Pinaymootang First Nation

Steven approached the program with consistency and focus, finishing with the highest mark in the class and strong attendance. That effort paid off. Immediately after graduation he started with Vanos Insulations as a Level 1 Insulator Apprentice. He works on insulating pipes and ducts in both indoor and outdoor environments, along with material handling. He enjoys the challenges of the job. He also values that the work is steady and not overly hard on the body. Steven credits FPD Inc. for helping make this transition possible, from providing training to supporting him with transportation and being available when needed. It has made a meaningful difference in his life. Steven plans to earn his journeymen certification and Red Seal, with the goal of expanding his experience.



PLUMBING AND PIPE TRADES



9

STUDENT
STARTED

8

STUDENT
COMPLETED

7

EMPLOYED

4

STUDENTS IN
APPRENTICESHIP

In partnership with the Piping Industry Technical College of Manitoba (PITC) Local 254. 10-month program teaches students about the latest plumbing industry techniques and tools and provides them with hands-on opportunities from cutting and measuring pipe to installing valves, reading blueprints and interpreting code.

8 graduates. **Four students were promoted to an early apprenticeship through PITC.** The students were from the communities of Cross Lake, Lake St. Martin, Sagkeeng, Opaskwayak, Minegoziibe Anishinabe, Berens River, Swan Lake and Poplar River.

 **PITC**
PIPING INDUSTRY TECHNICAL COLLEGE

PLUMBING & PIPE TRADES



Ayden Dyck

Community: Berens River First Nation

Inspired by his dad, who was a single father, Ayden watched as he performed maintenance on the pipes, toilet, hot water and other issues in the home. He knew then that he wanted to do something with plumbing when he grew up. Ayden said the best part of the FPD program is that it provides students with hands-on learning opportunities. In addition to classroom learning, students spend half their day in a shop where they do everything from installing sinks and water lines to performing MIG (metal inert gas) welding and rigging. He appreciated the small class size. "It just made it easier to get one-on-one instruction from the teacher if you were struggling with something." He is working with ServcoCanada as a trainee in the company's tool crib, but will soon move into an apprentice role. Ayden's long term aspiration is to become a certified steamfitter and be responsible for installing and maintaining high-pressure piping systems. "I'm leaning towards becoming a steamfitter because I want to travel."



Jordan Beach

Community: Minegoziibe Anishinabe

Looking for more of a challenge and wanting to be outdoors on more physical work, Jordan thought this was the perfect opportunity for a change. The best thing about the program was the level of support provided by FPD. "I honestly looked forward to going to class every day. The instructor, Craig Gertley, made understanding things really easy. If you didn't understand something he would show you visual representations and explained everything in detail and made sure everyone was on the same page." He proved to be a quick study as he was hired by Randall Plumbing and Heating after three months in the program. He began a Level 1 apprenticeship as a steamfitter. He carries out a multitude of tasks daily and loves every minute of it. His advice to those struggling with finding a career is "If you look at this program and it looks like something you might want to do, go for it! I enjoyed every day at the school. It's a very fun and knowledgeable program."

CARPENTRY



10

STUDENTS
STARTED

8

STUDENTS
COMPLETED

6

EMPLOYED

This is the first cohort of students to take part in the 20-week Carpentry Program in partnership with UBC Built, the United Brotherhood of Carpenters and Lotus Learning Solutions.

8 graduates from the communities of Lake St. Martin, Sagkeeng, Poplar River, Ochapowace, Swan River, Wasagamack, Berens River and Peguis.





Joelle McAuley

Community: Sagkeeng First Nation

Joelle was working at PCL as a general labourer before she began the program. She wanted to learn Carpentry and get her Red Seal. She loves doing projects, such as building sheds and other buildings, as well as operating the machines. She really enjoyed the program. Joelle states that FPDl helped support her by getting her into the program, helping her stay on track, and were available when she needed help. She said she learned time management and commitment to show up, knowing that there are resources out there to help get you ahead in the trades. Joelle has referred others to the program. She is currently working with Victor Energy, contractor for Manitoba Hydro, as a Quality Control Assistant putting in hydro lines. Although she really loves her job, she has put her name in at Naawi-Oodena Project for a Carpentry position.



Joey Harper

Community: Wasagamack

Joey was working as a Referral Clerk for Four Arrows, which was for afterhours medical. He always wanted to go into Carpentry and learn about the tools and their uses. His best moment in the program was when they completed the shed and put their names on it. Joey said the instructor was super helpful and helped them through their struggles. He learned how not to rush things and make sure to double check his work. He is currently working for Bird Construction as a Level 1 Carpenter Apprentice and really enjoys it. It pays a good wage and he is half way to Level 2 now, where he will get benefits with the union. He is so grateful for this positive improvement in his life. He is thankful to the support he received from FPDl for getting the things he needed to succeed, such as bus passes to get to the training and books to study for the exam.



CONSTRUCTION CRAFT WORKER

12

STUDENTS
STARTED

8

STUDENTS
COMPLETED

3

EMPLOYED

This is the third cohort for this 20-week program in partnership with LiUNA Local 1258.

9 graduates from the communities of Sagkeeng, Berens River, Nisichawayasihk, Lac Brochet, Lake Manitoba and Brokenhead.



