



FPDI
ANNUAL REPORT
2022-2023

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Darrell Shorting
Vice-President
Little Saskatchewan First Nation

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Lake Manitoba First Nation

Chief Marcel Moody
AMC Representative
Nisichawayasihk Cree Nation

Cindy McKay
Pine Creek First Nation

Alana Cochrane
Peguis First Nation



Our Mission

Promotes the growth of capacity within First Nations, and contributes by focusing on training and employment barriers to increase First Nation members' participation in the labour market



Our Vision

Maximize training by providing needed educational requirements to enter programs and provide hands-on training and apprenticeship to increase the number of employed First Nations individuals

President's Message

On behalf of the Board of Directors, I present to you the First Peoples Development Inc. 2022-2023 Annual Report.

There were 30 Sub-Agreement Holders (SAHs) working with FPD I last year. FPD I also supported 24 on-reserve daycares.

As an Indigenous Skills & Employment Training (ISET) agreement holder, FPD I received an "optimal rating" from ESDC for management and accountability as well as being recognized for implementing "best practices" in training and supporting the Sub-Agreement Holders (SAHs).

As COVID-19 restrictions were winding down, many SAHs were getting back to a new normal. The SAHs embarked on many job creation programs focusing on enhancing their home community. Getting back to grass-roots projects such as teaching Culture to our children at daycare and Bush Cutting Crews to tackle the increasing wildfire situations just to name a couple were appreciated as everyone was needing focus.

The student training demographic split was 43% female and 57% male. ARMS targets were exceeded.

The Powerline Technician Program achieved 100 % graduate rate. A huge achievement!

I would like to thank the FPD I Board of Director for their leadership and governance stability. As well a thank you to FPD I Staff, Sub-Agreement Holders and Daycares for their commitment and hard work over the past year.

My hope is this report will reflect the determination of SAHs and FPD I to help students, clients, children, and families achieve their training and employment goals.

Respectfully,

Ethel Anderson

FPDI Board President

INDIGENOUS SKILLS & EMPLOYMENT TRAINING PROGRAM

First Peoples Development Inc. (FPDI) administers the federal Indigenous Skills and Employment Training (ISET) program through a legal agreement with Employment and Social Development Canada (ESDC). FPDI has legal sub-agreements with 30 First Nation communities. The First Nations are referred to as the ISET Sub-Agreement Holders (SAH's). The SAH's consist of 30 First Nation Employment & Training departments and 24 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 FPDI. The SAH's design and deliver job training for their community members.

FPDI Responsibilities

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

SAH Responsibilities

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

FIRST PEOPLES DEVELOPMENT INC.

During this fiscal period, FPDI 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
- 17 SAHs trained in the ARMS client management systems and EIBIS
- 1 SAH trained in Indigenous Labour Market Initiative (ILMI)
- 9 financial monitors were conducted
- 9 Board Meetings were held in person to ensure effective governance and efficient operations
- 12 staff meetings were held to ensure well informed communication and efficient organization

FPDI 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
- Seniors Technology Workshop
- Work Inclusion Workshop
- TelPay Webinars / Quickbooks Training

FPDI – SUB AGREEMENT HOLDERS(SAHs)

- 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
- Fisher River Cree Nation
- Gambler First Nation
- Keeseekoowenin Ojibway Nation
- Kinonjeoshtegon First Nation
- Lake Manitoba First Nation
- Lake St. Martin First Nation
- Little Saskatchewan First Nation
- Long Plain First Nation
- Nisichawayasihk Cree Nation
- O-Chi-Chak-Ko-Sipi First Nation
- O-Pipon-Na-Piwin Cree Nation
- Peguis First Nation
- Pinaymootang First Nation
- Pine Creek First Nation
- Rolling River First Nation
- Roseau River Anishinabe First Nation
- Skownan First Nation
- Swan Lake First Nation
- Tootinaowaziibeeng Treaty Reserve
- Waywayseecappo First Nation

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 into training or the workforce.

Funded program activity:

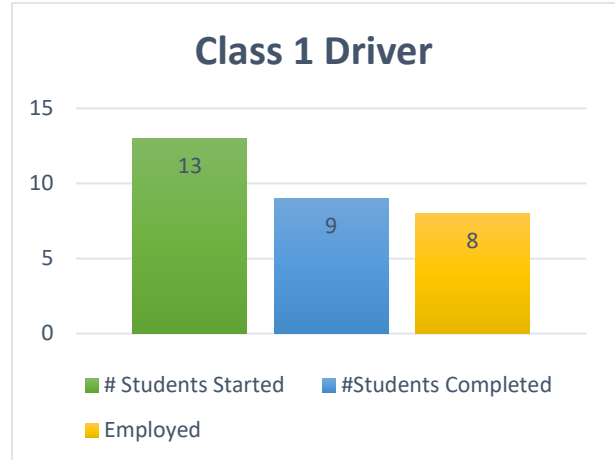
- Skills Development – Regular and Apprentice
- Group Based Programming
- Targeted Wage Subsidy
- Self-Employment
- Job Creation Partnerships
- Program Support Measures and Employment Assisted Services
- Youth Programs
- Programs for Persons with Disabilities

FPDI TRAINING RESULTS

Class 1 Truck Driver

In partnership with First Class Training Centre

There were four intakes for Class 1 Driver this



year. The success rate was 69%. Graduates came from the following communities: O-Chi-Chak-Ko-Sipi, Peguis, Nisichawayasihk, Roseau River, Oxford House, Chippewas of Nawash and Pinaymootang.

Intake #21

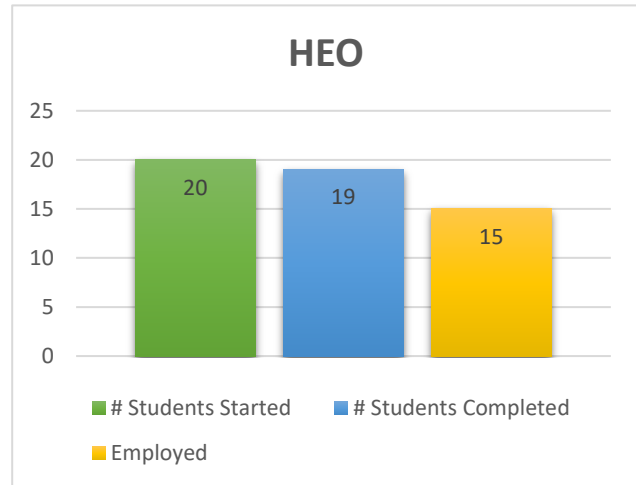


Intake #23



Heavy Equipment Operator

In partnership with OETIM

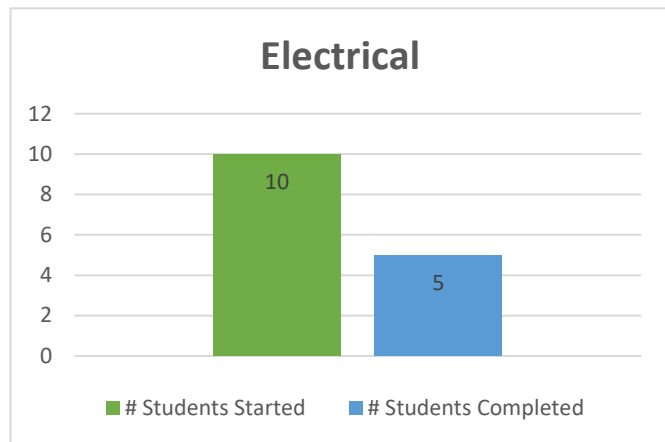
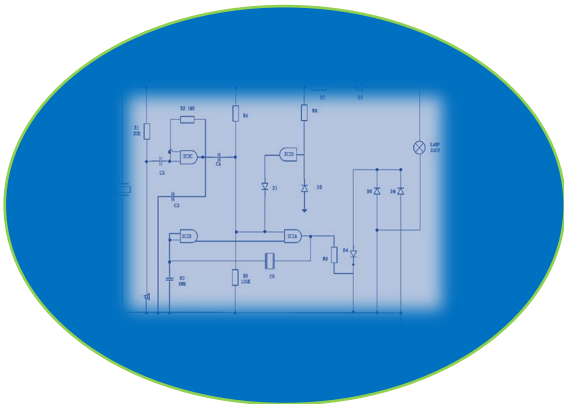


There were three intakes for HEO this year. The success rate was a great 95%! Graduates came from the following communities: Skownan, Sandy Bay, Berens River, O-Pipon-Na-Piwin, Norway House, Fisher River, Rolling River, Hollow Water, Pinaymootang, Pine Creek, Peguis and Brokenhead.



