

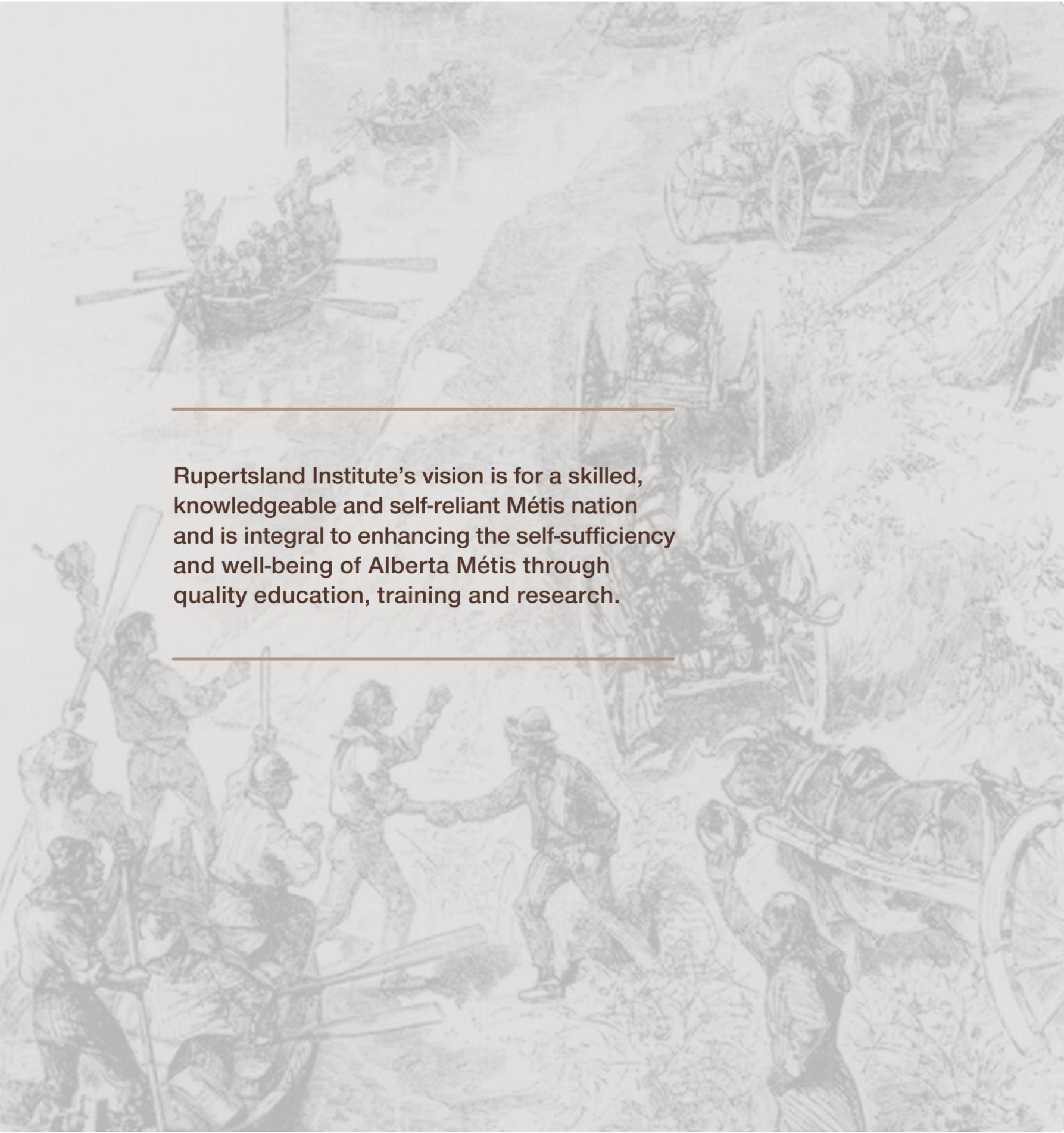


**Rupert's Land
Institute**

Annual Report to the community

2016/2017

EDUCATION • TRAINING • RESEARCH



Rupertsland Institute’s vision is for a skilled, knowledgeable and self-reliant Métis nation and is integral to enhancing the self-sufficiency and well-being of Alberta Métis through quality education, training and research.

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Lorne Gladu

From the CEO



Métis are the agents of change – from visionaries like Louis Riel, who successfully brought Manitoba into Confederation, to many of the Métis people that are making substantial contributions today. There will be a time where all Métis citizens are full and equal partners in Canadian society. A change in attitude towards Indigenous peoples is emerging and inevitable.

We at **Rupertsland Institute (RLI)** believe that investing in student awareness and in educator/school leadership competency on Indigenous peoples' cultures and histories are keys to reconciliation with the Canadian school systems, and this is precisely where RLI wants to make a difference.

And how exactly have we made a difference this past year? Here are some highlights:

- Provided 250 final year college/university students with funding – this amounts to a total of \$2,100,000 dispersed this year
- Partnered with 14 post-secondary institutions and disbursed over \$3,557,000 worth of endowments to date through the Métis Education Foundation program
- Through the Alberta Métis Education Council, developed curricula and lesson plans for K-12 teachers, school leadership and school authorities on the foundational knowledge of Métis people
- Funded over 600 Métis for labour market (training) interventions

The goal is to have Albertans appreciate and understand that there is more to the Métis people than a history with the Hudson's Bay Company and a conflict with John A. MacDonald. Métis people have always endeavoured to get ahead like everyone else, and we are here to participate in everything this country has to offer – including jobs, training, education and security for our children and families.

Best wishes,

Lorne Gladu
CEO

Audrey Poitras

From the Chair



To date, more than 14,000 Métis have benefited from the funding programs offered by RLI, and as many as one-third of these were in their final year of college or university. Additionally, over 700 post-secondary students have received financial assistance from the Métis Education Foundation's Endowment Program where the sharing of best practices with Campus Alberta and the concept of working together with RLI is at the forefront of this outstanding relationship.

There is much to be said about the initiatives and innovative ideas that are created by RLI, but I'd like to highlight one initiative in particular that arose from research and came into fruition when the Alberta Métis Education Council was established. Despite the one-staff shop that supports the Education division of RLI, it has been very impressive in terms of what has been achieved with and through the Education Council over the past year. Today, the Education Council is established with strategic plans and goals that will guide RLI into the future.

