



**Rupertsland  
Institute**  
*Métis Centre of Excellence*

# Annual Report to the Community

2018 / 2019

EDUCATION • TRAINING • RESEARCH

# Contents

## INTRODUCTION

Message From the CEO .....	4
Message From the Chair .....	5
Board of Governors .....	6
Rupertsland Institute .....	7
Strategic Priorities .....	8
Business Plan Objectives .....	10

## EDUCATION ..... 12

Alberta Métis Education Council .....	13
Rupertsland Centre for Teaching and Learning .....	14
Métis Education Foundation .....	17
Métis Scholar Awards .....	19
What Lies Ahead .....	20
Advancing Reconciliation .....	21
Alberta Métis Education and Training Strategy (AMETS) .....	24

## TRAINING ..... 23

Métis Training to Employment .....	25
MTE Program Completions .....	26
Northeast Region .....	28
Northwest Region .....	29
South Region .....	30
Central Region .....	32
Online Services .....	33
Mobile Employment Services .....	34
Provincial Projects .....	36
Upcoming Developments .....	38

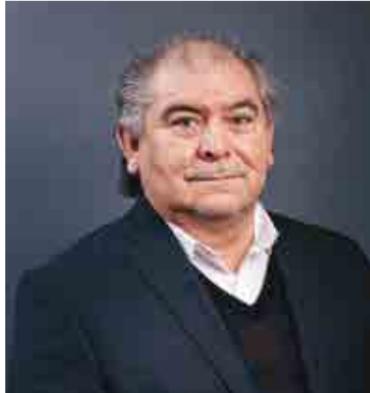
## RESEARCH ..... 39

Rupertsland Centre for Métis Research .....	40
Program-Based Research .....	42

Rupertsland Institute (RLI) is an affiliate of the Métis Nation of Alberta (MNA) and is incorporated under the Alberta Companies' Act. The MNA assigned RLI with a triple mandate in education, training and research. RLI's vision for **a skilled, knowledgeable and self-reliant Métis Nation** is integral to enhancing the self-sufficiency and well-being of Alberta Métis through quality education, training and research.

# Lorne Gladu

## From the CEO



The Rupertsland Institute (RLI) is a Métis Centre of Excellence that provides professional, transparent and accountable services under the mandates entrusted by the Métis Nation of Alberta. This Annual Report, together with its audited Financial Statements are being provided to the Métis Nation of Alberta Annual General Meeting to help demonstrate the standards of excellence that we live up to.

RLI has built a reputation as a soundly administered, arms-length and innovative provider of education and training services to Alberta's Métis population. I am happy to report this year that our brand new Rupertsland Centre for Teaching and Learning has been adopted by educators and school divisions across the province as a provider for teaching resources and professional development opportunities. The endowment portfolio under the Métis Education Foundation is approaching a market value of \$30M dollars across 18 post-secondary institutions and is the largest of its kind among Métis governments in Canada. Our mobile units—the Métis Coureur de Bois—are a unique and innovative means of extending services to small Métis communities in Alberta including services for Métis citizens during natural disasters such as wildfires. Over the past 12 years, RLI's alumni list has grown to over 14,000 citizens who received Métis Training to Employment since 1999; the funding enabled them to pursue their education and skills upgrading while an additional 700 Métis post-secondary students have benefited from our exciting endowment program to date.

I believe that RLI has an unmatched reputation for optimal capacity and financial integrity. This is something that we achieved through business plan objectives, tenured staff and capacity development over the years. To that extent, RLI does not compromise on accountability and our management team's mantra towards continuous improvement is very much alive and well.

Recently, RLI has concluded negotiations on a 10-year \$170M funding agreement from Employment and Social Development Canada to allow the good work to continue. And there

are more opportunities and funding envelopes under current negotiations to support more post-secondary programming and K-12 initiatives in the years ahead. As we move forward, RLI will be required to conduct numerous research studies to support the mandates of education and training over the next few years including statistical and labour market trends analyses, languages, policy papers on K-12 Education; educational policy studies, the Alberta Métis Education Council; to up-date our Articles, Bylaws and policy manuals and in summary, we make investments to develop personnel and the RLI experience in delivering programs and services throughout Alberta.

Community engagement and town hall discussions will be key as we move closer to the implementation of Métis self-government. This is where RLI's reputation for sound administration and financial integrity will be critical to delivering services to Métis citizens. In the next two years we will implement lifelong learning initiatives from early learning, K-12 supports and resources, labour market training and post-secondary programming. We will need to strengthen our partnerships with industry and community stakeholders to meet the needs of the Métis Nation. Despite the economy and the slowdown in Alberta oil, we are proud to say we have always managed to work closely with our industry partners and the federal/provincial governments to ensure Métis citizens continue to participate and embrace the labour market dynamics of the day.