Electrical Program

In partnership with IBEW

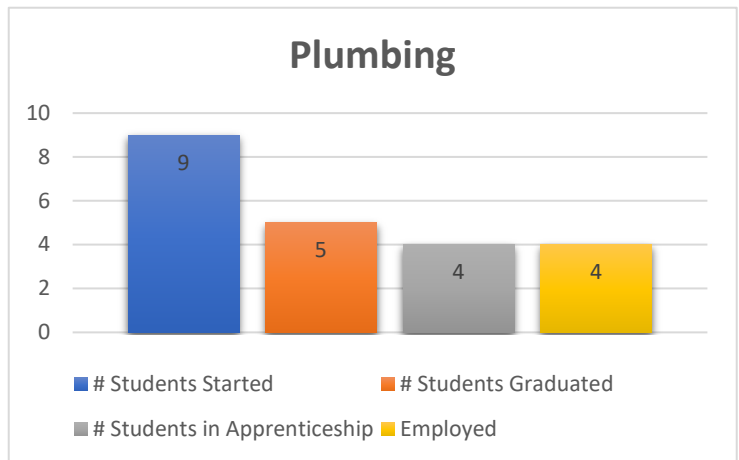
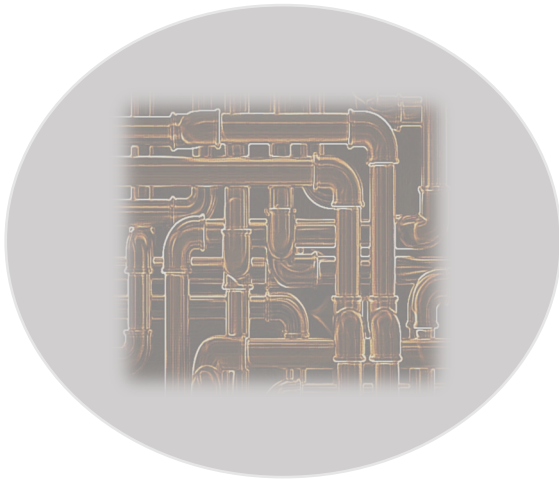


There was 1 intake this year for the Electrical program. The success rate was 50%.



Plumbing Program

In partnership with PITC



PITC moved into their new building in February 2023. Students graduated represented 55% of started. Of the graduates, 80% found employment and began their apprenticeship level 1.



Lessons Learned FPDI 2022/2023 Plumbing Pre-Employment Class

Things that worked well

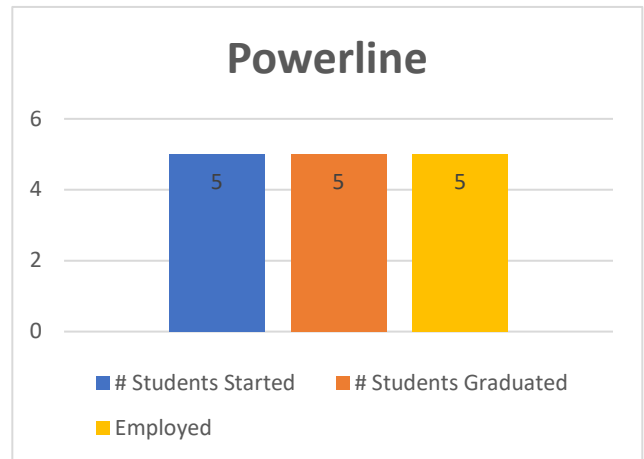
- The new facility is an amazing facility to work with students in.
- Attendance improved with this class. The attendance protocol, co-developed with FPDI, and signed by the students seemed to work well.
- Having a wide variety of building/construction projects kept students interested, engaged and developed crossover skills.
- Periodic job placements (when opportunities arose) with exceptional students emphasized that the goal of being apprenticed was real and tangible.
- Having other PITC instructors frequently engage with students and offer their insights and experience promoted a unified instructional staff that was accessible for all students to reach out to.
- The potluck lunches were always successful in bringing all students, instructors, FPDI representatives and Local 254 staff together to develop a sense of community.
- The final exam is tough, with strict time constraints. It gave students confidence in their acquired knowledge over the course of the class.

Areas for potential improvement

- Tweak the attendance protocol, less than 90% attendance will automatically preclude students receiving accreditation if they are eligible for it.
- Suggest scheduled bi-monthly follow-up meetings with FPDI and students to assess the class and the students themselves. Sometimes the students will not communicate a potential issue with PITC instructors.
- Due to the facility move, class was split with students spending full days in class for stretches, then full days in the shop for stretches. Now that the move is complete, the classes are split with equal parts classroom and shop time daily (classroom/academic work in the AM, shop in the PM).
- Having a valid driver's license needs to be mandatory at the beginning of the class. Students have committed to complete their licenses during class but have challenges accomplishing this requirement. FPDI can assist with this pre-employment issue.

Powerline Technician

In partnership with IBEW



There was one intake this year. The success rate, was, of course, 100%!! Unfortunately we did not get a picture of the graduates as they all found employment immediately, out of Province.

Graduates came from the following communities: Pinaymootang, Fox Lake, Ebb & Flow and Skownan.

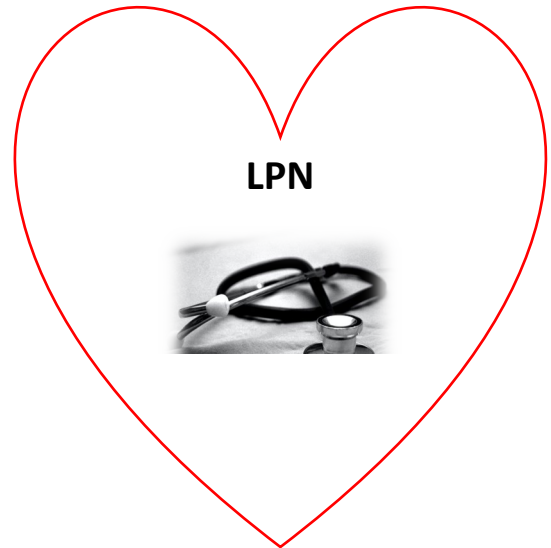


Practical Nursing Program

In partnership with FPDI, ACC and the Winnipeg Regional Health Authority (WRHA)

The program started on March 2022 and runs until January 2024. It is now in Term 3 Practicum.

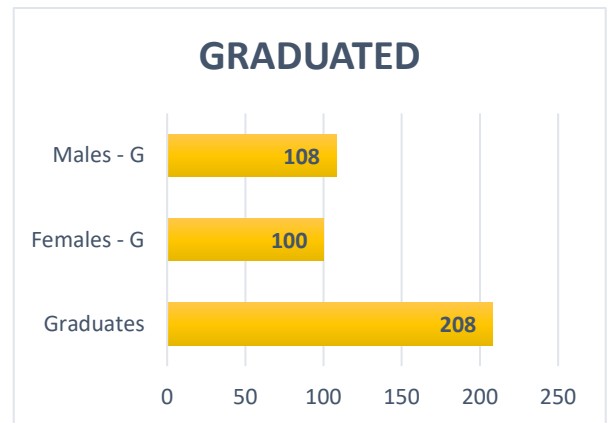
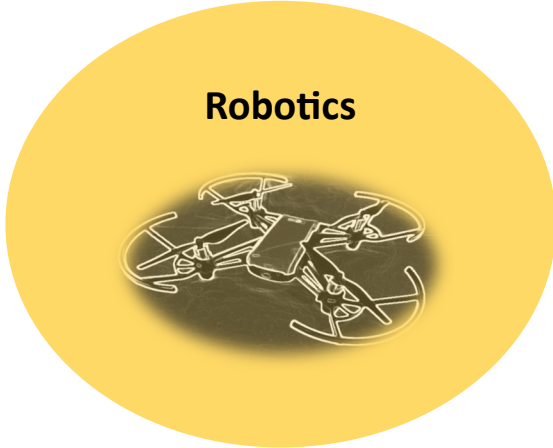
The two-year program is designed to prepare students with the competencies to practice as part of an interdisciplinary team and to deliver nursing care within the context of their scope of practice. It is known as a challenging and rewarding career, which it definitely has delivered on both perspectives. Becoming a nurse is for caring and compassionate individuals, who can accomplish many different tasks. It involves critical thinking, problem solving, effective interpersonal skills, flexibility and a strong background in Mathematics and Science.