I would like to extend a huge thank you to our CEO, Lorne Gladu, the Senior Management Team and especially those dedicated staff at RLI who spend face-to-face time with Métis citizens. I also want to give my sincere thanks to our Board of Governors who volunteer and donate their time to the cause of the Métis Nation.

Sincerely,

Audrey Poitras
Interim Chair, Rupertsland Institute Board of Governors
President, Métis Nation of Alberta

Board of Governors

An affiliate of the MNA and a registered non-profit entity under the Alberta Companies Act, RLI is governed by a community-based Board of Governors.



Audrey Poitras
President, MNA



Lawrence Gervais
Vice President,
Region 3 MNA



Dr. Larry Kostiuk
Associate Vice
President (Research),
University of Alberta



Dr. Chris Anderson
Professor and Interim
Dean, Faculty of
Native Studies

Director of the
Rupertsland Centre
for Métis Research,
University of Alberta



Maureen Moneta
Vice President, Finance
and Operations,
University Hospital
Foundation



Mark McCallum
Vice President,
Business Development,
Athabasca Minerals Inc.



Preston Huppie
Principal, Kehewin
Community
Education Centre

There is currently one vacancy on the Board since long-time member Alex Gordon has recently relocated to British Columbia.



Rupertsland Institute

RLI was established in February 2010 by the Métis Nation of Alberta (MNA) and entrusted with three mandate areas – education, training and research.

RLI's head office oversees the administrative functions of the institute's operations with the CEO and staff providing support to the RLI Board of Governors and administering the funding to carry out the institute's mission – to enhance the well-being of Métis people through education, training and research.

The Senior Management Team collectively ensures that RLI's mandates are carried out effectively and efficiently.



Lorne Gladu
CEO



Joan Isaac
Director of Operations



Sharon Sawchuk
Associate Director
of Métis Training
to Employment



Solange Lalonde
Associate Director
of Education



Guido Contreras
Associate Director of
Research, Policy and
Strategic Partnerships



Trish Gooz
Associate Director of
Corporate Services



Lloyd Gwin
Associate Director
of KETO Client
Data Services



Kathleen Tilley
Associate Director
of Human Resources

In addition to the Senior Management Team, staff members working out of the head office include:

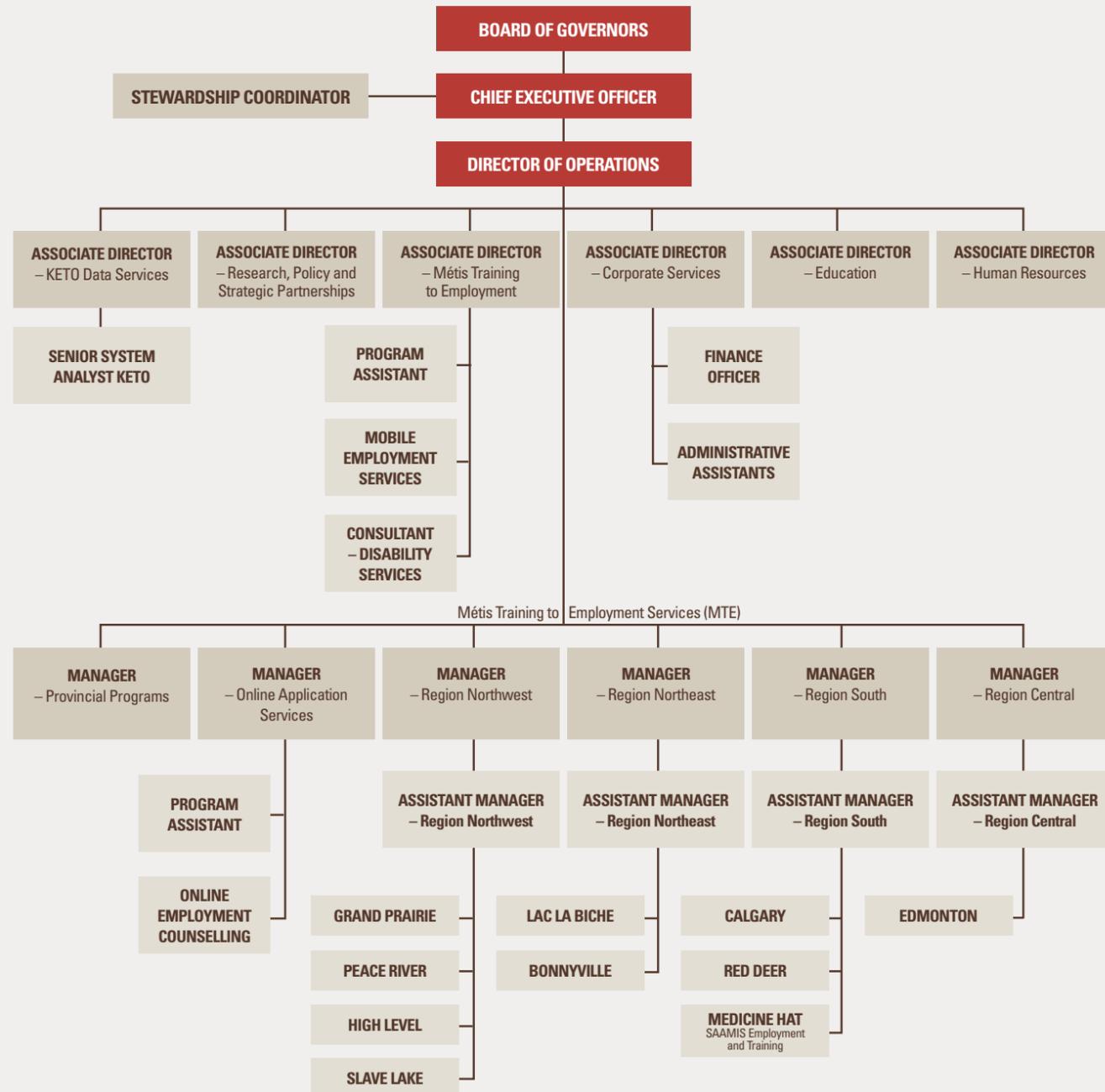
Corporate Services Finance team under the Associate Director of Corporate Services – **Kara Lizotte, Lorna Tourangeau and Heather Hagan**

RLI's Métis Training to Employment (MTE) support staff under the Associate Director of MTE – **Kristena Belcourt, Louise Karchie and Cindy Ziorio**

KETO Client Data System staff under the Associate Director of KETO Client Data Services – **Jason Chartrand and Shannon McCarthy**

Stewardship Coordinator **Lisa Savill** who provides support to the CEO and Board of Governors as well as oversight for the Métis Education Foundation

Organizational Chart



Aboriginal Skills and Employment Training Strategy

Aboriginal Skills and Employment Training Strategy (ASETS) is the latest in a series of strategies from Employment and Social Development Canada (ESDC) that devolve responsibility for the management and delivery of Aboriginal Labour Market programs to representatives of the Indigenous Peoples of Canada.