CONSTRUCTION CRAFT WORKER

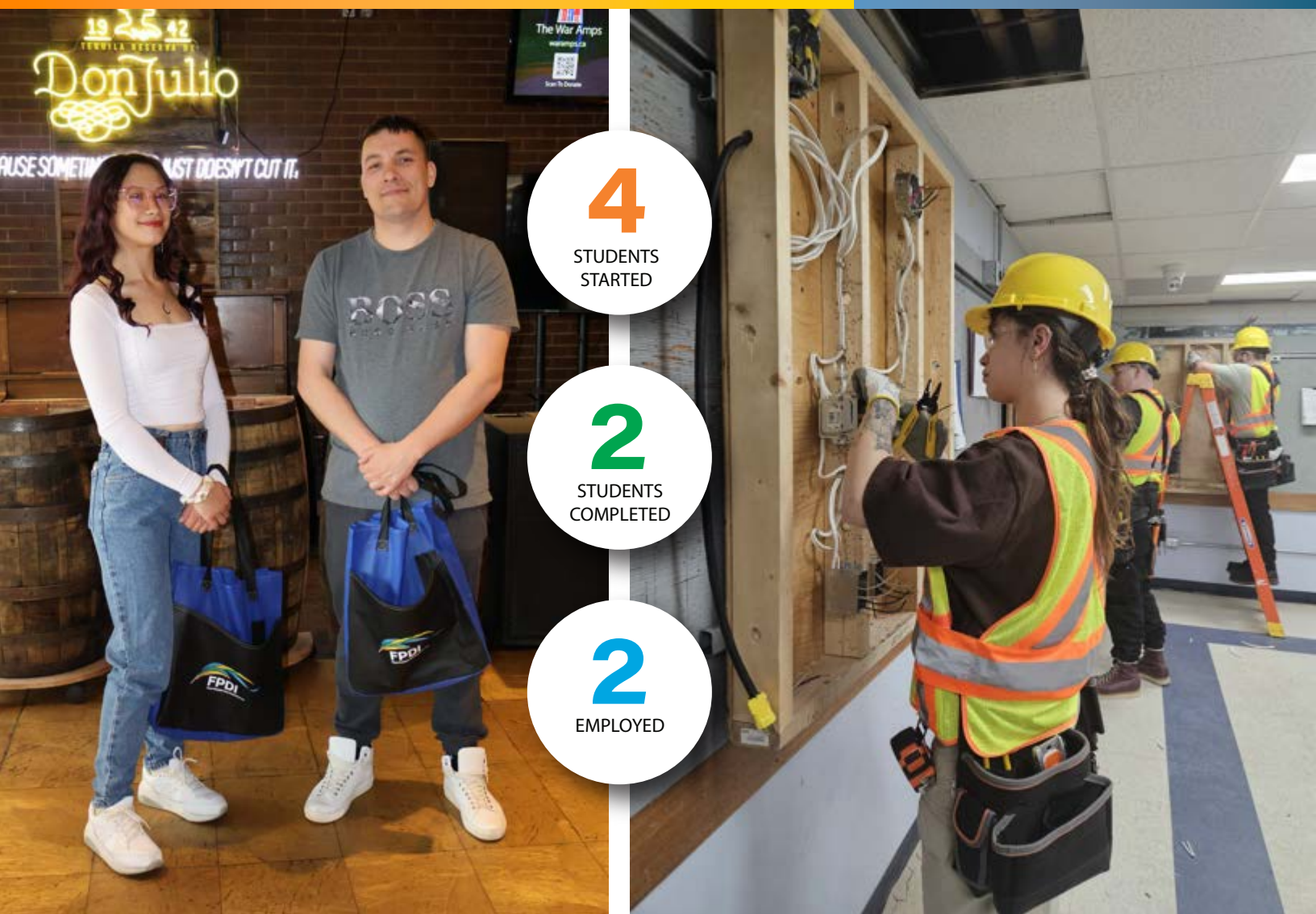
Rae-Anne Linklater Schliephacke

Community: Nisichawayasihk Cree Nation

Rae-Anne was working temporary positions through a staffing agency. While this provided some exposure to job sites, she experienced limited stability. This led her to explore unionized work, where she began researching different unions and visiting them to better understand her options. Through LiUNA local 1258 she was introduced to the Construction Craft Worker program through FPDl. During the program Rae-Anne particularly enjoyed operating a skid steer and taking part in the demolition of a concrete pad. She also identified teamwork as one of the most important aspects of the training. Rae-Anne was a very hardworking and dedicated student. She is now employed as a Labourer-Trainee 1 with PCL Construction. She appreciates the positive work environment, noting that her coworkers are friendly and supportive. She also likes the hours and the job's proximity to her home, which have contributed to a healthy work-life balance. Rae-Anne credits FPDl for opening the door to this opportunity and providing the support she needed to succeed. Her long-term goal is to obtain her Red Seal Certification.



CONSTRUCTION ELECTRICIAN



This is the eighth cohort for this program. It is offered in conjunction with IBEW Local 2085 Code of Excellence Training Center. 10-month program combines technical training with real-world experience, preparing students for level one electrician accreditation and helping them enter the workforce as apprentices.

2 graduates from the communities of Peguis and Little Saskatchewan.



LINE COOK

This is a new cohort to FPD. This year there were three training sessions. It is offered in conjunction with Manitoba Tourism Education Council (MTEC). 5-week program which includes hands-on training in a commercial kitchen, plus 30 hours of practicum.

Intakes #1, 2 & 3 had 17 graduates from the communities of Sagkeeng, Berens River, Peguis, St. Theresa Point, Garden Hill, Grand Rapids, Waywayseecappo, Black River, Cross Lake, Brokenhead, Long Plain and Misipawistik.

20

STUDENTS
STARTED

17

STUDENTS
COMPLETED

10

EMPLOYED



MTEC

MANITOBA TOURISM
EDUCATION COUNCIL



Vanessa Pruden

Community: Black River First Nation

Vanessa worked a part-time summer position as a kitchen helper with Kokum's Daisys Catering. She is a hardworking and driven individual who embraces new challenges and is passionate about achieving her goal of becoming a chef. She sees herself growing and thriving in this field. Currently Vanessa works as a support worker at Velma's House, where she assists and advocates for individuals who need support the most. She is dedicated to making a positive difference in the lives of others. Vanessa would like to thank FPDl for the opportunity to participate in the program. She shares that the program helped her develop confidence in public engagements and strengthened her ability to work effectively as part of a team.





Building on the success of the Line Cook Program, FPDl has expanded its initiatives by opening a café that provides graduates of the program with the opportunity to gain hands-on experience in a work placement. This initiative serves as a valuable stepping stone toward careers in the culinary and hospitality industries, while also providing participants with practical knowledge of restaurant operations and what it takes to successfully run a food service business.

The FPDl Café serves customers from surrounding businesses by offering breakfast and lunch options, along with daily specials featuring a variety of international cuisines. In an area with limited walkable food options, the café provides convenient, healthy, and delicious meals to the local community.

The café has also partnered with Winnipeg Free Press and Pratt's Wholesale to host a Holiday Pancake Breakfast, with proceeds supporting the Children's Hospital Foundation of Manitoba.

The FPDl Café is approaching its first anniversary, having officially celebrated its grand opening on July 6, 2025.