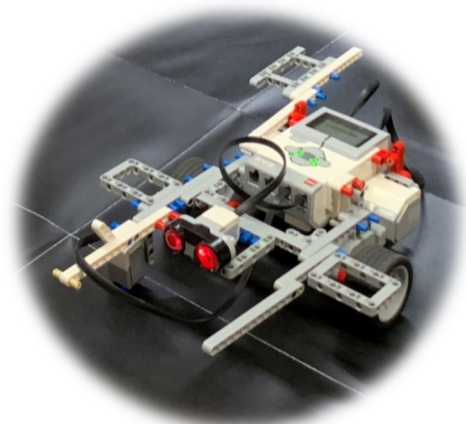
LPN Instructors and Students

ROBOTICS

Funded by Indigenous Service Canada



First Peoples Robotics program delivers workshops to First Nations through in-person delivery. FPD I trains youth instructors, through a train-the-trainer model, to deliver the Robotics program in communities. The youth instructors act as mentors to youth in communities. The workshops are two weeks in duration. The program utilizes Lego Mindstorm Robotics program to teach coding. The Robotics program trained 248 youth during 2022-2023. Instructors travelled to 12 locations throughout Manitoba. Of the 208 youth that completed the program, 108 were males and 100 females. The program realized an 84% completion rate!



The participating communities/schools this year were: Churchill, Rolling River, Ebb & Flow, Keeseekoowenin, Chemawawin, Roseau River, Pine Creek, Sagkeeng, Southeast Collegiate, William Whyte, Westpark School and La Verendrye School.

WORDS OF WISDOM

The following words have been captured through the student's own ISET Success Stories

Class 1 Truck Driver

"Better pay, good impact" – Intake #21

"Inspired family/friends to go for this – sky's the limit/work hard. Never thought I'd pass but passed on the first try" – Intake #22

"Great experience – nice having family see me do something different. If dad can change what he's doing so can they - inspire them." – Intake #21

"Positively impacted; trucker family; happy for me. Encouraging and proud of me." – Intake #21

"Inspires others to give the field a thought; think about pursuing; making others interested in the industry" – Intake #21

"After passing, gave me a better way to live/comfortable – afford to have my own house, getting to go home every day after work makes me happy in the end." – Intake #23

"Gives a boost in current outlook. Before I struggled with driving jobs but with the certificate can make more money to give my kids a better life. Just have to find the right job that is not long haul." – Intake #23

"Resulted in more discipline in self. Learned a lot. Strive to push through and persevere." – Intake #23

"More income/positive outlook" – Intake #24

HEO

"Family was proud, gave me more confidence"

"Family and friends are proud. Brother wants to train in HEO now"

"In a great way – women role model"

"Good experience – rewarding"

"Family is happy that I accomplished what I set out to do – good success story"

"positive light – proud family"

"Getting your tickets, gave me more confidence"

"Good, more doors open"

"Family was proud. Gained confidence"

"Family is proud – able to provide for them"

"Home reserve and family were proud"

"Lot of people back home are proud of me. Gained a lot of confidence. A role model."

"Gave me financial stability and more confidence"

Powerline Technician

"Pretty good, helping pay the bills"

"Gave me a good career"

"Family is proud – new skills and confidence, able to take care of family"

"Family is proud and it gave me more confidence"

"Positive experience"

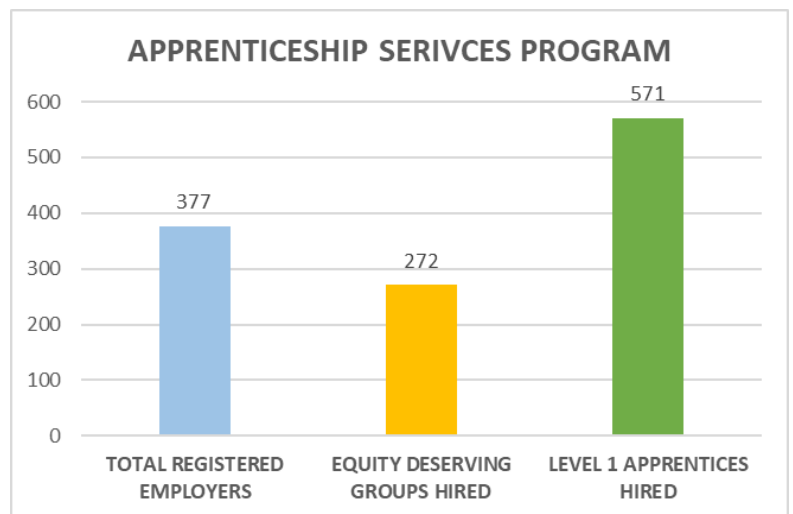
INITIATIVES



WORKING TO SEAL A BETTER FUTURE!

The Apprenticeship Support Project assists Small and Medium Employers (SMEs) to hire first-year apprentices in one of the 39 Red Seal Trades. A \$5000 incentive is available for an employer to hire a first-year apprentice. An additional \$5000 is available for hiring of an individual from an equity-deserving group. In partnership with IBEW, PITC and AES.

This year ASP team were busy attending numerous events such as the Canadian Manufacturers and Exporters (CME) Conference 2023, Mechanical Contractors Association of Manitoba (MCAM) Lunch and Learn, Northern Association of Community Councils (NACC) Trade Show, National Gathering of Indigenous Educators, OCN Linkages Conference, Portage la Prairie Job Fair, Red River College Career Fair, Tech Voc Career Fair, and the Women in Trades Conference. The team has been hard at work promoting the project and spreading the word for this fantastic employer opportunity.



Success Story for Apprenticeship Support Project

Owning a business is not an easy feat. This is something that Ben Bruce, owner of Highland Electric, understands well. One of the key pieces of advice he offers is finding great business resources. He recently expressed how relieved he is to have found excellent business guidance from First Peoples Development Inc.

On the path to becoming a business owner Bruce shared that he “has worn a lot of hats over the years”. Eventually he became an electrician and business owner. Bruce quickly saw that there wasn’t “a lot of financial help in trades,” he said. After hearing “through word of mouth” and doing a little digging, he discovered FPDI. The organization “falls right in line with the beliefs and values of my company,” he said.

The value of FPDI, however, goes beyond grants. It provides vital “assistance and encouragement,” Bruce noted. This is something every business owner needs, from their initial set up right down to day-to-day operations.

“I knew we would need to hire good people to build a great team...which seemed like an enormous financial hurdle,” Bruce added.

He sought everything from grants, government programs guidance, to training and hiring assistance. “For any small business who is worried about hiring a new apprentice in the trades, this program will put those worries to rest, said Bruce. It simplified the hiring process for a new business owner, such as Bruce. “New hires had safety equipment, were trained and “got paid at the same time; FPDI helped me find the financial help and the information to find a great team member.”

And the grant program was simple set up, too. “They work very quickly to help business owners move forward,” he noted.



TECH FOR SENIORS WORKSHOP

Funded by New Horizons for Seniors Program.

Our goal was to help seniors increase their comfort level and confidence using their Apple or Android devices. Our partner, Canada Consulting, created a step-by-step guide. The guide is available for download on the FPDI website.

The workshop assisted learners to become familiar with terminology, use various apps, discover what an operating system and sim card are. It also taught learners about knowing your device, how to create a password, customizing your device, how to change sounds, lock and edit your screen and how to use your camera and save photos. The workshop delivered many ways to use technology on various devices, such as iPads, tablets and cell phones. The topics covered were:

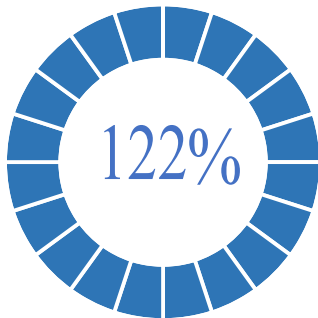
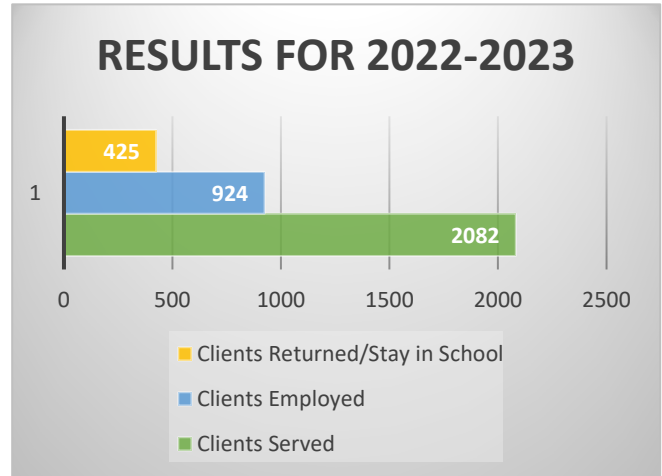
- Knowing your Device
- Customization
- Safety, Security and Personal Protection
- Camera and Photos
- Introduction to Apps
- Introduction to Facebook
- Zoom Application and Video Calls
- Online Banking and Apps
- Scanning QR codes

The consultant was an excellent teacher, and everyone enjoyed her teaching style and examples. She was very informative. The program was well received.