The current RLI ASETS agreement was signed in October 2010 with Human Resources and Skills Development Canada

(now known as ESDC) and covers the period of 2010 to 2015. This agreement provides funding for RLI operations and training for Métis clients at \$13.6 million each year.

Since 2015, the ASETS agreement has been extended three times and is expected to conclude in March 2018. The indigenous community has been assured that there will be a new strategy, but it remains to be seen if this will be in place for 2018, or if a fourth extension will be signed while a new strategy continues to be developed.

ASETS



\$13.6 million per year



The Program Delivery Improvement Working Group



In the last two years, Employment and Social Development Canada's (ESDC) oversight of the ASETS agreement became time consuming and intrusive, with many previously accepted expenditures being brought up for questioning and deemed ineligible.

After considerable push back and criticism from the ASETS community, ESDC established a working group in September, comprising of ESDC staff and select ASETS representatives. The goal of this working group was to streamline the reporting burden for agreement holders. RLI's CEO and Senior Management Team have been heavily involved in the work of

this committee, particularly Guido Contreras who was named the Aboriginal Co-Chair of the Program Development Improvement Working Group.

After seven months of bi-weekly committee meetings, a revised ASETS amending agreement for 2017-2018 was devised, along with a new Annual Operating and Expenditure Plan template and a document clarifying eligible and ineligible expenditures under the ASETS funding.

In the upcoming year, a final report is due to be completed with the recommendation that the committee continue to provide input on operational matters related to a new post-ASETS labour market agreement.



Rupertsland Institute Awarded a Global Best Award for Exemplary Partnership Development in Alberta

The Global Best Awards celebrate outstanding and effective business, education and community partnerships that have a significant impact on communities in which they operate.

RLI received a Global Best Award for the many unique and impactful partnerships that have been created, such as the creation of the Métis Education Foundation endowment partnerships with post-secondary institutions that now total over \$22 million in market value, and RLI's partnership with the Alberta Government Department of Education and other education organizations as part of RLI's education mandate.

Previous partnership efforts include working with the University of Alberta in the

establishment of the only Métis research centre in Canada (the Rupertsland Centre for Métis Research), and the partnerships RLI staff have created with employers and other organizations to support training projects and initiatives. RLI has a long history of working with other organizations to extend resources and achieve strategic goals.

Upon receiving the Special Chair's Global Best Award in Oslo, Norway, RLI had the opportunity to thank the RLI Board of Governors, the MNA Provincial Council, the Métis Education Foundation, the Alberta Métis Education Council and the University of Alberta for working in partnership with RLI in education, training and research.

In September, RLI received an International Global Best Award for its innovative approach and commitment to individual and community development.



The awards were presented in Oslo, Norway by the International Partnerships Network and the Conference Board of Canada. Lorne Gladu and Audrey Poitras were among the representatives present to accept this award.



WE FOCUS ON EDUCATION

The Métis Education division consists of two important and pivotal entities: The Métis Education Foundation (MEF) and the Alberta Métis Education Council (AMEC).

MEF was established by the Métis Nation of Alberta (MNA) in 1991 and is incorporated as a non-profit charitable foundation.

AMEC is an education advisory council formed in 2016 by the RLI Board of Governors.

Métis Education Foundation

To support post-secondary students, the Métis Education Foundation (MEF) has created 15 province-wide endowments at post-secondary institutions through the contributions from the Aboriginal Skills and Employment Training Strategy (ASETS). Today, these endowments have grown to a book value of more than \$22.1 million.

All endowment agreements carry formal partnership arrangements with each post-secondary institution under the auspices of the Memorandum of Understanding. Endowments are created in perpetuity and are matched at the dollar value of MEF's original contribution.

RLI has been appointed by the MNA to administer the negotiations and manage the endowment agreements of the MEF. RLI also collects data on the status and activity of the various endowments that are established and reports to the Métis community as part of its education mandate.

This past year, the MEF bylaws were revised to clarify the language and ensure that they reflected MEF's present-day purpose while maintaining its charitable status.

Since 2008, the following endowment agreements and partnerships are in place:

MACEWAN UNIVERSITY	Est. 2008	\$2,500,000
UNIVERSITY OF ALBERTA	Est. 2008	\$4,000,000
NORQUEST COLLEGE	Est. 2008	\$750,000
NAIT	Est. 2009	\$2,800,000
PORTAGE COLLEGE	Est. 2009	\$1,000,000
GRANDE PRAIRIE REGIONAL COLLEGE	Est. 2011	\$500,000
UNIVERSITY OF CALGARY	Est. 2012	\$2,500,000
MOUNT ROYAL UNIVERSITY	Est. 2012	\$500,000
LETHBRIDGE UNIVERSITY	Est. 2012	\$1,000,000
LETHBRIDGE COLLEGE	Est. 2013	\$500,000
ATHABASCA UNIVERSITY	Est. 2014	\$500,000
NORTHERN LAKES COLLEGE	Est. 2015	\$200,000
LAKELAND COLLEGE	Est. 2015	\$130,000
BOW VALLEY COLLEGE	Est. 2015	\$400,000
MEF ENDOWMENT TRUST FUND	Est. 2015	\$1,000,000
TOTAL CONTRIBUTIONS TO DATE		\$18,280,000
MARKET VALUE AT TIME OF REPORTING		\$22,100,000*

* the difference between book value and market value is unrealized appreciation where market value is more than bank value



RLI and MEF have a similar mission of enhancing the education level of Métis people in Alberta

Métis Scholar Awards

Investment income derived from the endowment agreements at post-secondary institutions is dispersed to students in the form of Métis Scholar Awards.

To date, more than **900 Métis Scholar Awards** have been awarded to students.