2025 - 2026 TARGETS

1285

CLIENTS SERVED

707

CLIENTS EMPLOYED

326

CLIENTS RETURNED/STAYED IN SCHOOL

2025 - 2026 RESULTS

2053

CLIENTS SERVED

926

CLIENTS EMPLOYED

332

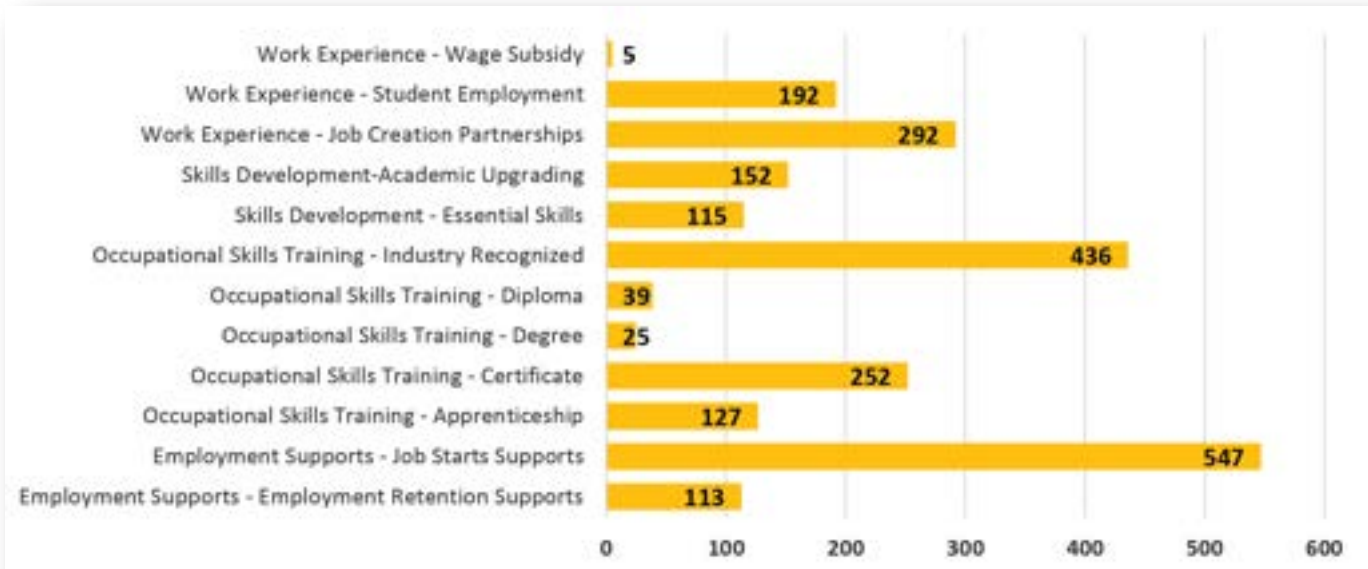
CLIENTS RETURNED/STAYED IN SCHOOL

SOURCE: ARMS | GENERATED: 06/16/2026



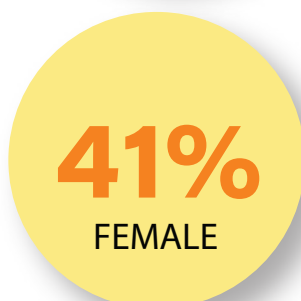
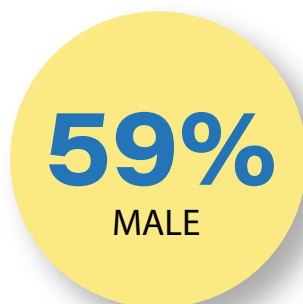
ISET Outcomes BY RESULT

TOTAL SKILLS DEVELOPMENT/TRAINING/ WORK EXPERIENCE INTERVENTIONS

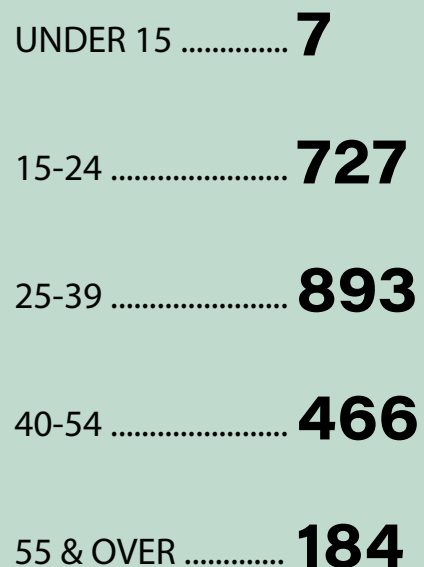


SOURCE: ARMS | GENERATED: 06/16/2026

CLIENTS BY GENDER



CLIENTS BY AGE





Barriers

Economic Barrier

446 clients indicated an economic barrier during the intake stage.

- 143 (32%) clients reporting this barrier received financial support (Job Starts) that resulted in employment
- 47 (11%) clients reporting this barrier received financial support to attend skills training that resulted in employment
- 79 (18%) clients reporting this barrier are receiving financial support and are attending occupational skills training
- 45 (10%) clients reporting this barrier are ready to work after receiving financial support for this barrier

Education Barrier

386 clients indicated an education barrier during the intake stage.

- 31 (8%) clients reporting this barrier received financial support (Job Starts) that resulted in employment
- 30 (8%) clients reporting this barrier received financial support to attend skills development training which resulted in employment
- 64 (17%) clients reporting this barrier received financial support to participate in work experience that resulted in them returning to school

Lack of Marketable Skills Barrier

202 clients indicated a Lack of Marketable Skills Barrier during the intake stage.

- 15 (7%) clients reporting this barrier received financial support (Job Starts) that resulted in employment
- 12 (6%) clients reporting this barrier received financial support to attend skills training that resulted in employment
- 76 (38%) clients reporting this barrier received financial support to participate in work experience that resulted in them returning to school

Lack of Work Experience Barrier

339 clients indicated a Lack of Work Experience Barrier during the intake stage.

- 50 (15%) clients reporting this barrier received financial support (Job Starts) that resulted in employment
- 18 (5%) clients reporting this barrier received financial support to attend skills training that resulted in employment
- 101 (30%) clients reporting this barrier received financial support to participate in work experience that resulted in them returning to school

INDIGENOUS *Labour Market* **INITIATIVE**

The ILMI project assists communities to gather current detailed Labour Market Information of their community members on and off reserve. ILMI utilizes a skills inventory database, collecting training and employment history, identifying employers, potential program opportunities and partnerships. This initiative survey's community members in person, online or through a self-administered link. Successful participants who complete a survey, receive a cash incentive established at the communities chosen rate. Since 2018-2019 FPD and participating communities have completed 22,921 surveys.