Accountability and Resource Management System (ARMS) Results

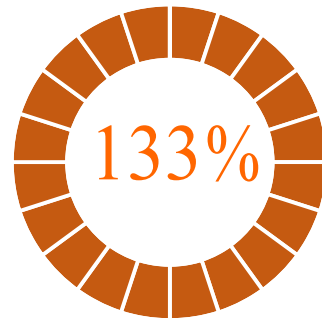
TARGETS AND RESULTS



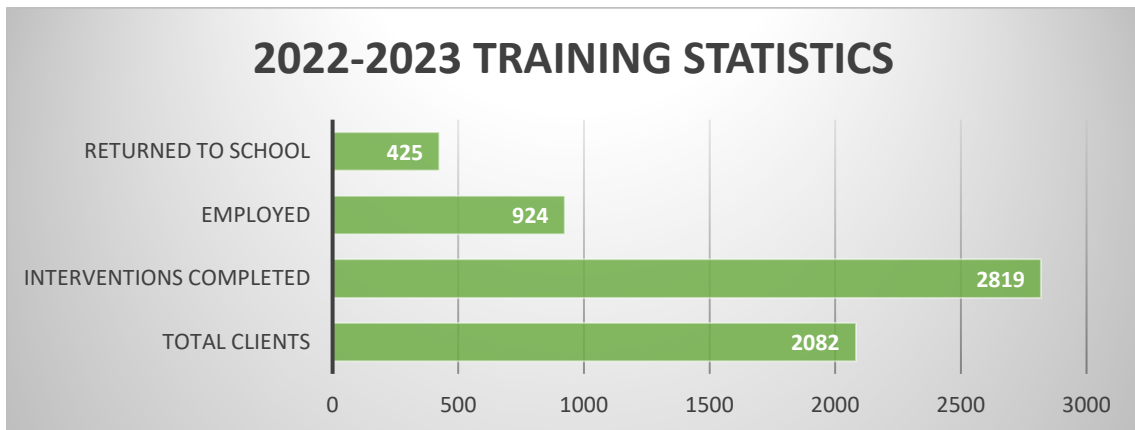
Clients Served



Clients Employed

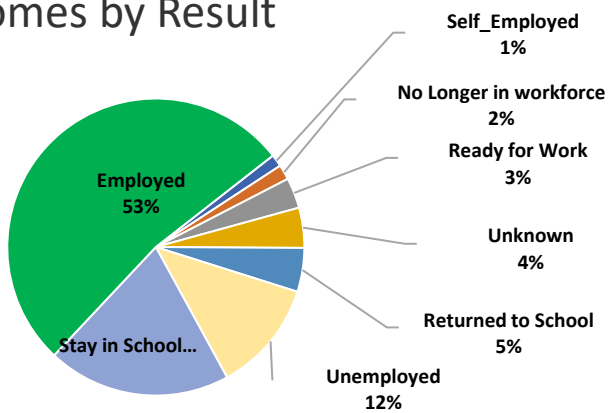


Clients Returned/Stay in School



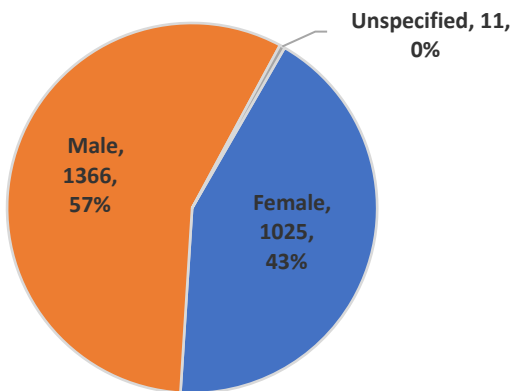
2022/2023 Results - FPGI & all SAH offices

Outcomes by Result

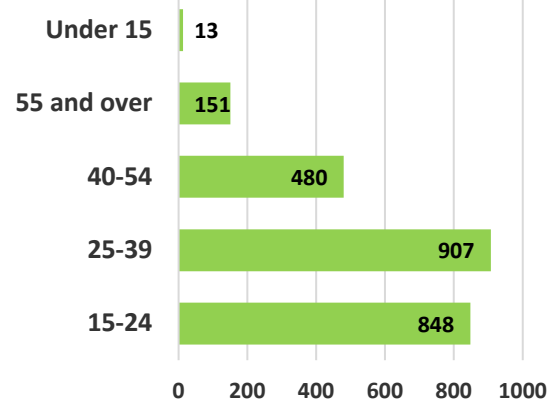


Result	Total
Self_Employed	23
No Longer in workforce	28
Ready for Work	57
Unknown	75
Returned to School	82
Unemployed	209
Stay in School	343
Employed	901
Grand Total	1718

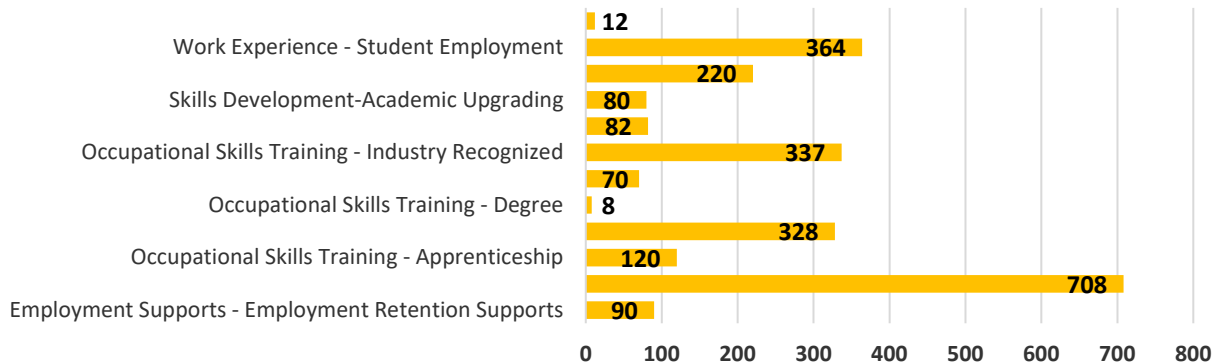
Clients by Gender



Clients by Age

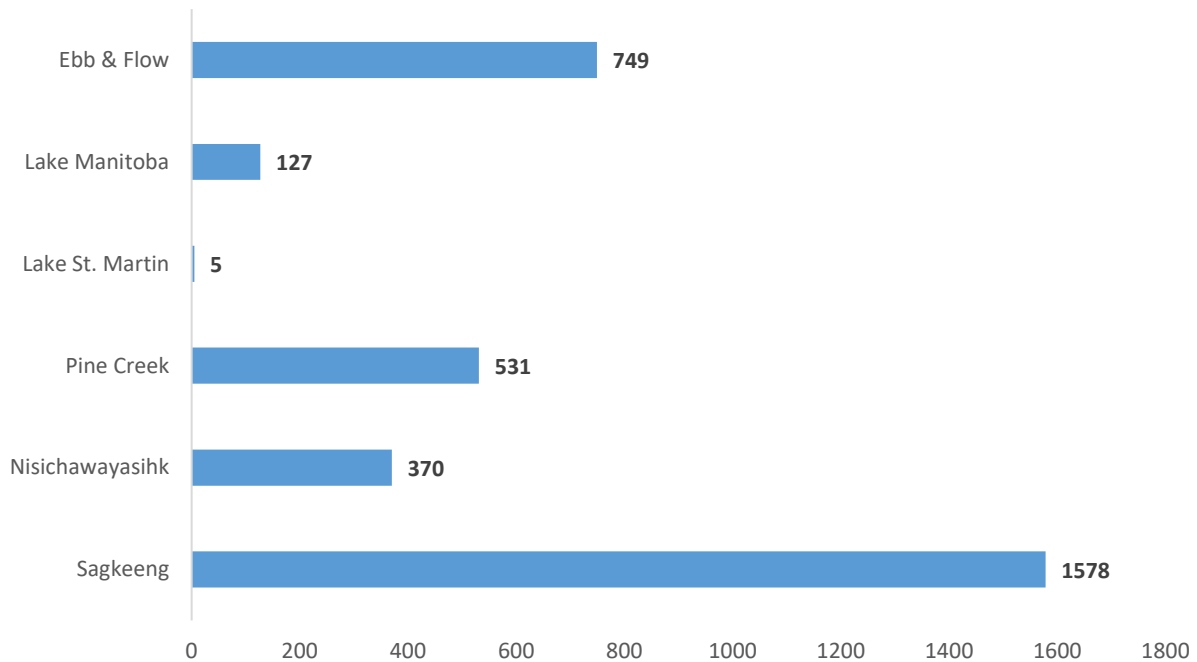


Total Skills Development/Training/Work Experience Interventions



INDIGENOUS LABOUR MARKET INITIATIVE

ILMI PROJECT SURVEYS COMPLETED 2022-2023



The ILMI Project assists communities, gathering current detailed Labour Market Information of their community members living on and off reserve by setting up a skills inventory data base, collecting training and employment history, identifying 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 chose rate. Since 2018-2019 FPGI and participating communities have completed 9770 surveys.