Institution	Total Awards Dispersed	Total Dollar Amount Dispersed
Athabasca University	20	\$22,500
Bow Valley College	8	\$20,000
Grande Prairie Regional College	18	\$33,500
Lakeland College	8	\$17,550
Lethbridge College	28	\$94,500
MacEwan University	269	\$794,000
Mount Royal University	37	\$127,500
NAIT	145	\$392,050
Norquest College	71	\$153,000
Northern Lakes College	20	\$28,000
Portage College	75	\$202,083
University of Alberta	106	\$1,049,500
University of Calgary	45	\$410,000
University of Lethbridge	59	\$213,000
Total	909	\$3,557,183



A thank you card from Mount Royal University featuring Métis Scholar Awards recipient Krysta McDonald, a Bachelor of Business Administration student



Lorne Gladu, CEO of RLI, presents a plaque to MacEwan University for the Kihêw Waciston Indigenous Education Centre.

Rupertsland Reading Room

To celebrate its partnership with RLI, MacEwan University hosted an official introduction to the Rupertsland Reading Room located in the campus library.

During Métis Week, a celebration was held at the MacEwan University and featured cultural foods such as stew and bannock and performances by the Métis Child and Family Dancers and the Prince Charles School student fiddlers. For the Kihêw Waciston Indigenous Education Centre, MEF also presented MacEwan University with a plaque that featured the Métis sash and a Hudson's Bay blanket, both symbolizing the significant role of the Métis in the early development of Canada.

Alberta Métis Education Council



Greetings from Alberta Métis Education Council (AMEC). We are a volunteer advisory council formed under RLI to advance Métis perspectives in provincial education. AMEC's mission is to implement positive changes in education through Métis research, collaboration and expertise. Recruited and appointed by RLI to represent the collective voice for Métis education in Alberta, we report to the RLI Board of Governors and the MNA Provincial

Council via quarterly reports and presentations by our portfolio holder, Lawrence Gervais. The Métis community holds the collective voice. As such, we invite you to share your stories to help build the Métis perspective within Alberta education and to provide community input into our processes. We look forward to reaching out very soon at our upcoming community consultations on Métis education.

AMEC MEMBERSHIP:

- | | |
|-----------------------|-------------------------------|
| Kimberley Brown (MEd) | Yvonne Poitras Pratt (PhD) |
| Delores Cox (BEd) | Cindy Swanson (PhD candidate) |
| Aubrey Hanson (PhD) | Betty Letendre (Kehtayah) |
| Preston Huppie (MEd) | Lorne Gladu (RLI – CEO) |



Teaching & Learning

RLI is at the heart of the issues that relate to Métis education and, via AMEC and the Associate Director of Métis Education, is engaged in Alberta Education's reconciliation processes with Indigenous peoples and curriculum development.

The collective expertise of AMEC and RLI staff comprises a rich resource for establishing foundational knowledge of Métis content for teaching and learning. RLI's mission is to implement transformational education through Métis research, collaboration and expertise by pursuing the following four strategic objectives.

1 MÉTIS RESEARCH - INFORMED PRACTICE

To design educational initiatives which reflect the collective Métis voice and perspectives through research-informed practice.

2 BUILDING CAPACITY

To build capacity to preserve, protect and promote the interests of Métis people to achieve a quality education which reflects community values.

3 CURRICULUM DEVELOPMENT

To create educational resources and supports to evaluate and change educational program delivery and services.

4 COLLABORATION

To develop strategic partnerships leading to collaborative educational initiatives where the Métis community is actively engaged in educational programming.

FIRST STEPS KINDERGARTEN TO GRADE 12 (K-12)

Across the province, there is an increased focus on professional learning for teachers, principals and superintendents to build their knowledge and skills so they can effectively bring Métis content and perspectives into educational programming. RLI is taking a lead in providing professional learning opportunities so that educators are learning about the Métis from the Métis. Over the past year, RLI has provided professional learning opportunities and actively participated on seven advisory committees including the College of Alberta School Superintendents, the Alberta School Boards Association and multiple committees within Alberta Education.

FOUNDATIONAL KNOWLEDGE

AMEC established the following six themes (petals) as a framework to gather information and resources that will serve as a foundation for building educational resources and materials for students in their subject areas and for educators in their professional learning: Languages; Governance and Recognition; Cultures and Traditions; Homeland History Pre- and Post- Confederation; Métis in the Province of Alberta; and Métis Today.

AT THE TABLE

RLI staff, along with AMEC, have been part of the curriculum development process with Alberta Education and have used the above Foundational Knowledge themes to make curricular connections to English Language Arts, Science, Social Studies, Arts Education and Wellness Education.

The provincial government is currently reviewing and developing the curriculum for all subject areas and is mandating Indigenous education in a way that is calling for engagement with Métis people. The wisdom and guidance from the Métis community will be key to successfully developing these resources and, over the next year, RLI will be creating multiple opportunities to engage in meaningful conversations.



As a foundation for Métis educational resources, the petals of the flower represent six themes (clockwise from the top): Languages; Governance and Recognition; Cultures and Traditions; Homeland History Pre- and Post-Confederation; Métis in the Province of Alberta; and Métis Today.

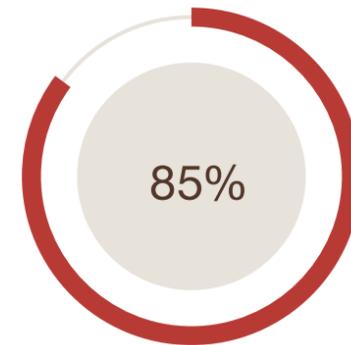


FORWARD THINKING

RLI is currently developing an online site that will connect educators to resources that have Métis content and perspectives.

WE FOCUS ON TRAINING

Rupertsland Institute (RLI) delivers its training mandate to Métis citizens across the province via the Métis Training to Employment (MTE) program. The service delivery network is decentralized through community-based programming and divides the province into four geographic regions. Client services are provided to the four regions through ten full-time MTE office locations in more populated areas and through Mobile Employment Services in rural or remote locations.



Eighty-five per cent of the funding received by RLI under the Aboriginal Skills and Employment Training Strategy (ASETS) agreement is used to provide employment services and funding assistance to eligible Métis clients.

From 2016 to 2017, 894 clients were funded in a wide variety of educational programs, which is a 16 per cent increase from the previous year.

Building Hope in the Minds of Job-Seekers

Due to the high unemployment rate as a result of the current labour market, more unemployed clients have been approaching RLI for services.

To provide more support, RLI has added job coach positions to its service delivery centres, which has resulted in 417 clients receiving job search assistance and among those, 290 becoming employed.



WHAT IS A JOB COACH?