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

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

22,921

TOTAL SURVEYS ENTERED BY FPD

71,522

TOTAL SURVEYS ENTERED NATIONALLY

FPD National Rate- 32%



2,590

EMPLOYER SURVEYS
ENTERED

FPGI
National Rate:
94.4%

SOURCE: ARMS | GENERATED: 06/16/2026

The LMI Employer Survey gathers information to better understand labour market needs from the perspective of Canadian employers. The survey supports the work we do through the ISET program by helping to identify training priorities and anticipate future hiring demands. The data collected includes information on past hiring trends as well as projected future workforce and job requirements.



Job Board

- 100% Free
- **Job seekers-**
 - explore the wide range of employment opportunities
- **Employers-**
 - Find the right fit for your company



2025- 2026

SAH Summaries

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



BERENS RIVER FIRST NATION

URBAN: 15 Post Secondary, 12 Trades; 8 Other Training; 3 Job Retention, 12 Job Start Up and 58 Core services. Partnered with ACC, PITC, RRC, OETIM and FPD. 5 students completed their final practicum in August and September. COMMUNITY: 10 Youth at Risk Land Based Learning, 16 Confined Spaces training, 15 Gardening, 10 Flag Safety training, 13 First Aid/CPR and 556 Core services. Partnered with Safety Services Manitoba and CSJ. CSJ is very strict in their funding guidelines.



BUFFALO POINT FIRST NATION

3 Work Experience. They purchased a new computer. There were no staff changes or training, and no changes to the AOP this fiscal year.



CANUPAWAKPA DAKOTA NATION

1 Trade, 56 Other Training; 4 Summer Students; 18 Job Creation; 23 Job Start Up and 164 Core services. Partnered with Jordan's Principle, Virden Footwear, Rivers Home Hardware, CDN Health, CDN Housing and CDN Prevention, Cromer Valley Store and Safety Source. Staff Training: 1 – Economic and Reconciliation Business Conference.



CHEMAWAWIN CREE NATION

10 Post Secondary, 4 Trades and 4 Core services. Partnered with Chemawawin Health, Daycare, Recreation, and Gaming, CCN, MKO, CLCP. Staff training: 4- Excel and Word, 2- Vision Quest.



DAKOTA PLAINS FIRST NATION

11 Post Secondary; 15 Other Training; 4 Community Projects; 54 Job Creation; 2 Job Start Up and 6 Core services. Partnered with DP Band, DP School, DP Gas Bar and C Store, and DP Education. A new E&T Coordinator was hired this year.



DAKOTA TIPI FIRST NATION

4 Trades; 3 Other Training; 22 Summer Students; 7 Job Start Up. There is an Acting E&T Coordinator as the Coordinator is on Maternity Leave. Staff Training: Acting E&T Coordinator - training at FPD.



EBB & FLOW FIRST NATION

14 Post Secondary, 7 Trades; 53 Odd Jobs; 3 Robotics; 3 Drone Training; 82 Other training; 12 Core services. A new Administrative Assistant was hired, 1 completed LMI Surveyor position and 2 new surveyors were hired. 6 staff attended Team Building, 2 attended Job Readiness/Soft Skills and 1 is taking an Admin course.



KEESEKOOWENIN OJIBWAY NATION

5 Post Secondary, 24 Training, 30 Workshops, 26 Summer Students, 71 Job Creation, 63 Job Start Up, and 13 Core services. Staff Training: 3 - HR Conference, 2 - ARMS training, 2 - Facilitator Training, certificates received. 1 staff member left in September. Partnered with Keeseekoowenin First Nation for Bush Crew training.



KINONJEOSHTEGON FIRST NATION

9 Trades, 4 Post-Secondary, 10 Job Start Up and 58 Core services.



LAKE MANITOBA FIRST NATION

2 Post Secondary, 12 Trades; 32 Other Training; 21 Community Maintenance Projects; 73 Core services. Partnered with Lake Manitoba Health Centre for a Food Handlers course and IRTC for First Aid training. Staff Training: Excel and Advanced Excel training. A new E&T Assistant has been hired.



LAKE ST. MARTIN FIRST NATION

2 Post Secondary, 5 Trades; 2 Other Training; 7 Summer Students; 2 Job Creation; 3 Job Start Up. Staff Training: 4 - ILMI training. There was a staff changeover with the coordinator overseeing program until November.



LONG PLAIN FIRST NATION

21 Post Secondary, 4 Trades; 17 other training, 17 Summer Students; 55 Job Start Up, and 16 Core services. The Program Manager is on Leave. An Acting Manager has been hired. A Data Entry Clerk was also hired.



NISICHAWAYASIHK CREE NATION

94 Post Secondary, 17 Trades; 64 Other training; 3 Drone Training; 6 Driver's Ed Training; 2 Workshops; 31 Work Experience; 10 Job Start Up and 65 Core services. Partnered with Pewapun, ATEC, NNCEA, Soaring Eagles, ACC & Family Community Wellness Centre.



O-CHI-CHAK-KO-SIPI FIRST NATION

8 Post Secondary, 6 Trades; 6 Other training; 6 Summer Students; 1 Job Creation; 21 Job Start Up and 45 Core services.



PINAYMOOTANG FIRST NATION

28 Post Secondary, 8 Trades, 27 Other training; 32 Summer Students; 4 Job Creation; 74 Job Maintenance, 81 Job Start Up and 82 Core services. Partnered with UCN - PTEP. One staff member was on medical leave from April to August.



MINEGOZIIBE ANISHINABE

11 Post Secondary, 30 Trades; 12 Other training, 18 Summer Students, 27 Job Creation, 48 Job Start Up and 93 Core services. Partnered with Service Canada, CRA, WRTC, Alyza Beauty Collective, ACC. Staff Training: 2 – ILMI survey event.



ROLLING RIVER FIRST NATION

8 Post Secondary, 7 Trades, 11 Other training, 32 Summer Students, 12 Job Start Up and 3 Core services. Partnered with Community Wellness and Southquill Education.



ROSEAU RIVER
Anishinabe First Nation

14 Post Secondary, 7 Trades; 6 Other training; 212 Job Start Up and 56 Core services. Partnered with PSSSP (RRAFN Post Secondary) – GETS, MBTI and FPD. Staff Training: 2 – HR Training.



SKOWNAN FIRST NATION

18 Post Secondary, 8 Trades, 3 Other training, 40 Job Start Up and 67 Core services. Partnered with: Skownan Education, FPD, Provincial Workforce E&T. Staff Training: Vision Quest Conference, 1 – Indigenous Management Essentials.