The endeavor to achieve excellence takes hard work. I would like to thank our Board of Governors, the MNA Provincial Council, the Métis Education Foundation, our many friends in the community and our partners who have supported RLI training projects and special events throughout the year and for making it all possible to the maintain standards the Métis Nation has come to expect.

Yours truly,  
**Lorne Gladu**  
CEO, Rupertsland Institute

# Audrey Poitras

## From the Chair



Last year at this time I reported that we were moving into the first phases of the Canada-MNA Framework Agreement and as part of this I stated that negotiations were being held to arrive at the next Labour Market Development strategy. I am happy to report we have completed our mission to negotiate the terms of a new funding agreement with Employment and Social Development Canada (ESDC) as well as the new **Alberta Métis Education and Training Strategy** (AMETS) which lays the foundation for the work that lies ahead for Rupertsland Institute (RLI) and the incoming **Indigenous Skills and Employment Training Program** (ISETP).

The wider sense of accomplishment comes from the collaborative efforts between the MNA and RLI negotiating teams which met with Employment and Social Development Canada on a regular basis to arrive at the terms and conditions of a new contribution agreement. The new agreement is distinctions-based meaning the three indigenous groups in Canada are no longer part of a pan-Indigenous strategy as seen in the past 23 years. The agreement is also unique to the extent it was negotiated bilaterally with Canada, not through the Métis National Council (MNC) and it was designed to incorporate the terms of our own Alberta Métis Education and Training Strategy.

I want to say that the process leading up to the signing of a new ISETP contribution agreement was challenging at best and it needs to be noted that RLI was not part of the Métis National Council's Working Group which negotiated its own Métis Nation framework on labour market development. As such, the motherhood documents negotiated by the MNC such as the Métis sub-Accord on Labour Market Strategy and Treasury Board's Terms and Conditions on ISETP were often presented to RLI at the tail-end of discussions. While this made the process challenging in many ways, RLI always managed to have its say and provided feedback whenever the opportunities arose. At the end of the day, I am proud to say **we have a 10-year agreement totaling \$170,000,000.**

There are many differences in the new ISETP framework, from the strategies and agreements we have seen in the past to the new risk assessment model that was introduced by the Treasury Board. This model has placed RLI at "optimal capacity" and comes with funding and reporting arrangements that makes planning so much easier for RLI. The risk assessment process gauges an organization's scope, structure and capacity to deliver programming and looks closely at administrative records of accountability and the ability to navigate ESDC's reporting burden with ease and confidence.

Under the AMETS, the RLI Board of Governors has outlined strategic priorities from which the Senior Management Team has conducted a planning process leading to RLI's Corporate Business Plan. This was a lengthy process last fall but was necessary to bring closure to one era of labour market programming and at the same time introduce the steps towards the new ISETP. I strongly urge each of our readers to take time to review our annual report and to learn about RLI's strategic priorities and business plan objectives.

Respectfully,  
**Audrey Poitras**  
Interim Chair, Rupertsland Institute

# Board of Governors

As 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** <sup>CPM</sup>  
President, Region 3  
MNA



**Dr. Laura Beard**  
Associate Vice  
President (Research),  
University of Alberta



**Dr. Chris Andersen**  
Professor and Dean,  
Faculty of Native Studies



**Maureen Moneta** <sup>CPA, CA</sup>  
Vice President, Finance  
and Operations,  
University Hospital  
Foundation



**Mark McCallum** <sup>CET</sup>  
Vice President,  
Business Development,  
Athabasca Minerals Inc.



**Preston Huppie** <sup>MEd</sup>  
Indigenous Education/  
Learning Leader,  
Calgary Board of  
Education



# Rupert'sland 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**  
Chief Executive Officer



**Guido Contreras**  
Director of Operations



**Trish Gooz**  
Deputy Director  
of Operations



**Kathleen Tilley**  
Associate Director,  
Human Resources



**Sharon Sawchuk**  
Associate Director,  
Métis Training  
to Employment



**Lisa Cruickshank**  
Associate Director,  
Métis Education

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

Corporate Services Finance team under the Deputy Director of Operations — **Lorna Tourangeau, Heather Hagen and Sara Greyeyes**

RLI's Métis Training to Employment (MTE) staff under the Associate Director of MTE — **Kristena Belcourt and Cindy Ziorio**

**Jason Chartrand**, KETO Client Data System staff, under the Deputy Director of Operations

**Lisa Savill** provides support to the CEO and Board of Governors, as well as oversight for the Métis Education Foundation (MEF) as the Manager of MEF and Executive Operations.