Job coaches work with clients to develop a holistic approach to find, secure and maintain meaningful, long-lasting employment. While being aware of the ups and downs of the job-seeking and job-loss cycle, job coaches empower clients by teaching them powerful skills and providing tools that focus on reaching an employment goal.

Together, the job coach and client create an individualized Action Plan. Steps within this plan include career decision making, resumé writing, job searching and interview skills. Other skills include marketing themselves through social media, building connections with hiring managers in their areas of interest, attending career fairs and setting up informational interviews with a desired employer.

“I will continue to make referrals to RLI as I meet people who may benefit from a job coach’s assistance and guidance. I am very thankful and grateful for the wonderful service from RLI.”

Theresa LaRiviere, Calgary, AB

ACTION PLAN

Career Decision Making



Resumé Writing



Job Search



Interview Skills



Building Environmental Career and Leadership Skills

In partnership with Inroads Mountain Sports, RLI has introduced a new program called the Summer Ultimate Métis in Training (SUMIT) program. This program was introduced to keep up with the demand for environmental camps that provide participants with the opportunity to experience the outdoors and take part in activities such as camping and trail building, all while earning high school credits that count towards graduation.

The SUMIT program consists of four advancing levels:

- Environmental Careers Camp
- Outdoor Leadership Program
- Eco and Adventure Program
- International Practicum

The Environmental Careers Camp has been a youth summer program offered by RLI and Inroads Mountain Sports for the past few years and provides participants with a peek into careers that are available within the environmental sector. The Environmental Careers Camps have gained popularity and RLI has increased intake in this particular program, in addition to expanding the offerings under the SUMIT program.

The final level of the SUMIT program further challenges participants by allowing them to utilize their acquired skills in an international real-world setting, where Métis youth share their skills and experience with local Indigenous youth in a foreign country.

In Summer 2016, two Environmental Careers Camps were offered to 25 youth participants. Seven participants also completed the SUMIT Program and advanced to the final level of training in February 2017, travelling to Belize with Inroads Mountain Sports.

While in Belize, the youth worked with Indigenous owned-and-operated tour groups native to the area. Participants were introduced to Mayan and Garifuna cultures and through hiking, caving and the exploration of monuments and caves, they also learned historical facts and gained knowledge about these groups.

Among the seven participants that successfully completed the entire SUMIT program, five are planning to enrol in the environmental field for their post-secondary education.



Seven members advanced to the final level of training in February 2017 and travelled to Belize with Inroads Mountain Sports.



Inroads Mountain Sports is currently working with Alberta Education to introduce transferable, post-secondary credits to the final level of the SUMIT program.

To highlight Métis entrepreneurship and the success of this project, RLI will be launching the first Métis Business Showcase luncheon in September 2017.



Clients take part in the entrepreneur workshop, a collaboration between RLI, Ballad Consulting Group and Apeetogosan (Métis) Development Inc.

Economic Downturn Pushes Demand for Self-Employment

With the downturn of the Alberta economy, more and more Métis are exploring alternative options for careers through self-employment and entrepreneurship.

Responding to the growing interest, RLI collaborated with Ballad Consulting Group and Apeetogosan (Métis) Development Inc. to provide 14 two-day entrepreneurship workshops that equipped participants with basic business knowledge, from risk and break-even analysis to loan and grant requirements. With this knowledge, participants were able to consider the feasibility and requirements of starting their own business.

For participants who were ready for the next step in the entrepreneurship

venture, RLI provided funding that allowed the participants to approach an Entrepreneurship Specialist at Ballad Consulting for additional support and mentorship. Next level workshops were also offered to previous workshop attendees.

The entrepreneurship workshops were extremely successful. Of the 76 workshop attendees, 14 are currently self-employed with many more having approached Apeetogosan (Métis) Development Inc. for funding to move to the next level.

2017-2018: Due to the success and demand of the workshops, RLI will be offering additional support and mentorship for self-employment to clients with a solid business idea through Apeetogosan.



Team-building activities are among the many exercises during the two-day entrepreneur workshops.

Northeast Region

The 2016-2017 fiscal year was not what one would call a “normal year.” The Northeast region of Alberta faced the uncertainty of sluggish oil prices and massive lay-offs in the oilfield industry. Gone were the days of the employee market where work was available to anyone who wanted it.

The ebbs and flows that the region experienced helped create a stronger and more efficient RLI team. The year 2016 exemplified the point that opportunities can arise after experiencing misfortune. In a year full of uncertainty, the Northeast team was able to shine.



MTE clients take part in a heavy equipment simulator as part of their training at Keyano College.



The Northeast region includes two MTE offices located in Bonnyville and Lac La Biche. Mobile service occurs in Conklin, Fort McMurray, St Paul, Cold Lake and Lloydminster.



Responding to the Fort McMurray Wildfire

Without warning, the Fort McMurray Wildfire (dubbed “the beast”) caused an evacuation of Fort McMurray. And RLI’s response was quick! Head Office staff purchased supplies, both Mobile Employment Service Units were deployed and the Northeast region organized its manpower.

Though unprepared for an emergency with the kind of enormity of “the beast”, RLI staff pulled together. The workday was spent distributing supplies, listening to the horror stories of escape and affording strangers a hug or two. A few RLI clients stopped at the Mobile Employment Service Unit (mobile unit) just to let us know they made it out. The mobile unit was a place that seemed to say, “you’ll be ok.”

The experience was rewarding but it was also a reality check. Fort McMurray’s closure brought the realization that the Northeast RLI team needed to regroup and rethink the work plan, as there were still targets to

meet. Historically, Fort McMurray was part of the itinerant services with the mobile unit. Its closure meant that a void needed to be filled. Athabasca and Boyle were added to the mobile route while Fort McMurray remained closed.

The unforeseen benefit through it all was that “the beast” created a temporary need for labour within the region. Work needed to be done and people needed work. Employers called both RLI offices in Lac La Biche and Bonnyville for help to assist them in contacting local people for employment; however, housing was an issue. Emergency crews, insurance workers and others who were allowed to be in Fort McMurray occupied any hotels, camps and other housing facilities that were open, making it difficult to find lodging for outside workers. The Northeast staff managed to place some clients in positions. It was temporary work, but it was employment and an income. It was a sign of hope.



Staff from the Northeast Region and the RLI Mobile Unit provide supplies to Fort McMurray evacuees.

Partnering with the Gabriel Dumont Institute

The slump in oil prices created conversations not only in the northern part of the region but everywhere.