SWAN LAKE FIRST NATION

8 Post Secondary, 2 Trades, 30 Other Training, 7 Work Experience, 5 Job Maintenance, 31 Job Start Up and 12 Core Services. Partnered with Turtle Mountain Adult Education Centre, IBEW, PITC and FPD. An E&T Coordinator was hired. There are also new employees in the Admin office.



TOOTINAOWAZIIBEENG TREATY RESERVE

4 Post Secondary, 5 Other training; 2 Work Experience; 2 Job Creation; 6 Job Retention; 28 Job Start Up and 5 Core services. Staff Training: 1 – HR Training.



WAYWAYSEECAPPO FIRST NATION

5 Post Secondary; 4 Trades; 114 Other training; 6 Summer Students; 35 Driver's Ed Training, 80 Job Creation; 3 Job Maintenance, 20 Job Start Up and 201 Core services. Partnered with the Waywayseecappo Inn and the Community Volunteer Income Tax Program, Service Canada, CRA, FPD. Staff Training: First Aid Level C, Firearms course and Hunter Safety.



2025- 2026

DAYCARE Summaries

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

ABINOCHIASAK DAYCARE - BERENS RIVER FIRST NATION:

First Nation Teachings: Learning how to count 1-5, animal names, body parts and other words in Ojibwe. Activities: Drama, Fine and Gross Motor skills, Reading, Water and Sand tables, Construction. Other events/activities: Easter, Christmas. Staff Training: 3 - ECE Online, 5 - MCCA Conference, 1 - Directors Meeting, 1 - Nutrition Training for cooks and Outreach Program, 5 - FNELCC. The Centre utilized 19 casual staff. Issues: April - water and sewer issues, June - poor air quality from the forest fires, September - plumbing issues where the water was brown and they couldn't do laundry, so they had to send the clothes home with the parents, October/November - used air purifiers because of the smell of mold. The Centre had been inspected but plumbers have not been around yet, January - bad weather. Inspections were carried out by AMC in January of what needs to be done in the Centre. As of the end of March the water is still discolored.

ECHOING SPIRITS DAYCARE HEADSTART - BIRDTAIL SIOUX FIRST NATION:

First Nation Teachings: Learning counting, colors, foods, animals and phrases in Ojibwe. Activities: Science, Drama, Fine and Gross Motor skills, Reading, Water table, Sand/Rice bin, Construction. Other events/activities: Birthdays, Therapy Days, in-community trips. Staff Training: 1 - Family Support Certificate; 4 - All Our Gifts, All Our Children workshop. The Centre utilized 7 casual staff. There was no parent committee. Feedback: Parents are updated monthly about activities, closures and other pertinent information.

BON ELCC PROGRAM - BROKENHEAD OJIBWAY NATION:

First Nation Teachings: Language, words, greetings, objects and animals in Ojibway, drum, songs, smudging, Seven Teachings, Nursery Rhymes, manners. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Trip to see the buffalo in the community, HeadStart graduation, Family Fun Day, splash pad, mini golf and beach, Powwow, Orange Shirt Day, Schwabe Pumpkin Farm, Halloween party, Children's Museum, Happy Smile, Happy Child Initiative, Children's Christmas party, Kid City, Spirit Week, Sleigh rides at Birds Hill Park, Parent and Staff Meet and Greet. Staff Training: 3 - Lateral Violence, 4 - First Aid/CPR training and Quality Improvement, 4 - Crisis Intervention, 3 - Diversity Cross Culture training, 4 - Unity in the Workplace and 2 - Daycare Centre Tour in Peguis, 1 - Daycare Centre Tour in Sagkeeng, 3 - ELCC Conference. The Centre utilized 12 casual staff. There was no parent committee, but they are trying for April 2026.



CANUPAWAKPA DAYCARE – CANUPAWAKPA DAKOTA NATION:

First Nation Teachings: Reciting the months, animals and songs in Dakota; community Elders were useful in terms of Dakota language being heard daily; reciting riddles, rhymes, colors, numbers, books, powwow music and dance; created an interactive wall with animal images, recording their names and sounds. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water table, Sand/Rice bin, Construction. Other events/activities: Elders come in to read stories in Dakota; Oak Lake Beach; Goulter School in Virden; Halloween; Trick or Treating in community. There was no parent committee. Feedback: More outdoor activities, but plant trees so there is shade; implement a suggestion box; parents can either call or send a note; parent with 2 autistic children would like play couch items so they can build forts; purchase toys, wooden animals, puzzles, etc. Staff Training: 2 - Grant Writing/PC Fundamentals. The Centre utilized 2 casual staff.

DAKOTA TIPI DAYCARE CENTRE – DAKOTA TIPI FIRST NATION:

First Nation Teachings: Daily smudging and prayers; counting 1-10, family members, colors, words in Dakota. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: DOCFS Annual Powwow, helped the children participate in dancing and craft stands, Christmas party. Staff Training: 1 - ECE II. No casual staff were utilized. Feedback: all concerns are addressed as parents identify.

KA KA KWA JE ONG DAYCARE CENTRE – EBB & FLOW FIRST NATION:

First Nation Teachings: Animals, foods and counting 1-5 in Ojibway, smudge, prayer, talking stick, Sage, Sweetgrass, Cedar, hand drum songs, story corner, Ojibway legends, stories, books. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Mother's Day BBQ. Staff Training: 11 - First Aid, Food Handler and Fire Extinguisher Training, 9 - Building Brighter Futures. The Centre utilized 38 casual staff. They have a Parent Advisory Board. Issues: Renovations were supposed to start at the end of June but have not begun yet. There was no internet service for a few months, however, Starlink was installed on March 28th, 2026.

KEESEE PLAYCARE CENTRE – KEESECKOOWENIN OJIBWAY NATION:

First Nation Teachings: Medicine Wheel, animals and counting in Ojibway, medicine picking, painted orange hearts for Every Child Matters, teepee making, Aboriginal Veterans Day, smudging, Ojibway Christmas songs. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Treaty Day activities, Christmas party. The Centre utilized 5 casual staff. There was no parent committee and no feedback. NOTE: Renovations were completed in May 2025.

LITTLE TURTLES EARLY LEARNING CENTRE – KINONJEOSHTEGON FIRST NATION:

First Nation Teachings: Numbers, animals, directions, letters, Native studies – letters, tipi/fire setting. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. The Centre utilized 24 casual staff.