# Strategic Priorities 2018–2022

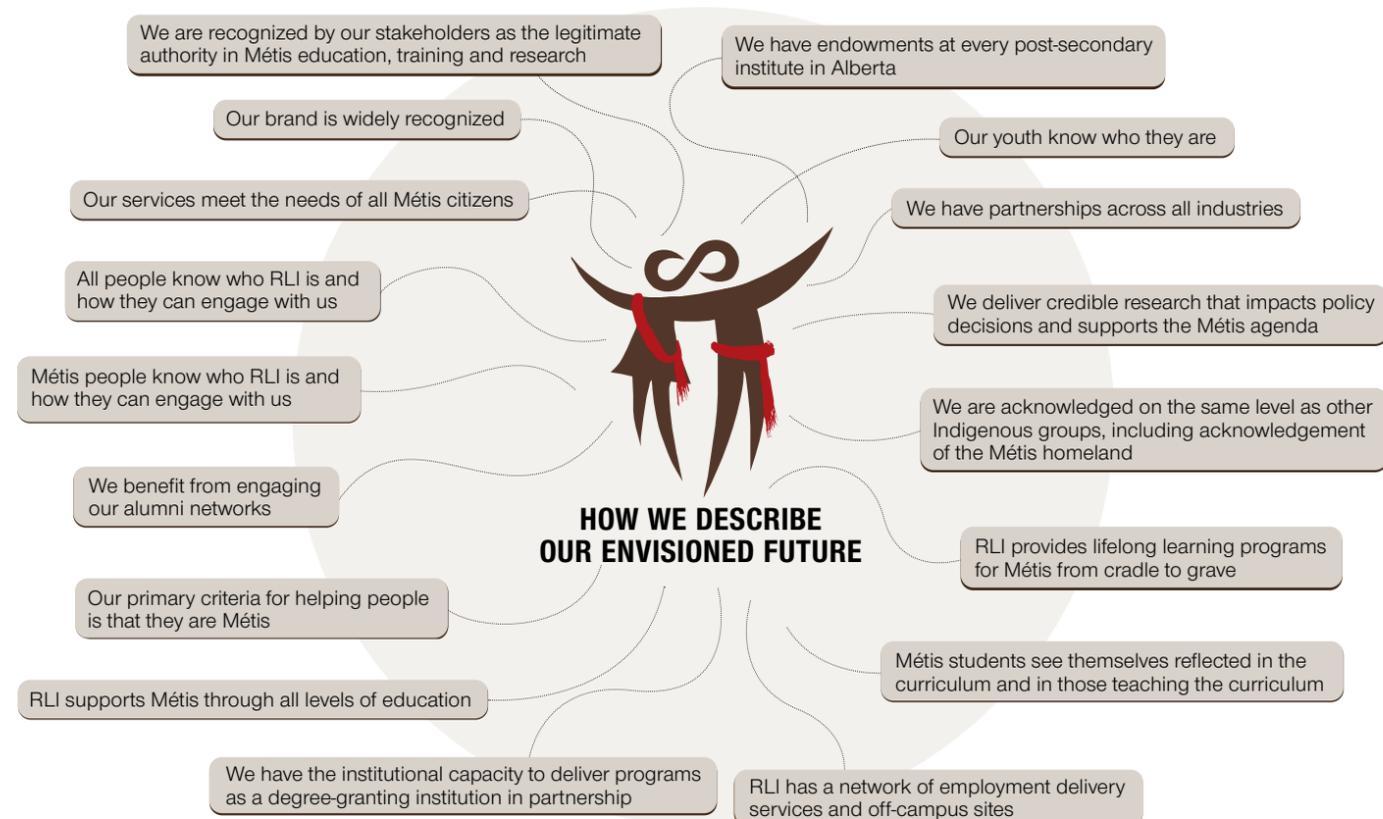
The Rupertsland Institute (RLI) Board of Governors and members of the Senior Management Team met on October 4th, 2018 to discuss RLI's strategic direction for the next few years.

The development of the four-year comprehensive plan included a review of the following:

- Progress update on the 2012 plan
- Present state analysis
- Review of the Vision, Mission and Values
- Establish strategic priorities
- Risk analysis

RLI's long-term goals and business plan objectives are carefully designed to meet the needs, aspirations and dreams of the people it serves. RLI is accountable to its sole shareholder – the Métis people of Alberta – as represented by the Métis Nation of Alberta (MNA) Provincial Council and RLI's funding partners: the federal and provincial governments.

The vision map (below) led the RLI Board of Governors to identify six strategic goals (next page).