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

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

SAH Summaries

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

BERENS RIVER FIRST NATION

Urban Office: Activity Reports noted: 49 post-Secondary, 1 First Aid Training, 12 Job Support, 5 Job Retention and 124 Core services over eleven months of reporting. One of the challenges is making sure their clients follow through on job hunting searches, getting them to call potential employers back to see their status of application. Another challenge is obtaining Driver licenses for many of their members, which restricts jobs they can apply to. Their biggest challenge to date is finding adequate training space at the local level to run a 2-year Practical Nursing program as well as faster internet service. They are looking for adequate classroom/lab space as well as accommodation for participants. There were no capital purchases this year. There were no changes to Administration or Staff this year. 1 staff was enrolled in an HR course through Yellowquill College.

Community Office: Activity Reports noted: 7 women completed and graduated from the 7-week Wastewater Management and Installation Program over twelve months of reporting. They all received certificates from MITT and CSAM for construction safety as it was a program offered through the Construction Council of Manitoba and the Women's Enterprise Centre. They partnered with Assiniboine Community College to complete the Home Maintenance Plumbing course and they have yet to be provided with their certificates and a formal graduation. 8 completed the Plumbing course. Challenges included the start of the DPN program to be held within the community, lack of communication and support from all parties. There was some pushback on start dates, and 2 of the people who tried to make location changes of the program left the team, unexpectedly. There are currently 10 clients in the DPN program. This is a partnership with ACC. They have all successfully completed the 5 months academic upgrading and the nursing preparation exam for the DPN program situated on reserve. There were also 10 Core services. Mark Swain went on a leave of absence, being temporarily replaced by Margaret Hudson-Monias. 2 Staff attended various types of training/workshops this year.

BIRDTAIL SIOUX FIRST NATION

Activity Reports noted: 7 Post-Secondary, 43 Training/Workshops, 10 Lagoon Aeration Project, 44 Job Start Supports and 32 Core services over eleven months of reporting. The Lagoon Aeration Project started employing brush cleaners and one supervisor. Partnered with Safety Source, CMHC, Birdtail Volunteer Firefighters and Post-Secondary Education for a Mold Workshop. A Data Entry Clerk was hired full-time. 12 Staff attended various types of training/workshops this year.

BROKENHEAD OJIBWAY NATION

Activity Reports noted: 11 post-Secondary, 24 Training/Workshops, 15 Summer Students, 51 Job Start Supports, 1 Job Retention, and 832 Core services over twelve months of reporting. Partnered with Debwendon Inc. for 3 Trail Keepers at the Brokenhead Wetlands Trail, University of Manitoba for 3 Agricultural Interns on a Food Sustainability Project, Jordan's Principle for a Food Bank program for the community, SERDC/ID Fusion for two clients to take IT training for the community, Tree Tech to hire 10 clients for Manitoba Hydro contracts in the Region, Forestry Management Licensing to hire 2 clients for opportunities within the Forestry Sector, and the University of Manitoba and Wild Man Ricing for our joint venture in Restoring Wild Rice to Brokenhead. They were able to purchase a new training vehicle this year. They are short-staffed in both the Employment and Training and the Income Assistance Program. They no longer have a Job Coach, Income Assistance Program Administrator or Outreach Worker. 11 Staff attended various types of training/workshops this year.

BUFFALO POINT FIRST NATION

Activity Reports noted: 1 Finance Clerk was trained over nine months of reporting. Due to extensive flooding in the community and lack of applicants for employment, the AOP was amended to reflect the changes the organization faced.

CANUPAWAKPA DAKOTA NATION

Activity Reports noted: 1 Adult Education, 5 First Aid, 8 Firearms Safety training, 3 First Nations Safety Officer training, 10 Summer Students, 114 Job Start Up Supports, 5 Job Retention, and 2596 Core services over twelve months of reporting. Partnerships were initiated with the Band Employment and Income Assistance Department, the Virden Employment Skills Centre, CDN Housing and Public Works Department, Wolverine Supplies, Safety Source, as well as local employers RNow and JDK Pole Maintenance Inc. Also partnered with Assiniboine Community College for a First Nation Safety Officer Program. They purchased a new van this year to transport students. They hired a new Education Director in April 2022 and a casual Receptionist in June 2022 as the full-time Receptionist was attending to Indian Registration applications and other tasks.

CHEMAWAWIN CREE NATION

Activity reports noted: 2 Adult Education, 1 Electrical Level 1, 1 Electrical Level 2, 1 Electrical Level 3, 1 Security Guard, 1 HEO and 114 Core services over 8 months of reporting. This year they partnered with Chemawawin School and Chemawawin Health. E&T Coordinator left her position at the end of December 2022. 1 Staff attended training this year.

DAKOTA PLAINS FIRST NATION

Activity reports noted: 1 Housing/Operations Worker training for the community, 1 School Bus Certification, 2 training programs, 20 Community Beautification, 1 Child Care Youth Certificate, 6 Security, 3 Job Creation, 10 Job Start Supports, and 22 Core services over twelve months of reporting. They partnered with Portage Friendship Centre and held an ID Clinic in June 2022 with 17 clients attending. One client is serving as a Maintenance Assistant under Job Creation. The Housing Coordinator is learning on the job. Activities include organizing trades, meetings with managers, coordinating repairs and community beautification projects. Also partnered with DOCFS Dakota Plains for the installation of holiday lights through the Community Beautification Project, Dakota Plains School for a Front Desk Substitute and Dakota Plains Band for Security positions. Several clients have expressed interest in FPDI training, but transportation, accommodation and lack of Grade 12 education remain a barrier.

DAKOTA TIPI FIRST NATION

Activity reports noted: 1 Water Tech training, 32 Summer Students, 1 Job Support and 2 Core services. 1 Staff attended training this year.

EBB & FLOW FIRST NATION

Activity reports noted: 11 Post-Secondary, 6 Trades training including Powerline Technician, Construction Labourer, Electrician, Welding and Transport training, 15 Driver's Education training, 9 Life Skills, 2 Mature Grade 12, 84 Odd Jobs, 7 Robotics, 1 Fire/Paramedic, 1 Meat Processing, 1 Fall Protection, 11 Chainsaw Safety, 1 Job Creation, 13 Job Start Supports and 100 Core services over twelve months of reporting. Partnered with Ebb & Flow Band for Job Creations for a Plumbing Trainee and a Custodial Trainee. Also partnered with FPDI for Robotics Workshops. The youth successfully completed the program and really enjoyed themselves while learning new things. The Finance Officer was on leave due to illness in May 2022. 7 Staff attended training this year.

FISHER RIVER CREE NATION

Activity reports noted: 4 Intro to Trades, 26 Flag Person training, 5 Post-Secondary, 3 Job Creation which included 1 Sports & Recreation Assistant and 2 Youth Support Workers, 5 Job Start Supports, 9 Wage Subsidy and 247 Core services over six months of reporting. Partnered with McBeth and Economic Development for 2 wage subsidies.

GAMBLER FIRST NATION

Activity reports noted: 1 HEO, 1 Body Sugarist, 1 Eye Last training, 4 Housing Inspectors, 1 Online course and 4 Job Start Supports over nine months of reporting.

KEESEKOOOWENIN OJIBWAY NATION

Activity reports noted: 20 Adult Education, 4 Health Care Aide, 1 Accounting, 1 Aboriginal Counselling, 1 Indigenous Financial Management, 8 Summer Students, 9 Job Prep Life Skills, 1 Flag Person training, 8 Job Creation, 72 Job Start Up and 44 Core services over eleven months of reporting. The Job Creation was creating a Brush Crew. They also partnered with Keesee HR, Keesee Band, Keesee Gaming Centre and Keesee Trust to create an Annual Job Creation program. This program runs from late May to September 2022, employing 6 band members to achieve on-the-job-training and experience for future employment. Keeseekoowenin Human Resources and Development met with Prairie Mountain Health. Keeseekoowenin Health and Wellness to develop training for Health Care Aides to fill the high demand for the positions in this Region. They partnered with Assiniboine Community College to deliver training here in the community for 20 qualified Health Care Aides. Training starts in Keesee in May 2023. ACC has pushed back the dates of this due to hire and requirement of applicant timelines. However, the payments had to be made throughout this fiscal year.