ABINOOJII DAYCARE – LAKE MANITOBA FIRST NATION:

First Nation Teachings: Animals, weather, numbers, words and phrases in Ojibway, smudging and prayer, tipi making, drumming, dancing, powwow music, songs and books in Ojibway, attended powwow at the school. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Easter, Cultural Week, Father's Day, Powwow, Cultural Days, Truth and Reconciliation Day, Thanksgiving, Christmas. Staff training: 1 - meeting with AMC, 2 – Indigenous crafts workshop, 1 - ECE Engagement session, 3 – Indigenous Wellness and Language. The Centre utilized 15 casual staff.



OBUSHKYDAYANG DAYCARE CENTRE-

LAKE ST. MARTIN FIRST NATION:

First Nation Teachings: Story time and songs, made Bannock, Anishinabe names for animals and numbers. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Daycare is always included in community events if they are safe to do so. No events were specified. Staff training: 7 – CCA. The Centre utilized 4 casual staff. Issues: They need an outdoor play area and c-can with required toys and furnishings.

ABINONJII DAYCARE CENTRE - LITTLE SASKATCHEWAN FIRST NATION:

First Nation Teachings: Listening to Indigenous nursery rhymes, teaching 1-6, and drumming. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Easter, making Bannock, creative play, Mother's Day, outdoor water play, plants went home, Orange Shirt Day, Thanksgiving, Halloween, made poppies for Remembrance Day, Christmas. Staff Training: 2 - ECE Workplace Program, 2 - Applied Family Studies, 1 - ECE Online course. The Centre utilized 6 casual staff. The Daycare was closed on November 10 because there was no heat.



MIKINAAK DAYCARE - LONG PLAIN FIRST NATION:

First Nation Teachings: Counting 1-10, colors and animals in Ojibway, animal sounds, creating colors and shapes through flash cards, Circle Time, powwow songs, Powwow, clapping their hands and dancing to the beat of the drum; reading Indigenous books. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Easter, Mother's Day, Father's Day, Assiniboine Zoo, Tundra Café, Journey to Churchill, monthly birthdays, Orange Shirt Day, Thanksgiving, Halloween, Christmas. Staff Training: 1 - FNELCC, 2 - The Brilliance of Play, 1 - Misipawistik Cree Nation Women's Gathering, 2 - **Defining & Strengthening Quality in Early Child Care Through a First Nations Lens**, 1 – First Aid, Food Handlers & Directors Engagement session; 4 – FNELCC Conference. The Centre utilized 9 casual staff. Feedback: **There is a need for before- and after-school daycare for school-aged children. Parents enjoy getting monthly calendars**; improved communication, learning, and use of manners by their children; and seeing their children's arts and crafts on the bulletin board. There was no parent committee. Issues: The daycare was closed for 24 days due to staffing, conferences, Long Plain 149th Birthday, Treaty Day, plumbing, water issues, a power outage and weather.

FAMILY & COMMUNITY WELLNESS CENTRE - NISICHAWAYASIIK CREE NATION:

First Nation Teachings: Drum, songs, Cree language in Circle Time, speaking the language throughout the day, elder visits, storytelling and singing songs in Cree. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Germs and hygiene, storytelling and speaking Cree throughout the day, planting and gardening, bus safety, all about me and my family. Staff Training: 1 staff is taking ECE II online. The Centre utilized 2 casual staff.

A-BAH-NU-GEE DAYCARE - O-CHI-CHAK-KO-SIPI FIRST NATION:

First Nation Teachings: Nature-Based Learning through Jordan's Principle land-based team, talked about the importance of using songs and stories, did a water offering with a small bowl and positive words, smudging, Drum Circle, traditional story time, a greeting in Ojibway, Seven Sacred Teachings, made Bannock, talked about cultural foods, pompom felt moccasins, movement games, elders did songs and drumming, attended Cultural Week at the school. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Easter, Annual Treaty Days, Powwow, Halloween party, Christmas dinner, Cultural Week. Staff Training: 3 - Applied Family Studies 40S, 4 Food Handlers. The Centre utilized 32 casual staff. Feedback: Parents asked if they could do trips for the kids and create a **Facebook chat for parents**. Issues: They struggled with break-ins during January and February.

PINAYMOOTANG DAYCARE WABAUNG ABINOOCHII'AK DAYCARE -

PINAYMOOTANG FIRST NATION:

First Nation Teachings: Counting and animals in Ojibway, Seven Teachings. Activities: Science, Drama, Fine and Gross Motor skills, Reading, Water Table, Sand/Rice, Construction. Other events/activities: Field trip to Hide and Seek, splash pad, Lick Ice Cream Patio, and Deer Meadows Farms. There was no parent committee. Feedback: Field trip suggestions. Staff training: 4 - CCA course, 2 - Family Studies. The Centre utilized 15 casual staff.

GIDABINOJIIMINANIG CENTRE - MINEGOZIIBE ANISHINABE:

First Nation Teachings: Animals and their sounds, objects, words in Ojibway, Defining Who I Am (intro), making dream catchers, teaching about the drum, making mini drums, teaching about bannock, making bannock, smudge and prayers. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Treaty Days, Fall Open House Meet and Greet, birthdays, Halloween, Remembrance Day, Circle Time about Christmas holidays. 1 casual staff was utilized. Issues: Staff attendance, finding casual staff.

SOUTHQUILL DAYCARE - ROLLING RIVER FIRST NATION:

First Nation Teachings: Numbers 1-5, greetings and commands in Saulteaux, Aboriginal Day, watching Pow-wow dancers and drummers, Treaty Week activities, Truth and Reconciliation Day activities, Indigenous books. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Aboriginal Day, Treaty Week, Family Violence Day, Truth and Reconciliation Day, Christmas. The Centre utilized 17 casual staff. Feedback: Potty training was suggested. Issues: There was no Supervisor employed until September 2025. More workers were needed, and more arts and crafts supplies.