### STRATEGIC COMMUNICATIONS & ENGAGEMENT

- Develop a corporate strategic communications plan
- Strengthen industry partnerships
- Deliver efficient client-focused services and extend reach to secondary school activity

**What it means:** RLI will improve communications with stakeholders, partners and Métis citizens. In a changing economy, RLI will expand partnerships that create employment and provide upskilling options for employed, underemployed or employment-threatened Métis people. In order to simplify service access, RLI will expand internet-based programs.



### SUPPORT FOR MÉTIS CLIENTS & STUDENTS THROUGH ALL LEVELS OF TRAINING & EDUCATION

- Expand post-secondary partnerships for student funding
- Explore ways to enhance existing services through early learning and childcare programming
- Develop student supports for secondary schooling
- Explore supports for Métis professional development for in the labour force

**What it means:** Over the coming years, RLI will focus on lifelong learning activities with an aim to complete the Métis endowment program, expand support to Métis students in the secondary school system, determine access to Early Learning Child Care (ELCC) funding by assessing feasibility of client/student supports, and exploring support for Métis professional development as part of the RLI suite of services.



### SHAPING INSTITUTIONAL DEVELOPMENT

- Establish "Rupertsland Centre for Teaching and Learning (RCTL)"
- Create partnerships to support Métis education
- Add Early Learning and Childcare to RLI programs
- Create an alumni association for RLI graduates

**What it means:** By formally creating the RCTL and adding it to RLI's services, RLI will continue to strengthen its role and recognition as a Métis education authority. This will enhance RLI's ability to create a Métis-centric school curriculum with Alberta Education and develop capacity to support educators as needed by the three levels of quality standards in the K–12 system. The RLI Alumni Association will eventually serve as the meeting place for mentorship, internships and using Métis economies of scale to support citizen-led initiatives to support the growth of RLI, other affiliates, and most importantly, the Métis Nation of Alberta.



### ENHANCING BOARD GOVERNANCE PROCESSES

- Policy development
- Enhance the governance role of the RLI Board
- Develop/add to Board policies and procedures and clarify roles of Committee structures
- Succession planning

**What it means:** As institutions grow, they undergo periodical reviews to ensure that all aspects of the organization are at optimal capacity to address the challenges that lie ahead. The RLI Board has undertaken to conduct this review in the coming years and to put in place policies and practices that move the organization forward in a stable and predictable manner. Succession planning has emerged as a necessity, given that current senior management staff are approaching retirement age. The succession plan will ensure an orderly transition to new senior management over the coming years.



### EXPAND MÉTIS AGENDA FOR ACADEMIC RESEARCH

- Secure long-term funding for research activity
- Support partnerships in research (i.e., Rupertsland Centre for Métis Research (RCMR) and other academic scholars)

**What it means:** The RCMR (the only Métis academic centre in Canada) has played and continues to play a fundamental role in creating and disseminating academic knowledge about Métis in historical and contemporary contexts. Yet, its reach to the Métis community is limited. Over the coming years RLI will support efforts to adjust the RCMR governance structure and to market and promote the RCMR to the Métis community and other stakeholders.



### ADMINISTRATIVE DISTINCTION & OPERATIONAL EXCELLENCE

- Optimize client and student services
- Optimize HR, IT and Finance functions

**What it means:** RLI is recognized by provincial and federal authorities as having high administrative proficiency. To maintain this status, RLI will conduct internal assessments and reviews of administrative tools and practices aimed at improving RLI reporting and improving the professionalism of the Métis civil service.

# Business Plan Objectives 2018–2022

Rupertsland Institute (RLI) is an affiliate of the Métis Nation of Alberta and has been assigned a triple mandate in the areas of education, training and research. RLI operates on the basis of decentralized service delivery and centralized financial structures.

Comprised of 10 Métis Training to Employment (MTE) offices, a head office in Edmonton and two mobile units that travel to rural communities across the province, RLI's organizational structure allows programs to be tailored to meet community needs, while ensuring accountability and financial transparency.

Since its inception in 2010, RLI has created programs and provided services that support its vision for a "skilled, knowledgeable and self-reliant Métis Nation." Parallel with the RLI vision, at its October 2018 strategic planning session, the RLI Board of Governors (BOG) identified six strategic priority areas; these priority areas will form the basis of the RLI business plan objectives for the period 2018–2022.



## STRATEGIC COMMUNICATION & COMMUNITY ENGAGEMENT

RLI will develop and implement a corporate strategic communications plan. The aim is to improve communications with stakeholders, partners and Métis citizens; this community awareness will allow people to engage with RLI more fully. As the plan is implemented, Métis citizens will experience greater and more effective communications through, among other avenues, increased social media presence and a new website that will make possible improved interaction between RLI and the community we serve.