KINONJEOSHTEGON FIRST NATION

Activity reports noted: 3 Training, 1 Bachelor of Social Work in partnership with Pinaymootang First Nation, 4 High School Diploma, 8 HEO and 86 Job Start Supports over five months of reporting. Partnered with Stantec and Pennco for a new water treatment plant. They hired a new Administrative Assistant. 2 Staff attended training this year.

LAKE MANITOBA

Activity reports noted: 10 Winter Maintenance, 1 Training, 1 Electrical, 20 Community Maintenance Summer Program; 1 Youth Recreation Worker, 1 Automotive, 1 Applied Counselling, 1 Heavy Duty Technician, 15 Job Start Supports and 64 Core Services over eleven months of reporting. Partnered with Lake Manitoba Band for Community Maintenance Summer Program which will last for six months. Participants will learn job skills, small engine maintenance and basic hand tools. They will perform duties as directed for Elders, single parents and community members with disabilities. An E&T Assistant was hired for a 6-month term. E&T Coordinator left, and the E&T Assistant was then promoted to Acting Supervisor. 6 Staff attended training this year.

LONG PLAIN FIRST NATION

Activity reports noted: 19 Trades training, 11 Post-Secondary, 82 Training/Workshops, 13 Summer Students, 26 Job Creation, 54 Job Start Supports, 1 Job Retention and 73 Core services over eleven months of reporting. They have been assisting band members with resumes and cover letters for upcoming employment opportunities at Wyndham Garden Hotel in Winnipeg. There were over 100 positions to fill. Resumes and cover letters were forwarded to the General Manager. School Renovation Project – NDC Construction – LP School commenced renovations and LPET has been referring band members to work there. The Province of Manitoba reached out to LPET to assist them in finding workers for an Announcement Event on June 14 & 15, 2022 (NIRSM – National Indigenous Residential School Museum). LPET was able to provide 6 event workers. Partnered with Long Plain Public Works for 2 apprentices, 1 HSAP Truck & Transport Mechanic and 1 Heavy Duty Equipment Technician. Portage Collegiate Institute invited LPET to deliver a day of learning for “Take Your Kid to Work Day” on November 2, 2022. There were 14 Grade 9 students from LPFN in attendance. LPET provided 11 workers for Long Plain’s Treaty Day BBQ during Treaty Days. An E&T Program Assistant was hired for a one-year term as the regular Assistant is on Maternity Leave. A Receptionist went on Maternity Leave in June 2022 and returned in January 2023. 4 Staff attended training this year.

NISICHAWAYASIIK CREE NATION

Activity reports noted: 87 Trades training, 17 Post-Secondary, 9 Mature Students, 29 Training/Workshops, 40 Summer Students and 87 Core services over twelve months of reporting.

The Greenhouse Project through FPDI and Green Iglu was built in July 2002 and began harvesting in September 2022. This is a food sustainability project that employs 2 people. The Greenhouse Project was put on hold in October until they get power and water hooked up. PSPP funding for Post-Secondary Partnership funding from AMC was approved. This funding was used for the Plumbing Level 1 in partnership with Assiniboine Community College and Carpentry Level 2. Partnered with Pwapun Construction and Manitoba Apprenticeship Branch for construction project, ATEC for Mature Student Diploma, and NCN and ISC for Summer Students. They hired 2 staff. 5 Staff attended training this year.

O-CHI-CHAK-KO-SIPI FIRST NATION

Activity reports noted: 1 Nursing, 1 Indigenous Language, 2 Mature Grade 12, 2 Electrical, 1 Counselling, 1 Accounting, 11 Summer Students, 27 Job Start Supports and 15 Core services over eight months of reporting. 5 Staff attended training this year.

O-PIPON-NA-PIWIN CREE NATION

Activity reports noted: 25 Basic Computer, 1 HEO, 1 Blast Hole Drilling, 1 Powerline, 1 Carpentry Apprentice Level 3, 1 Plumbing Pre-Employment, 30 Standard First Aid, 5 Workplace Violence Workshop and 259 Core services over four months of reporting. Partnered with Okimaw HR Solutions for a Basic Computer course, as well as a Workplace Violence Workshop.

PEGUIS FIRST NATION

Activity reports noted: 85 Post-Secondary, 25 Trades, 2 Training/Workshops, 10 Wood Harvester, 20 Youth Work Experience, 3 Wage Subsidy, 55 Job Creation, 10 Summer Community Beautification, 148 Summer Students, 109 Job Start Supports and 167 Core services over six months of reporting. Partnered with RRC Peguis/Fisher River campus, ISC/PFN Gaming for Summer Students, Peguis Development Corporation for Business Development Program, and Peguis School Board for Adult Education training. Some staff were enrolled in training this year.

PINAYMOOTANG FIRST NATION

Activity reports noted: 7 Trades, 13 Post-Secondary, 22 Training/Workshops, 48 Summer Students, 6 Job Start Supports, 65 Job Maintenance, 1 Job Creation and 54 Core services over four months of reporting. Partnered with the Manitoba Construction Sector Council for delivering Women's Drill Training and FPDI/OETIM for HEO training. 144 clients trained in 2022-2023.

PINE CREEK FIRST NATION

Activity reports noted: 17 Post-Secondary, 6 Trades, 33 Training/Workshops, 27 Summer Students, 34 Job Creation, 76 Job Start Supports and 16 Core services over twelve months of reporting. Partnered with FPDI for a two-week Robotics Workshop at the MAS (Pine Creek School). They had 12 participants sign up and finish the program. On the last day the participants, instructors and Employment & Training staff had a pizza party to end the workshop. MAS students really enjoyed this workshop and look forward to it every year. Pine Creek was selected to host the Youth Employment Strategy (YES), wherein they employ local youth and place them in places they will succeed. Labour Market Initiative sessions were held in Winnipeg at Canad Inns Garden City. The event was hosted by FPDI, Leonard Smith. The first day was LMI training for SAH staff, the second and third day was the survey event for clients. Pine Creek completed 40 surveys with our Urban members living in Winnipeg. All 40 surveys have been entered and finalized into Indigenous LMI system. Currently reaching out to members who are eligible for follow-up survey. In the office, 30 surveys have been finalized and paid out. They hired a new E&T Coordinator and Administrative Assistant.

ROLLING RIVER FIRST NATION

Activity reports noted: 10 Post-Secondary, 6 Trades, 46 Training/Workshops, 15 Robotics/Drone, 7 Summer Students, 1 Job Retention, 12 Job Start Supports and 34 Core services over eleven months of reporting. They had a SIN Clinic for the Summer Student Program, for the ones who didn't already have a SIN. 6 parents came with their child, and they all got numbers. Partnered with FPDI for Robotics Workshops, with 12 participants completing the program. They enjoyed the program. Also partnered with West Region Tribal Health for a Food Safe Program. This year they purchased a laptop and printer, 3 lawn mowers and 3 grass whips/weed eaters. E&T Coordinator was hired this year. 3 Staff attended training this year.

ROSEAU RIVER – GINEW EMPLOYMENT & TRAINING SERVICES INC.

Activity reports noted: 26 SLIP Concrete Work program, 1 Accounting, 1 Hairstyling, 1 Carpentry, 1 Trauma Informed program, 2 HEO and 4 Core services over five months of reporting. Partnered with FWS for repeated SLIP agreements when needed. 4 staff took training on GETS, which was integrated into the First Nation Administration Department – Implemented SAGE Intact Software and trained Finance Department via job shadowing and hands-on. Staff training is ongoing. MNP was contracted for this service.

SKOWNAN FIRST NATION

Activity reports noted: 16 Post-Secondary, 5 Trades, 14 Training/Workshops, 1 Bold Eagle Program, 37 Job Start Supports and 11 Core services over twelve months of reporting. Partnered with Manitoba Workforce Education & Training or Urban, and CAHRD work with SAH on securing funding for training. Also partnered with FPDI/IBEW for a Powerline Technician and FPDI/OETIM for HEO training. 6 Staff attended training this year.

SWAN LAKE FIRST NATION

Activity reports noted: 2 First Nation Safety Officer training, 1 Barber Red Seal, 8 YESS program and 16 Job Start Supports over two months of reporting. Partnered with Turtle Mountain Adult Education Centre for Mature Student High School Diploma Program and Assiniboine Community College for Youth Employment Skills Strategy (YESS). An E&T Coordinator was hired on March 31, 2022, for a 3-month probationary period. Post-Secondary Coordinator was onboard until end of probation period, will continue to receive salary top-up for tasks completed in the capacity of E&T Program.