KO KO'S LITTLE DAYCARE – ROSEAU RIVER ANISHINABE FIRST NATION:

First Nation Teachings: Numbers 1-10, animals, months, days of the week, drums, colors, greetings, phrases and playing music in Ojibway, Seven Teachings, seasonal teachings, learning about honoring our Veterans. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Monthly birthdays, trip to Assiniboine Zoo, Water Play Days, Outdoor Picnic Snack Day, Back-To-School Welcome Week, Fall Nature Walks, "Meet My Friends" Circle Time, Daycare Spirit Week, Halloween party, Thanksgiving Support, Indigenous Veteran's Day, Remembrance Day, Christmas party with meal, Winter Craft Week, Gift Support for families, New Year Welcome activities, Valentine's Day, Kindness and Friendship Week, Spring Learning activities. Staff Training: 2 – Food Safety, 3 – Applied Family Studies and Child Care Assistant, 1 – Understanding Challenging Behaviors, 2 – Misipawistik Cree Nation Women's Gathering, 1 – First Aid/CPR, 4 – Team Building/FNELCC info. The Centre utilized 26 casual staff. There was no formal committee currently, however, daily communication during pickup and drop off supports parents' involvement. Feedback: **Children were excited to come to daycare and happy to play outside.** Parents appreciate calm transitions and routines for their children. They also appreciated all the activities that staff provided for the children, and the **focus on kindness, respect and social development.**

ELSIE CATCHEWAY MEMORIAL LEARNING CENTRE – SKOWNAN FIRST NATION:

First Nation Teachings: Listening to the language throughout the day, counting 1-10, animals, body parts, praying, basic words, introductions and Halloween themed words in Ojibway, Circle Time with "ABC" and "123," Elders/Community Members came into read to the children. Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Dauphin Fair, beach, swimming, picnic in Manipogo, Treaty events, movies and McDonald's in Dauphin, getting ready for school, Halloween, land-based walks, visits from Elders, Christmas dinner, Staff appreciation, Staff Wellness. Staff Training: 1 – HR training, 4 – Staff Development, 4 – Food Handlers & CPR, 2 – 40hr course (not stated), 4 – Strategic Planning, 6 – Language, ELCC and Daycare Conference. The Centre utilized 34 casual staff. NOTE: Seeds of Empathy Program started in September.



ANISHINABE CHILDHOOD DEVELOPMENT INC. CHILD DAYN CARE CENTRE – TOOTINAOWAZIIBEENG TREATY RESERVE:

First Nation Teachings: Inukshuk statues, Treaty Days, aboriginal words, getting in touch with nature, walking through leaves, igloos out of sugar cubes, ribbon skirts, teepee. Other Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Staff Training: 3 – ELCC Conference. The Centre utilized 1 casual staff.

WAYWAYSEECAPPO COMMUNITY DAYCARE CENTRE – WAYWAYSEECAPPO FIRST NATION:

First Nation Teachings: Pictures/drawings displayed, counting 1-10 in Ojibway, showing the hand drum, smudge, Indigenous art, dream catchers, powwow music and dance, Ojibway food. Other Activities: Science, Drama, Fine and Gross Motor Skills, Reading, Water Table, Sand/Rice bin, Construction. Other events/activities: Walks around the community, Health Fair, Trick or Treating. Staff Training: 3 – ECE II course, 2 – ELCC Conference. The Centre utilized 15 casual staff. Issues: Needed a change table for toddlers and received one in October; need a new water table, more Science toys, sensory items and costumes; staff to get more training. NOTE: The staff are now implementing activities based on the interests of the children, which is an ECE II skill called Emergent Curriculum. **The Director will be offering workshops that can be done at home for one hour at a time. They will be offered 2 workshops a month and will receive a certificate at the end of each one.**



DAYCARE REPAIR & RENOVATION *Summaries*

Community & Daycare Name	Purchases for 2025-2026
Brokenhead Ojibway Nation - Brokenhead Early Learning Child Care	Sensory toys, HVR/PWR, Bins, Children's Gardening Supplies, Assiniboine Tipis 14 Tipi Poles, Assiniboine Tipis Tipi Covers, Wooden Spikes, Wintergreen Outdoor Learning Supplies, Trucking & Bobcat Service Rental, Windows, Blinds, Labour & Delivery, 4 sheds
Dakota Tipi First Nation - Dakota Tipi Daycare Centre	Sensory Toys, Shelves, Arts & Crafts
Ebb & Flow First Nation - Ka Ka Kwa Je Ong Daycare Centre	Cabinets, counter tops, additional flooring, trim, back deck railing, repair stairs, new gate & supplies
Keeseekoowenin First Nation - Keesee Playcare Centre	Plumbing & construction, Labour, supplies
Lake Manitoba First Nation - Abinooji Daycare	Supplies from Scholar's Choice, Jysk, Walmart, Canadian Tire, and Home Hardware
Nisichawayasihk Cree Nation - Family & Community Wellness Centre	Building supplies, skid steer, ceiling lights, furnace, wiring, Bison Fire Protection & labour
O-Chi- Chak-Ko-Sipi First Nation - A-Bah-Nu-Gee-Daycare	Shelving units, supplies, labour, learning material, Furnace & Installation
Pinaymootang First Nation - Pinaymootang Daycare Wabaung Abinoochii'ak Daycare	Furnace, Central Air, HVAC, Gravel & Labour, Equipment & Labour on crawlspace, & exterior, flooring, millwork repairs, removal and install of new fence systems, Play Structure
Pine Creek First Nation - Gidabinojiiminanig Centre	Supplies & Travel, Furniture, sensory toys and equipment
Roseau River Anishinabe First Nation - Ko-Ko's Little Daycare	Wintergreen learning supplies
Skownan First Nation - Elise Catcheway Memorial Learning Centre	Floor replacement, Fence, Gates, Materials, Labour, Clean Up, Flooring material, Deck Supplies, Steps & Ramp Supplies, Paint Supplies, Labour, Deck & Ramp Materials, Quality Classrooms - Supplies & Delivery, Steel doors & frames, Quality Classrooms Sensory Materials & Supplies
Waywayseecappo First Nation - Waywayseecappo Community Daycare Centre	To complete remaining 25% of building - Remaining Security system & sprinklers, Water Tanks, secure entry way, smoke detectors



The objective of the First Nations Early Learning and Child Care (FNEELCC) 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 FNEELCC team has continued community engagement with daycare centres to introduce the FNEELCC project. These engagement sessions include meetings with daycare directors, staff, and community members to share the project's vision and gather input. Following these initial introductions, more in-depth sessions were held to present the project in greater detail, collect feedback, and encourage participation through an online survey available to community members. Each community has been welcoming and supportive, providing valuable insights that highlight the importance of culturally relevant standards, practices, and approaches in early learning and child care.

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.