In response to changes in the global economy and provincial labour market, RLI will expand partnerships that create employment and that provide upskilling options for employed, underemployed or employment-threatened Métis people. In addition, RLI will seek partnerships that enhance research as a tool for formulating policy options.

Implementing this priority will require investments in technology as RLI extends client services through online access.



## SUPPORT MÉTIS CLIENTS & STUDENTS THROUGH ALL LEVELS OF TRAINING & EDUCATION

Over the coming years, RLI will focus on lifelong learning activities with the aim of:

- completing the Métis endowment program;
- expanding support to Métis students in the secondary school system by developing an annual student awards program and developing wraparound supports;
- determining access to Early Learning and Childcare funding by assessing feasibility of client/student supports; and
- exploring support for Métis professional development as part of the RLI suite of services.

As we move to implement a new suite of programs, RLI will reach out to the community and conduct community consultations in various subjects.



## SHAPING INSTITUTIONAL DEVELOPMENT

RLI will move to formally create the **Rupertsland Centre for Teaching and Learning (RCTL)** and add it to RLI services. With the creation of RCTL, RLI will continue to strengthen its role as a Métis education authority in Alberta.

Recognition of RLI as the Métis interlocutor in Métis education will enhance RLI's ability to create a Métis-centric school curriculum with Alberta Education, and develop our capacity to support educators as required by the three levels of quality standards in the K–12 public system.

Redefining current partnerships with post-secondary institutions will be significant as RLI moves to develop a Métis teacher-training program.

Shaping institutional development includes the creation of the **RLI Alumni Association**. The RLI Alumni Association will eventually serve as the meeting place for mentorship and internships— that is to say, Métis supporting Métis.

The RLI Alumni Association will seek to use Métis economies of scale to support citizen-led initiatives to support the growth of RLI, other affiliates and the Métis Nation of Alberta.



## EXPANDING MÉTIS AGENDA FOR ACADEMIC RESEARCH

The Rupertsland Centre for Métis Research (RCMR), the only Métis academic centre in Canada, has played and continues to play a fundamental role in creating and disseminating academic knowledge about Métis in historical and contemporary contexts, yet its reach within the Métis community is limited.

Over the coming years, RLI will support efforts to adjust the RCMR governance structure. RLI will also play a role in the marketing and promotion of the RCMR to the Métis community and other stakeholders.



## ENHANCING BOARD GOVERNANCE PROCESSES

As institutions grow, they should undergo periodic reviews to ensure that all aspects of the organization are at optimal capacity to confront the challenges that lie ahead.

The RLI Board has undertaken to conduct this review in the coming years and to put in place policies and practices that move the organization forward in a stable and predictable manner.

Succession planning has emerged as a necessity, given that current senior management staff are approaching retirement age. The succession plan will ensure an orderly transition to new senior management over the coming years, and it is likely to necessitate a restructuring of the current organizational structure.



## OPERATIONAL DISTINCTION & ADMINISTRATIVE EXCELLENCE

RLI is recognized by provincial and federal authorities as having high administrative capacity and financial transparency. Recently, the federal government acknowledged RLI as having "optimal" administrative capacity.

To maintain this status, RLI will conduct internal assessments and reviews of administrative tools and practices aimed at improving RLI reporting and improving the professionalism of the Métis civil service. This, among other initiatives, will lead to the development and implementation of a human resources (HR) strategic plan and the streamlining of IT and financial reporting services.

# 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.

## Alberta Métis Education Council

The Alberta Métis Education Council (AMEC) is a volunteer advisory body to Rupertsland Institute (RLI) and is a Standing Advisory Committee of RLI. AMEC is comprised of highly accomplished Métis intellectuals who have knowledge and expertise in the education field, and who are appointed by RLI to represent the collective voice of Métis education in Alberta.

AMEC's mission is to implement positive changes in education through collaboration, curriculum development, building educator capacity and Métis research-informed practice. AMEC focuses on key strategies, policies and actions that will enhance Métis education in the K-12 system while promoting knowledge of Métis culture, language and history to Alberta education in its pursuit of reconciliation with Indigenous peoples.



### AMEC COUNCIL MEMBERS

**Preston Huppie** (MEd) RLI Board and Council Chair  
Indigenous Education Learning Leader, Calgary Board of Education

**Betty Letendre** (Kehtayah)

**Yvonne Poitras Pratt** (PhD)  
Professor, University of Calgary Werklund School of Education

**Kimberley Brown** (MEd)  
Online Teacher, North Star Academy

**Cindy Swanson** (PhD)  
Teacher, Edmonton Public Schools

**Aubrey Hanson** (PhD)  
Professor, University of Calgary Werklund School of Education

**Erin Reid** (MEd)  
Indigenous Literacy Consultant, Edmonton Catholic Schools

**Adam Browning** (PhD)  
Director of Learning, Palliser Regional Schools



# Rupertsland Centre for Teaching and Learning

RLI is proud to announce the establishment of the Rupertsland Centre for Teaching and Learning (RCTL). The RCTL meets part of the Board of Governors' strategic priority for shaping institutional development, and over the coming years it will be the vehicle by which RLI fulfills the education mandate.