Lloydminster was identified as a priority due to the closures of projects and companies in the area. To provide perspective on what Lloydminster residents were experiencing,

the Friendship Centre’s food bank had seen a sharp increase in people accessing the service, people whom they had never seen before. It was a sign of the times.

Gabriel Dumont Institute (GDITE) and RLI agreed that seamless service would be beneficial to the Métis in Lloydminster regardless of which side of the border city they lived in. A one-stop-shop approach simply made sense. A memorandum of understanding between the two ASETS holders was forged and the RLI mobile unit has now become a common delivery site for

programs for both Alberta and Saskatchewan Métis in Lloydminster.

Strategic parking for the mobile unit was crucial, as there is no public transportation in Lloydminster, and the City of Lloydminster graciously provided centrally located parking space. Having RLI and GDITE more visible to the community helps people think about options that they would not otherwise pursue in times of economic prosperity. Out of the need of a city came a partnership between organizations to help Métis during hard economic times.



Conklin Multiplex – A Beacon of Hope

Before the Fort McMurray wildfire, Conklin Multiplex, a recreational and community service complex for residents of the area, was approved and slated to be built by Bird Construction.

The project was committed to hiring local residents. RLI, Métis Local 193 and the Provincial Government all supported the training initiative that would open doors for future employment opportunities.

While negotiations were underway, the wildfire ravaged through the Wood Buffalo region and many of the participants involved were required to evacuate. Meetings were later held in Edmonton in hopes that the training initiative would regain traction after Fort McMurray reopened. This project became a beacon of hope to residents that things would be normal again someday and evolved into a goal when the state of the Wood Buffalo region and its residents was still full of uncertainty.

By July 2016, talks of deferment and even cancellation of the Conklin Multiplex were held at the Regional Municipality of Wood Buffalo (RMWB) Council. Acting swiftly, the Rural Coalition (comprising

of all of Wood Buffalo’s Métis locals from Conklin, Fort McKay, Janvier, Anzac and Fort Chipewyan), community associations from Conklin and Anzac and the Athabasca Tribal Council attended the chamber meeting in August to advocate for the reversal of the deferment decision. Fort McMurray locale described this coming together as a result of a community in crisis.

This project became a rallying point for not only those working directly for the project, but for all Métis communities in the Wood Buffalo region.

In September, the Northeast regional staff of RLI successfully assisted 15 participants through the training initiative. Although the construction of the Multiplex has since halted again, this project accurately illustrates how resilient and united Métis communities can be in times of adversity.

Successfully Assisted Participants



Northwest Region

With new hospitals in High Prairie and Grande Prairie, RLI Northwest region staff identified that it was important to create training projects that would assist in the future labour market needs, from tradesmen to medical staff.

When a new labour need is anticipated, such as those in the new hospitals, RLI staff plot the journey people will need to take, and analyze the skills, training and certification required to find full-time, sustainable employment.

RLI staff introduced projects for careers in trades, health, sciences, engineering and technology. Job shadows, work experience and hands-on learning through mentorship is what provides a lasting impression for Métis youth and creates interest in a future career.

CONTRIBUTING TO THE FUTURE LABOUR MARKET NEEDS

Project	Location
Trades Work Project	Fairview
Aboriginal CAREERS Explorers Academy	Slave Lake
Aboriginal Student Job Shadow	Grand Prairie
Ten Safety Tickets in Ten Days	Peace River
Exploring Future Careers Girls Camp	Grand Prairie



Métis youth attend the popular Exploring Future Careers Girls Camp.



The Northwest region includes four MTE offices located in Slave Lake, Grande Prairie, Peace River and High Prairie. Mobile service occurs in High Level, Fort Vermillion, Red Earth and Wabasca.

Métis youth visit a dinosaur museum as part of the Exploring Future Careers Girls Camp in Grand Prairie.



Megan Anderson



A GLIMPSE INTO THE POSITIVE IMPACT

Métis student Megan Anderson was presented with the Hayley Gardner Memorial Youth Award by Métis Local 1990 in recognition of her enthusiasm, hard work, perseverance and determination during the Exploring Future Careers Camp.

Métis Week: Information and Recruitment Night

Held at Grande Prairie Regional College, this evening event was open to the Métis community, youth, elders, industry and faculty and welcomed a full house.

Highlights included featuring past Métis Scholar Award recipients from the endowment agreement at Grande Prairie Regional College and a presentation on post-secondary education funding by the CEO of RLI. Information booths from industry members and Métis culture experiences through fiddling, jigging, traditional food and the presence of Métis Leaders were also a feature of the evening event, all intended to encourage Métis youth to learn more about the opportunities available to them.

This event was an exercise in bridge building, closing the gap between the community and the youth, and provided an opportunity to establish networks and have questions answered about career and education opportunities.



I am very thankful to have received a Métis Scholar Award from RLI as it helped lighten my financial burden and allowed me to not only focus more on academics, but also on other activities that are important to me."

Maria Houle

WE'VE MOVED!

To serve clients better, the Grande Prairie office has moved to a new location.

#101, 10901 – 100 Street
Grande Prairie, AB T8V 2M9

Central Region



Job Coaches

With the introduction of two new job coaches, the Central region office expanded its service portfolio to include resumé and cover letter development assistance.

The job coaches have also been actively seeking employment opportunities for Métis job seekers by attending career fairs and reaching out to businesses for potential openings.



Open House

On November 17 during Métis Week, the Edmonton office hosted an open house for the community to visit and learn more about the programs and services offered by RLI.

The open house was a great success and attracted many members from the community and various Métis organizations. A member of the Métis community also sang for the attendees.



The Central region
MTE office is located in Edmonton. Mobile service occurs in Hinton, Grande Cache and Whitecourt, as well as other communities in the region.



Employment Counsellor's Activities

With the downturn in the economy, more and more highly-skilled workers have been seeking assistance for post-secondary education or for training. In 2016-2017, the Central region office had 2,874 individuals utilize its services.



I was amazed at the support my counsellor from Rupertsland gave me throughout my 6.5 months of schooling. I now have a great career and a great job as a Medical Office Assistant."

Tanya Silva, Medical Office Assistant Program

Central Region Project Training



EMPLOYABILITY SKILLS TRAINING

Specific for clients with barriers, this specialized program offers employment, job-readiness and computer training to assist clients in the job search process.



TRADEWINDS TO SUCCESS

Offered in Edmonton and Calgary, this program provides clients with entry-level training in one of ten in-demand apprenticeship trades.