TOOTINAOWAZIIBEENG TREATY RESERVE

Activity reports noted: 1 Esthetics, Job Creation, 14 Job Start Up and 5 Core services over two months of reporting. The Job Creation was partnering with TTR Sanitation Department for sanitation workers to drive trucks and pick up garbage from Elders places on the reserve and haul to the dump.

WAYWAYSEECAPPO FIRST NATION

Activity reports noted: 39 Post-Secondary, 4 Trades, 85 Training/Workshops, 1 Job Retention, 9 Job Start Supports and 616 Core services over ten months of reporting. Partnered with Waywayseecappo Inn, Russell Inn, Manitoba ITES, Russell Employment Centre and Service Canada Outreach. They also partnered with the Canada Revenue Agency for a Community Volunteer Income Tax Program for 2021-2022 which went into April 2022, as well as this fiscal year 2022-2023. There were 83 income tax returns prepared for the 2021-2022 tax year, and 404 income tax returns prepared for the 2022-2023 tax year through this program. Partnered with Park West/Canada Learning Bond Uptake Program for an ID Clinic, as well as Dakota Ojibway Community Futures Development Corporation for "Empower Indigenous Women That are Pursuing Small Business" Workshops. 1 Staff attended training this year.

Summaries of Daycare Activity Reports for each SAH

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



Abinochiasak Daycare - Berens River First Nation: There is no parent committee. ISSUES/FEEDBACK: There was a break in while they had no Security. Nothing was taken but the window was broken and needs to be replaced. There was a second break-in which the glass on the door was broken. Now a new door and new window are needed. Daycare was asked what the Vision Statement was for the children, but the response was not recorded on report. The Cultural activities reported were teaching children to count in Ojibway from 1-5, as well as animal names. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. The Science centre was closed for a couple of weeks because of broken items and the children were putting the broken items in their mouth, so this activity was closed until new items can be purchased. Children created keepsakes for their parents for special occasions. They celebrated Halloween, Christmas with dinner and Santa, and monthly birthdays. There were 15 children enrolled with 11 on the waiting list over the seven months that were reported. There were 15 parents working. 3 staff attended professional development throughout this period.

Echoing Spirits Daycare HeadStart - Birdtail Sioux First Nation:

There is no official committee, but parents and guardians have been told that they all make up the body of the Parent Committee. They are consulted for input and feedback. ISSUES/FEEDBACK: Supervision and accident reports. A parent had requested to have a daily record of incidents. The floor childcare workers have been forgetting to document accidents in note form for parents. More communication between staff and parents. Afterschool for school-aged children. Dietary changes for an individual for health-related reasons. Daycare made changes to the menu to accommodate child's food restrictions. All staff were made aware. Not allergy related. Parents have asked if daycare is still taking school-aged children to school from Daycare. We encouraged parents to try to use school transportation. There had only been a few times when school-aged children would get dropped off at the Daycare. We would let parents know if they are to be in school, we will walk them to school. We stay in contact with the school. Some Daycare kids alternate days. Nursery and Kindergarten students. Grades 1 and up should be in school. Staff shared tips on potty training, worked with parents in helping their child transition to the toilet, and answered questions about Emergency childcare, fees and registration. One parent wanted assistance in getting their child on routine for school, Nursery student. Another parent asked if their children needed to register to see Therapists on Therapy Day. In cooperation with the Jordan's Principle program, registration wasn't needed to get screened for one day. If further screening was needed, we coordinated a plan with Jordan's Principle. If children needed more support from working staff or if respite was needed, then registration was completed for Daycare.

The goal was to help community parents identify any developmental delays before the child entered the school system. The Cultural activities reported were ongoing language teaching of counting, colors, foods, animals, phrases, etc. A Dakota Language Nest with Elders was created. They celebrated Easter, Earth Day, birthdays, Aboriginal Day, Infant graduation to Toddler, Thanksgiving, Halloween, Aboriginal Veteran's Day, Christmas with family dinner, presents and Gingerbread Tipi kits to take home. They also attended Culture Camp Feast, Community Fishing Camp, Fish Fry, and Therapy Days. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Connector toys. There were 20 children enrolled with 8 on the waiting list over the nine months that were reported. There were 3 parents in training and 16 parents working. 4 staff attended training throughout this period.

BON ELCC Program – Brokenhead Ojibway Nation:

There is no parent committee. A notice was sent out looking for parents to volunteer to sit on a parent committee, but there was no feedback. There were also no issues reported. The Cultural activities reported were smudging, listening to Ojibway books, teaching animal names, numbers, simple phrases and songs in Ojibway. They celebrated Mother's Day, Easter, Family Fun Day, Spirit Week, Halloween, and Christmas. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block toys. There were 21 children enrolled with 7 on the waiting list over the twelve months that were reported. There were 3 parents in training and 18 parents working. Staff attended 10 professional development workshops throughout this period.

Canupawakpa Daycare – Canupawakpa Dakota Nation:

Newly reopened in April 2022, as the daycare was closed due to COVID-19 last year. There is no committee. Parents say the kids are happy to be in daycare and can't wait to be back the next day. There was an issue where a child was requested to be removed from daycare due to excessive behavior problems. The parent suggested having trained staff to handle such situations. The Cultural activities reported were teaching children numbers, colors and animals in Dakota, and smudging every morning. They celebrated Thanksgiving and Halloween. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 9 children enrolled over the twelve months that were reported. There were 6 parents working and 3 staff attended training throughout this period.

Little Feathers Daycare Centre – Chemawawin Cree Nation:

There is no committee. There was an issue where there was a busted window in the Back Storage Room. Housing and the Director were notified, and the window is now boarded up. Also, the shack had a hole in the back and there were toys scattered in the back, but they picked them up and put them away and notified Housing. Daycare got new appliances for the Centre. The Cultural activities reported were counting in Cree. They celebrated Easter and Mother's Day. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 17 children enrolled with 3 on the waiting list over the twelve months that were reported. There were 16 parents working.

Dakota Tipi Daycare Centre – Dakota Tipi First Nation:

There is no committee. There were no issues or feedback. The Cultural activities reported were staff doing morning smudges with the children, Pow-Wow dancing, Dakota language: introductions, weather, counting, and family. They celebrated Halloween, birthdays, Christmas, Valentine's Day, and Community Hall events. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Lego toys. There were 10 children enrolled with 1 on the waiting list over the nine months that were reported. There were 4 parents in training and 6 parents working. 3 staff attended training during this period.

Ka Ka Kwa Je Ong Daycare Centre – Ebb & Flow First Nation:

In June 2022 there was an Advisory Board set up for the Daycare. There were no issues, and nothing but positive feedback. Parents state that they love having their children in our Daycare and children look forward to coming. Parents have been very understanding about the changes necessitated by COVID. Any added changes to the daycare were readily accepted. The Cultural activities reported were Smudging prayer and smudging with Sage; the significance of sweetgrass, the drum, introduce the Seven Sacred Teachings, Ojibway stories, CD music; counting 1-5 in Ojibway, animals, foods and Seven Sacred Teachings; Creator's Prayer, talking stick, importance of an Eagle feather; hand drum songs, Ojibway legends and stories; action words in Ojibway; how to say body organs/parts in Ojibway (arm, leg, nose, heart, ears, etc.); and building small tipis with paper, paint, glue and markers. They celebrated Mother's Day, Easter, Halloween, Christmas and Valentine's Day. They also enjoyed visiting different places in the community, such as the store, gym area, Health office, arena and school. There was also a Staff dinner with Chief and Council for Early Childhood Educator Week. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Lego/Construction toys. There were 24 children enrolled with 13 on the waiting list over the twelve months that were reported. There were 24 parents working. Staff attended 6 training sessions.

Wee Care Centre - Fisher River Cree Nation:

There is no committee. There were no issues or feedback. The Cultural activities reported were daily greeting, numbers, colors, animals, and labelled objects throughout the classroom. They celebrated Easter and Mother's Day. They also participated in Jordan's Principle events/activities, as well as attending the Arborg Water Park. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 9 children enrolled over four months that were reported. There were 2 parents in training and 7 parents working.

Keesee Playcare Centre – Keeseekoowenin Ojibway Nation:

There is a committee in this daycare. There were no issues or feedback. The Cultural activities reported were counting, animals and body parts in Ojibway, Seven Teachings, Medicine Wheel, Sharing Circle and the significance of Aboriginal Veteran's Day. They celebrated Easter, Family Camp, Treaty Week, Halloween, Aboriginal Veteran's Day and Christmas. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 21 children enrolled over the twelve months that were reported. There were 21 parents working. Staff attended 4 training sessions.