RCTL's mission is to implement transformational education through a vision of Métis research-informed practice.

In order to support the goals outlined in the new provincial teaching curriculum and to create strong teaching tools to be used by educators across the K-12 spectrum, the RCTL is developing:

- strong foundational knowledge resources
- engaging lesson plans
- meaningful professional development opportunities
- authentic classroom learning tools

These four areas of development speak accurately and meaningfully to topics in Métis education. RLI, with advice from AMEC, has identified six themes that represent the Métis community in Alberta. Content for these themes is developed by researching existing academic papers published by Métis scholars, as well as conducting interviews with Alberta Métis community members. These themes will help teachers develop their foundational knowledge to meet the new Teacher Quality Standards set by Alberta Education.



**Below**  
Grade five students Sierra Anderson and Jaida Omeasoo of St. Teresa of Calcutta Elementary School attend a trade show with Rupertsland Institute's Associate Director, Education, Lisa Cruickshank.



## Six Themes



### LANGUAGES OF MÉTIS

By demonstrating the relevance and importance of Indigenous languages, teachers will be better equipped to support their students and participate in an education system that aligns with Métis families' desires for their children. Teaching about the languages of the Métis will help create pathways for students and will assist in encouraging our children to learn the languages that express their being.



### GOVERNANCE & RECOGNITION

In Canada, the Métis tend to tell the story of this nation a little bit differently from the way it is often relayed in current classroom resources. Up until now, many of our stories have been excluded and misconstrued. The story of Métis governance, and how it has evolved over the years, is one of these stories. The way Métis would share the story of their nationhood reflects key Métis values, and the way we know ourselves as a strong, independent nation of peoples — connected through complex ties of kinship. The story of Métis governance highlights heroes of our nation as resisters rather than rebels. It is a story of colonization by an incoming Canadian government and displacement by European settlers. Today, the Métis story of governance celebrates our assertion of independence, as evidenced in our contemporary moves toward reclaiming sovereign nationhood.



### HOMELAND HISTORY

Due to the colonial efforts of the British government between 1869 and 1881, Métis went from being known as a successful nation to communities of people often described as destitute or as "the road allowance" people. The colonization process led to the destabilization of Métis people throughout our Homeland. Yet, despite this imposed disruption, Métis people continue to demonstrate their resilience. This has been a legacy left to present-day Métis by the efforts of Homeland historical leaders and communities since the birth of the Métis Nation.



### CULTURES & TRADITIONS

Métis culture and traditions are the customary beliefs, social forms and material traits of Métis communities. They are woven into the characteristics of the everyday lives of the Métis. Métis have a distinct worldview. The expressions of our culture are as diverse as the coloured threads of the Métis sash. The cultural expressions derive from Métis traditions that are as strong as the fabric of the sash's threads woven together.



### MÉTIS IN ALBERTA

Métis in Alberta had established communities on these lands well before the naming of Alberta as a province in 1905. This theme will take a closer look at the historical and contemporary contexts of Métis in Alberta, ranging from the roles of women in households and communities to self-determination — from Aboriginal rights to organization of the people and from the establishment of the Métis settlements to established governance through the Métis Nation of Alberta, and more.



### MÉTIS TODAY

The knowledge that is woven together in this resource, deriving from Métis communities in Alberta, aims to help people better understand Métis today. Connecting Métis historical and contemporary contexts from 1982 onward, RLI will untangle the threads of complexity required to understand:

- Who are the Métis?
- What rights do Métis have?
- What responsibilities exist around Métis today?

### STAY TUNED ...

Once the content for all six themes has gone through a final internal review process by AMEC and selected informed community members, the themes will be brought forward for re-examination by Alberta Métis educators through formal community engagement sessions.

## SERVICES

### Lesson Plans — New Curriculum K–4

Currently, we have a collection of lesson plans that are in the process of being reviewed and piloted by K–12 teachers. Please continue to check our website, as resources are uploaded as they are approved.

### Professional Development

RLI is pleased to offer professional learning opportunities to all school districts across Alberta. Designed and presented by Métis educators, these workshops offer teachers a rich source of information to complement existing classroom resources.

### Train the Trainer

RLI wishes to thank the Métis educators who have signed up for facilitator training. Once our framework is complete, we will be contacting you to begin your journey in becoming the first certified trainers for Métis education!