SAH Daycare staff participated in training sessions:

Food Handlers:

- 2 – Ebb & Flow First Nation
- 4 – Keeseekoowenin Ojibway Nation
- 4 – Kinonjeoshtegon First Nation
- 2 – Long Plain First Nation
- 5 – Pinaymootang First Nation
- 5 – Skownan First Nation
- 3 – Lake Manitoba First Nation



First Aid:

- 4 – Keeseekoowenin Ojibway Nation
- 3 – Kinonjeoshtegon First Nation
- 3 – Long Plain First Nation
- 3 – O-Chi-Chak-Ko-Sipi First Nation
- 5 – Pinaymootang First Nation
- 1 – Roseau River First Nation
- 6 – Skownan First Nation
- 3 – Lake Manitoba First Nation



ROBOTICS



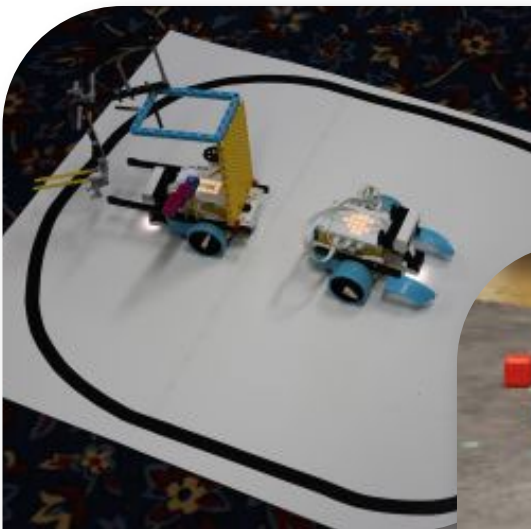
In partnership with Indigenous Service Canada

The FPD Robotics Training Program is a hands-on program designed to introduce STEM fundamentals to Indigenous youth, 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 and engaging, in-person instruction using tools like LEGO EV3, VEX V5, LEGO Spike Prime, and Sphero RVR+ 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.

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. **One student has even gone on to create their own computer and phone repair website after taking part in the course, showing how the skills and confidence gained through the program can translate into real-world initiative.**

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 had not 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 is possible for youth in these communities.



331
STUDENTS
REGISTERED

306
COMPLETED

29
LOCATIONS

FEMALE- **125**
MALE- **180**
NON-BINARY- **1**

92%
COMPLETION
RATE





LaunchHER into Trades



WOMEN IN TRADES



32 events,
with a total of **1,599 women**

(since 2023)

*In partnership with Government
of Canada's Apprenticeship Strategy*

174 participants

(2023 - March 2026)

OBJECTIVE:

Increase the number of women pursuing a career in one of the Red Seal trades in the manufacturing and construction sectors by providing mentorships, networking opportunities and other key supports.

ACTIVITIES AND ENGAGEMENT:

Over the past year, the project expanded its outreach and engagement efforts through participation in trade shows, career fairs, community events, and partnerships with organizations across Manitoba. These activities increased project visibility, strengthened relationships with employers and community partners, and provided valuable insight into supporting and recruiting women in the skilled trades. Additional initiatives, including mental health programming, hands-on mentoring, and presentations to prospective participants, helped build confidence, increase awareness of career opportunities, and promote informed decision-making. Overall, these efforts reinforced the project's commitment to creating a supportive and inclusive environment for women pursuing careers in the skilled trades.

2025-2026 Equity Deserving Groups



Financial Statements

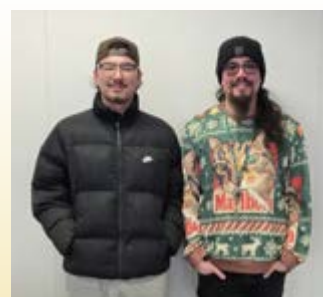
**First Peoples Development Inc.
Statement of Financial Position
Year Ended March 31, 2026**

	2026	2025
ASSETS		
CURRENT		
Cash	\$ 16,230,724	\$ 18,068,562
Accounts Receivable	122,613	99,066
Advances to co-manages entities	35,842	—
	\$ 16,388,179	\$ 18,167,628
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts Payable	-\$ 29,273	\$ 49,893
Deferred Income - ISET	10,916,273	11,037,529
Deferred Income - Other	5,442,632	7,080,207
	\$ 16,338,179	\$ 18,167,628

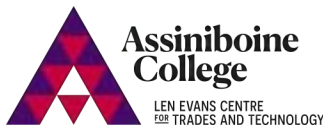
**First Peoples Development Inc.
Statement of Revenues and Expenditures
Year Ended March 31, 2026**

	2026	2025
REVENUE		
Employment and Social Development Canada - ISET	\$ 14,254,175	\$ 14,634,068
AES - LMI Pilot	581,018	559,748
Interest income	478,385	543,145
Apprenticeship Support Project	—	510,000
Women in Trades	643,136	506,731
Quality Improvement Program	564,414	476,463
Indigenous Service Canada - Robotics	339,498	335,928
Province of Manitoba - BSC	35,504	49,660
Miscellaneous income	1,527	10,000
	\$ 16,897,656	17,625,743
EXPENDITURES		
Administration - Schedule 1	3,758,174	3,763,040
Consolidated revenue fund - Schedule 2	7,837,142	7,309,461
Employment insurance fund - Schedule 3	2,174,022	2,601,128
Child care fund - Schedule 4	2,469,037	2,824,559
FNICCI - Repairs and Renovations - Schedule 5	659,281	1,127,555
	16,897,656	17,625,743
EXCESS OF REVENUE OVER EXPENSES	\$ —	\$ —

FPDI
First Peoples Development Inc.
Staff



Partners





Board of Directors

EXECUTIVE COMMITTEE:

Ethel Anderson

President

Pinaymootang First Nation

Darrell Shorting

Vice-President

Little Saskatchewan First Nation

Leonard Linklater

Secretary Treasurer

Nisichawaysihk Cree Nation

MEMBERS:

Chief Cornell McLean

AMC Representative

Lake Manitoba First Nation

Cynthia McKay

Member

Pine Creek First Nation

- 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
- Dakota Tipi First Nation
- Dauphin River First Nation
- Ebb & Flow First Nation
- Gambler 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
- Lake St. Martin First Nation
- O-Chi-Chak-Ko-Sipi First Nation
- O-Pipon-Na-Piwin Cree 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

Leading the way

SUB AGREEMENT HOLDERS



First Peoples Development Inc.

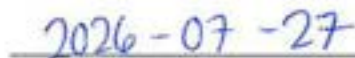
On behalf of the board for the ISET program



Signature



Signature



Date

Head Office Contact Information

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Headingley, MB R4H 0E1
Swan Lake First Nation

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Winnipeg, MB R2X 3B6
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