Abinoonjii Daycare Centre – Kinonjeoshtegon First Nation:

There is no committee. There were no issues or feedback. There were no Cultural activities, Science area or Sand table available. There were no special events or field trips due to COVID-19. Other activities included a Drama area, Fine and Gross Motor skills activities, a Reading area, a Water table and Block/Construction toys. There were 34 children enrolled over the nine months that were reported. There were 18 parents working.

Abinonjii Daycare – Lake Manitoba First Nation:

There is no committee, but some parents have expressed interest. ISSUES/FEEDBACK: They were open for a School Age Program during the Summer. Also made an exception to 3 of the regular staff to come in as moms work through the Summer. ***They were closed from March 16th to April 14th due to the Daycare being renovated. Staff each took the children that were registered into their homes. Basically, working from home was what the Daycare Staff did. They felt bad not being open that's why they told the parents they will be working from home, drop off their children at any of their homes if they need Daycare. That's exactly what the parents did, and they really appreciated that.*** The Cultural activities reported were teaching of the drum, drum group came in and sang for the children and taught them how to use the drum, Elders came in and told a story, attended Culture Day at the school, making tipis and moss bags, learning animals, colors, weather, their

name and numbers in Ojibway, watching Pow-Wow videos, documentaries on Sweat Lodges, and smudging. They celebrated Easter, Mother's Day, Culture Day, Father's Day, Grandparents Day, Every Child Matters Day, National Child Day, Christmas, and St. Patrick's Day. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 15 children enrolled with 15 on the waiting list over twelve months that were reported. There were 15 parents working. Staff attended 3 training sessions throughout this period.

Mikinaak Daycare – Long Plain First Nation:

There is no committee. ISSUES/FEEDBACK: During the majority of July, the daycare had multiple closures due to multiple reasons such as: no water, no hydro and discovery of black mold in the building. The daycare is current not in their own building. Upon discovery of mold in the building the community's Health Director had instructed us to close until the mold was taken care of. Our Head Start has graciously lent us classroom space until the mold is removed. It has been challenging due to use not being in our own space but are making do with what we have. We could not bring over everything but just the basics. No water play due to no water table at our current location and due to the fact that our community has water issues. There was a COVID outbreak while at HeadStart and they had to close for four days. The Cultural activities reported were smudging, teaching numbers, weather, animals, and counting in Ojibway, learning about playing hand drums, learning about Pow-Wows, and making Bannock. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 18 children enrolled with 2 on the waiting list over the twelve months that were reported. There were 3 parents in training and 12 parents working.

Family & Community Wellness Centre – Nisichawayasihk Cree Nation:

There is no committee. There were no issues or feedback. The Cultural activities reported were learning drum songs, speaking the language throughout the day, Elder visits and storytelling, singing songs in Cree. They celebrated Halloween, National Children's Day, Christmas, Valentine's Day and attended the Mini Winter Festival. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 22 children enrolled with 5 on the waiting list over twelve months that were reported. There were 6 parents in training and 13 parents working. Staff attended 9 training sessions throughout this period.

A Boh Nu Sipi Daycare – O-Chi-Chak-Ko-Sipi First Nation:

There is no committee. There were no issues or feedback. The Cultural activities reported were teaching the language, attending Pow-Wow/Treaty Day events and counting in Ojibway. They celebrated Easter and St. Patrick's Day and attended a Memorial Walk. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 11 children enrolled over five months that were reported. There were 10 parents working. 2 staff attended training throughout this period. The new Daycare Director only started in July 2022.

Pinaymootang Daycare Wabaung Abiniichii'ak Daycare – Pinaymootang First Nation:

There is no committee. There were no issues or feedback. The Cultural activities reported were teaching names and sounds of animals, colors, counting, numbers and objects in Ojibway, storytelling with nana bosho books, Seven Teachings, using the Native Reflection coloring book, hand drums, making Bannock, and making Every Child Matters posters. Children were taken on outings and field trips. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 15 children enrolled over six months that were reported. There were 10 parents working. Staff attended 6 professional development sessions throughout this period.

Gidabinojimanig Centre – Pine Creek First Nation:

There is no committee. There were no issues or feedback. The Cultural activities reported were having a word of the month, smudging, counting up to 10 and animal names in Ojibway. They celebrated Easter, birthdays, Mother's Day, Year End BBQ, Canada Day, Halloween, Christmas, Spirit Week and St. Patrick's Day. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 26 children enrolled with 3 on the waiting list over eleven months that were reported. There were 7 parents in training and 19 parents working. Staff attended 4 training sessions.

Southquill Daycare – Rolling River First Nation:

There is no parent committee. ISSUES/FEEDBACK: They are experiencing a damp smell from basement which turned out to be mold. It was cleaned up and affected material was thrown out. A child burned their foot on a floor heater; asked for heaters to be covered. New building heaters are baseboard and dangerous. New fridge and stove. Doors freeze in Winter and is cold. The Cultural activities reported were greetings, animals, and counting in Ojibway, making Bannock, and listening to Pow-Wow music. They celebrated Treaty week and Christmas and had Elder Teachings at the Arbor on language and then participated in a Feast. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 8 children enrolled with 3 on the waiting list over ten months that were reported. There were 8 parents working. Also 3 staff attended training sessions throughout this period.

Ko Ko's Little Daycare – Roseau River Anishinabe First Nation:

There is no committee. There were no issues or feedback. The Cultural activities reported were teaching numbers 1-10, animals, months, days of the week in Ojibway, drums during circle time, and playing music in Ojibway. They celebrated monthly birthdays and had a Taco Salad Lunch for the community. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 18 children enrolled with 1 on the waiting list over ten months that were reported. There were 18 parents working. Also 3 staff attended training throughout this period.

Anishinabe Childhood Development Inc. – Tootinaowaziibeeng Treaty Reserve:

There is no committee. There were no issues or feedback. The Cultural activities reported were learning about ceremonies, drums, four directions, seasons, animals, speaking the language with a Language Worker. They celebrated Halloween, Christmas, Valentine's Day, Family Day and I Love to Read month. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 19 children enrolled over ten months that were reported. There were 9 parents working. 4 staff attended training throughout this period.

Waywayseecappo Community Daycare Centre – Waywayseecappo First Nation:

There is no parent committee. FEEDBACK: The children enjoyed the new park that was built next to the Centre. Also the new sand that they received in their outside sand box. The Cultural activities reported were smudging and welcoming an Elder to their Christmas dinner who blessed the meal and the Centre. They celebrated Halloween and Christmas. Other activities included a Science area, Drama area, Fine and Gross Motor skills activities, a Reading area and Block/Construction toys. There were 19 children enrolled with 12 on the waiting list over seven months that were reported. There were 2 parents in training and 14 parents working. Staff attended 8 training sessions throughout this period.

FIRST PEOPLES DEVELOPMENT INC.
Statement of Revenues and Expenses
Year Ended March 31, 2023

	2023	2022
REVENUES		
Employment and Social Development Canada - ISET	\$ 12,900,811	\$ 16,371,511
Apprentice Support Project	6,448,152	-
ESDC - CRF Additional	1,191,884	3,243,931
Interest income	563,601	89,554
AES - LMI Pilot	378,683	188,060
Indigenous Service Canada - Robotics	345,374	181,056
LFIF - Agri - Food	70,554	135,466
New Horizons for Seniors Program	25,000	25,000
Miscellaneous income	3,818	1,193
Province of Manitoba -BSC	-	75,000
	<u>21,927,877</u>	<u>20,310,771</u>
EXPENSES		
Administration - Schedule 1	8,031,775	1,552,875
Consolidated revenue fund - Schedule 2	6,778,471	8,498,361
Employment insurance fund - Schedule 3	2,787,239	3,444,597
Child care fund - Schedule 4	3,075,439	3,571,007
CRF - Additional - Schedule 5	1,191,884	3,243,931
ESDC - FNICCI - R & R - Schedule 6	63,069	-
	<u>21,927,877</u>	<u>20,310,771</u>
EXCESS OF REVENUES OVER EXPENSES	<u>\$ -</u>	<u>\$ -</u>

FPDI STAFF



FPDI PARTNERS





Head Office Contact Information:

240 – 300 Alpine Way
Headingley, MB R4H 0E1
Swan Lake First Nation

Sub-Office Contact Information:

101 – 1355 Mountain Avenue
Winnipeg, MB R2X 3B6
Phone: 204-987-9570
Fax: 204-987-9589

www.fpdinc.ca