### Partnership with Métis Crossing

Over the last year, RLI has collaborated with Métis Crossing in establishing a place for RCTL to deliver professional development and school programs for Alberta teachers and students. RCTL has worked closely with Métis Crossing staff to establish Curriculum Connections for their school programs and ongoing support in the design of the classroom space.

## LANGUAGE REVITALIZATION

Recognition of RLI as a Métis authority in education continues to expand through federal and provincial circles. The most recent example of this recognition came in the form of conditional funding from Alberta’s Indigenous Languages in Education (ILE) Grant Program. RLI Education will support Alberta Education’s established goals to:

**A.** Increase the number of teaching and learning resources available in Alberta’s Indigenous languages for early childhood education and kindergarten to Grade 12. RLI will develop resources specifically to teach Indigenous languages in early childhood education and kindergarten to Grade 12 classrooms.

**B.** Increase the number of Indigenous language training opportunities for early childhood education and kindergarten to Grade 12 instructors and teachers.

In order to achieve these goals, Alberta Education granted RLI funding for the following projects:



#### Michif Mentorship Meetings

RLI will be inviting carriers of Métis language and culture to mentor teachers. Teachers will enhance their ability to provide education that meets and maintains the standard of excellence in ways that directly respond to the self-determined goals of Métis in Alberta.



#### Land-based & Language-rich Learning Experiences

RLI will support Métis teachers in the development of language-rich learning experiences that revitalize the language and culture of Michif in Alberta, designed specifically for their region/community.



#### Teacher/Instructor Programming: Revitalizing the Language and Culture of Michif

Specialized teacher/instructor training opportunities will be designed to revitalize Indigenous language and culture specific to Métis in Alberta.

Over the next two years, under the direction and discretion of our sole shareholder, the Métis people of Alberta, RLI will carry out responsive resource development and develop instructor programming that reclaims, maintains and strengthens Indigenous language and traditions of Métis in Alberta.

### Things to Look Forward To:

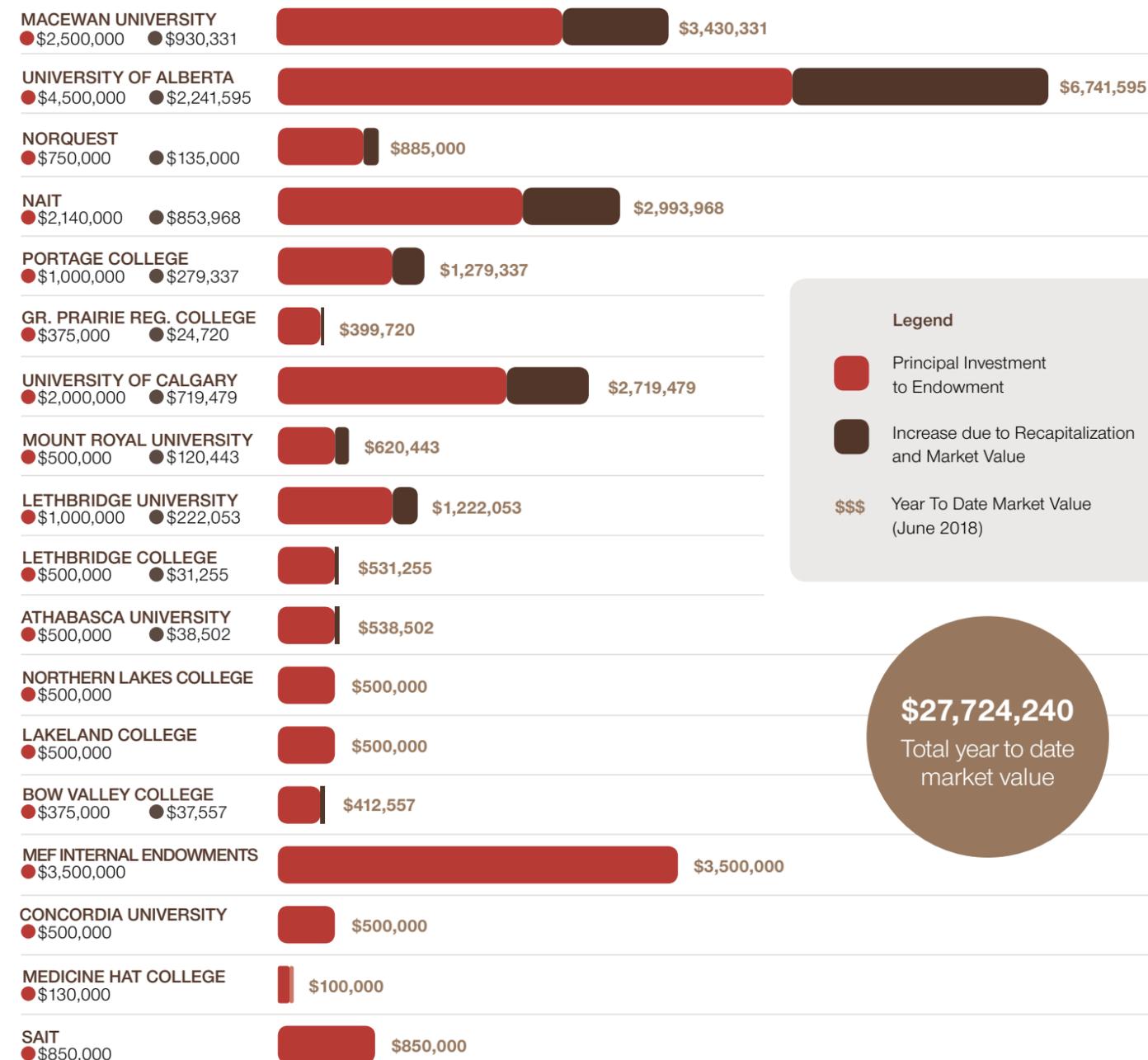
- Upcoming Train the Trainer Sessions
- Métis educator gatherings
- Professional development for your district
- The latest resources for K–12 Métis education
- New additions to our K–12 website
- Language revitalization updates