MEDICAL OFFICE ADMINISTRATION

Through this program, clients learn the skills required to pursue employment within the healthcare field.



KIDS IN THE HALL

For high barrier youth (ages 16-24), career planning, upgrading, personal development and employability skills training are held through Kids in the Hall Bistro.



LIGHT EQUIPMENT/SAFETY TRAINING

Clients are prepared for employment in the construction and warehouse industry, and through this program, become certified to operate four types of light equipment and earn ten safety tickets.



BUSINESS ADMINISTRATION

Clients learn the skills and knowledge required to pursue employment in an office administration capacity.



EMPLOYMENT PREPARATION TRAINING

Clients are provided with a safety ticket and Class 7 driver's license training, as well as 120 hours of General Education Diploma (GED) preparation to write the GED high school equivalency exam.



CLASS ONE TRAINING PROGRAM

Through Gennaro Driver Training, clients are equipped with the skills, knowledge and certification required to apply for Class 1 truck driving positions.



South Region

The South region delivered a nine-week Heavy Equipment Operator training program in Innisfail, Alberta. This program trained 19 Métis clients from across the province, including six from the South region, with hands-on experience operating heavy equipment such as various-sized excavators, loaders, dozers, graders, the articulated rock truck and the rubber tire backhoe.

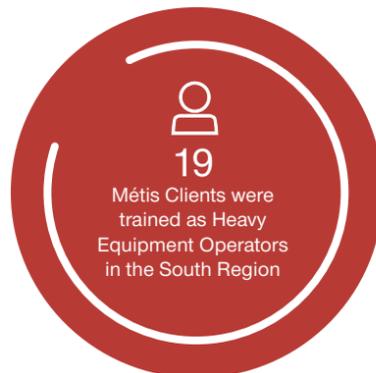
Community consultations, conducted by Spirit Staffing and with assistance of the Region 3, were held in Red Deer, Rocky Mountain House, Calgary, Lethbridge, Pincher Creek and Medicine Hat to

determine community needs through discussions with the Métis community, employers and industry, educational institutions and non-profit organizations. From these sessions, the RLI South region staff were able to identify priority areas for marketing RLI's services and programs.

RLI's presence has also been increased through the participation of numerous events, such as the Region 3 Métis Senior Luncheons and Métis Business Mixers, the Rocky Mountain House Métis Homecoming, Red Deer College Career Expo and numerous career and job fairs throughout the region.



The South region includes two MTE offices located in Calgary and Red Deer. RLI provides services for Treaty Seven clients in Red Deer and also contracts with SAAMIS Aboriginal and Training Society Community Futures to provide services in Medicine Hat. Mobile service occurs in Lethbridge, Pincher Creek, Rocky Mountain House, Stettler and Olds.



RLI Employment Outcomes

Overall, 954 clients have been employed since working with RLI counsellors and job coaches in 2016/2017, a 32% increase from the previous year.

2015/2016

723 Clients Employed

2016/2017

954 Clients Employed

32%
increase

EMPLOYMENT OUTCOMES ACHIEVED BY THE MTE PROGRAM IN 2016-2017

	Central	NE	NW	South	Online	Total
Funded clients	238	125	123	164	244	894
Funded & employed	145	86	76	115	242	664
Non-funded clients*	46	102	117	132	20	417
Non-funded & employed	23	80	86	90	11	290
Returned to school	54	24	59	28	16	181
Total employed and returned to school**	220	186	212	205	259	1082

* Clients who do not receive funding but are assisted by RLI mostly in job search interventions to find employment.

** Some clients funded in the last fiscal year did not complete training or report finding employment until this fiscal year.

Mobile Métis Employment Services (Mobile Units)

Two custom-designed Mobile Métis Employment Services Units enhance the services provided by RLI's offices located throughout the province. The mobile team, two drivers and a staff member from the region travel in the vehicle to deliver one-on-one services to clients across Alberta. Apart from the regular travel schedule, the units also participate in community events throughout the province to create awareness of RLI programs and services.

2016-2017 Mobile Employment Services Visitors by Region					
	Métis	First Nations	Inuit	Non-Aboriginal	Total Visitors
Central	138	3	0	187	328
Northeast	268	141	0	416	825
Northwest	123	40	0	35	198
South	123	15	0	72	210
Total	652	199	0	710	1561

Rupertsland Institute and Métis Nation of Alberta

Bring Emergency Assistance to Evacuees During the Fort McMurray Wildfire

To assist residents hit hard by the Fort McMurray wildfire in May 2016, RLI quickly deployed its two mobile units to shift from their regular scheduled route and return to Edmonton where they met at Costco with RLI and MNA management to purchase and load up with emergency supplies, including food, personal items, pet food and an entire pallet of bottled water.

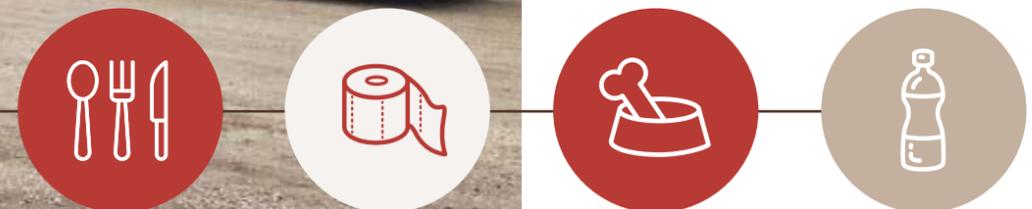
The two mobile units immediately headed north to offer services and supplies in Fort McKay and Fort McMurray. By this time, however, a full evacuation was issued

and both vehicles changed routes to Lac La Biche instead, setting up at both the regional evacuation centre and downtown.

During that week, the mobile units provided computer and internet services so that evacuees could contact loved ones and conduct emergency personal business. RLI staff from Lac La Biche and Bonnyville, along with the two mobile unit drivers, provided supplies, offered smiles and listened to stories of the evacuees – families and individuals that were forced to leave their homes in the wake of the emergency.



EMERGENCY SUPPLIES



RUPERTSLAND INSTITUTE PARTNERS WITH SERVICE CANADA AT THE EDMONTON EVACUATION CENTRE

During the second week of the Fort McMurray wildfire, a RLI mobile unit returned to Edmonton and set up at the evacuation centre at Northlands Edmonton Expo Centre.

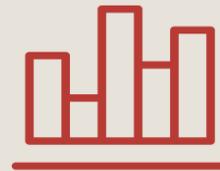
Partnering with Service Canada, the mobile unit provided Service Canada staff with office space and equipment to assist evacuees in applying for Employment Insurance and other government services.



The RLI team quickly respond to the Fort McMurray wildfire and load up the mobile unit with a pallet full of water and supplies.

WE FOCUS ON RESEARCH

Through research and strategic partnerships, the Research division of Rupertsland Institute (RLI) aims to enhance individual and collective well-being of Métis citizens. In 2011, the negotiations conducted by the Research division led to the formation of the Rupertsland Centre for Métis Research at the University of Alberta.



Research, Policy and Strategic Partnerships

This arm of RLI conducts research that contributes to the development of internal policy recommendations and, where appropriate, are presented to external stakeholders during the fiscal year.

In 2017, the "Labour Market Information Report: Annual RLI review of the state of the economy and Métis labour market outlook for 2016-2017" was prepared and published by the division. This report reviewed the global economic outlook and looked at the Canadian and Alberta situation, focusing on the trends related to aboriginal employment. The final analysis looked individually at each economic region in Alberta. The report was prepared to assist RLI staff and Regional Managers plan training and labour market initiatives based on the latest information on the economy in each segment of the province.

The Rupertsland Centre for Métis Research presents its annual

MÉTIS Talks



Dr. Kisha Supernant
Associate Professor
Department of Anthropology
University of Alberta

HISTORY IS BEADED INTO THE LAND
An archaeological perspective of the Métis cultural landscape of the Canadian West



Dr. D'Arcy Vermette
Assistant Professor
Faculty of Native Studies
University of Alberta

I DREAM OF BEING "INDIAN"
Métis Liberation through Colonial Discourse

.....
Wednesday, October 19, 2016

The Rupertsland Centre for Métis Research

The Rupertsland Centre for Métis Research (RCMR), established as an academic centre in the Faculty of Native Studies at the University of Alberta, focuses specifically on Métis research. Its ten-member Research Council is comprised of faculty and graduate students at the University of Alberta and representatives from RLI. It is the first of its kind in Canada.

In October, the RCMR held "MÉTIS Talks" – an annual public event intended to highlight research on topics of interest to Alberta Métis. During the event, Associate Professor Dr. Kisha Supernant of the University of Alberta provided an archaeological perspective on the Métis cultural landscape of the Canadian West. Dr. D'Arcy Vermette, Assistant Professor of the Faculty of Native Studies at the University of Alberta, also spoke about Métis Liberation through colonial discourse. In January, the RCMR organized and hosted the "Daniels" Conference which had a great turnout over a three-day period.

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RED DEER

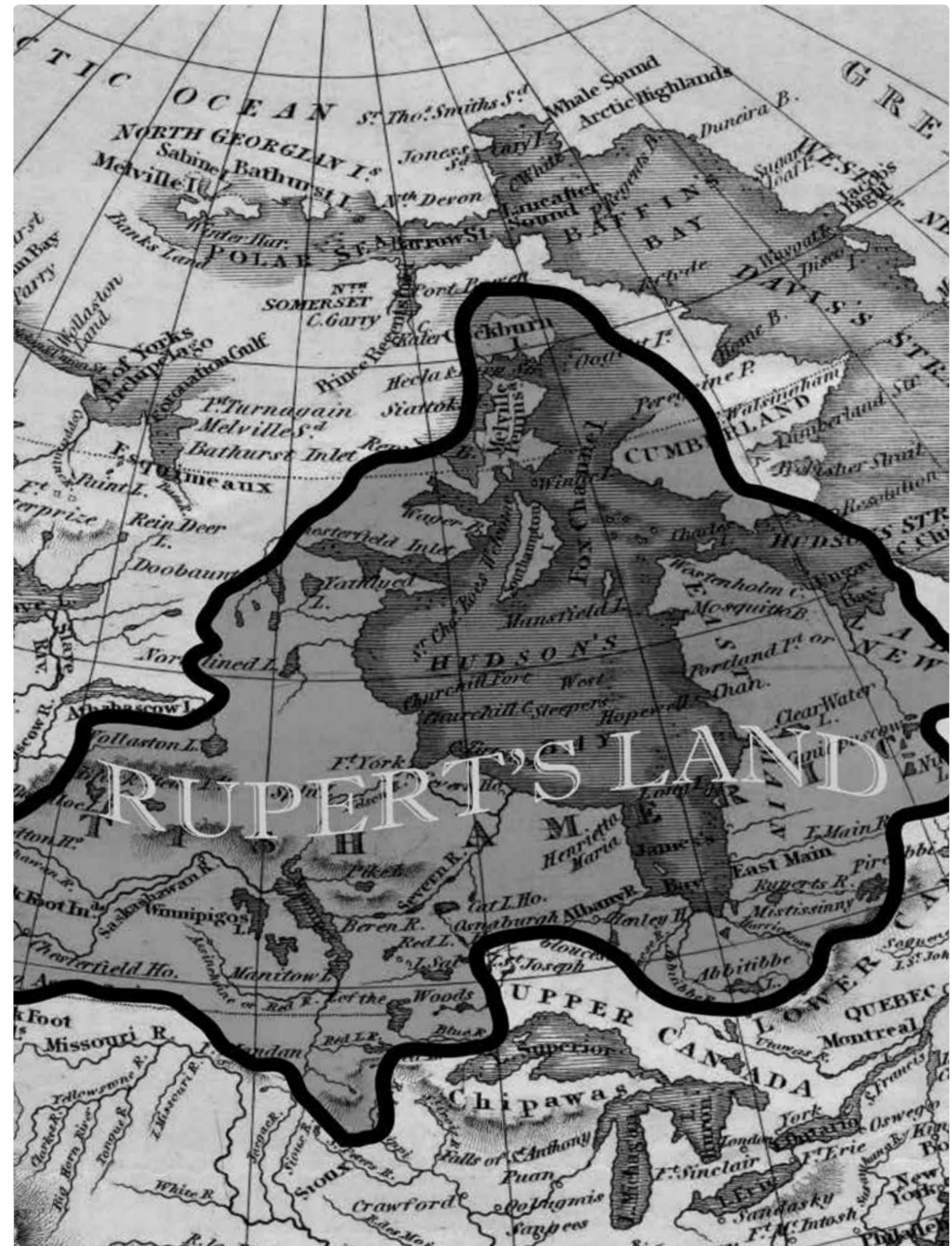
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Rupert's Land Territory 1670. Traditional Homeland of the Métis Nation.



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