# Métis Education Foundation

Established in 1991 by the Métis Nation of Alberta (MNA), the Métis Education Foundation (MEF) was incorporated as a non-profit charitable foundation with the goal of improving education outcomes for Alberta Métis.

In 2006, MNA and RLI’s predecessor (the Labour Market Development Unit, or LMD) began to capitalize the MEF and started the process of negotiating Métis endowments with post-secondary institutions across Alberta with funds derived from the Federal Indigenous Labour Market Program. Today, the Métis Education Foundation holds an endowment portfolio approaching a market value of \$28 million, and the goal is to reach \$30 million in the next few months.



# Métis Scholar Awards

The MEF Métis Scholar Awards program disburses the proceeds of endowment investments from each post-secondary institution and funds individual students through the Métis Scholar Awards. Under this program, students can access support in the years before their final year of post-secondary studies. Once students reach the final two semesters of studies, they may be eligible for funding through RLI's Métis Training to Employment program.

Because the Métis Scholar Awards program is created in partnership with post-secondary institutions, the endowments and awards are administered directly by each institution.

\*Each institution has its own specific criteria and application process so it is important for potential award recipients to contact their preferred institution to review the criteria and application process. All applications must be submitted directly to the appropriate post-secondary institution.



Rupertsland has established partnerships with

**18**

post-secondary institutions across Alberta.

## 2018/2019 MÉTIS SCHOLAR AWARD RECIPIENTS

Institution	Endowment creation year	Past School Year Awards	Total Funds Disbursed	Total Awards Disbursed Overall	Total Funds Dispersed since Inception
Athabasca University	2014	4	20,000	24	60,000
Bow Valley College	2015	3	10,800	13	30,800
Gr. Prairie Regional College	2011	3	6,000	18	33,500
Lakeland College	2015	3	9,300	12	36,150
Lethbridge College	2013	6	21,000	37	129,500
MacEwan University	2008	37	153,000	629	1,702,000
Mount Royal University	2013	6	21,000	87	307,492
NAIT	2009	35	145,000	177	679,550
NorQuest College	2008	4	20,000	62	162,500
Northern Lakes College	2015	12	24,750	44	79,600
Portage College	2009	15	45,000	90	190,000
University of Alberta	2008	18	167,000	156	1,336,500
University of Calgary	2012	12	60,000	84	420,000
University of Lethbridge	2012	14	45,000	82	308,250
SAIT	2018	—	—	—	—
Concordia University	2018	—	—	—	—
Medicine Hat College	2018	—	—	—	—
Métis Education Foundation	2015	—	—	—	—
<b>TOTAL</b>	—	<b>172</b>	<b>\$747,850</b>	<b>1515</b>	<b>\$ 5,475,842</b>

## A YEAR IN REVIEW

In 2018–2019, MEF announced the creation of five new endowments totalling \$2.48 million to support Métis student success throughout Alberta:



Community Celebrations were held in conjunction with all the September endowment announcements showcasing Métis culture. In her statement during the Medicine Hat announcement, President Audrey Poitras summarized the significance of the endowment contributions:

**“In making these announcements, I am aware that this contribution on behalf of future generations of Métis citizens could not be possible without the relationships and partnerships that we have created with the Métis community and stakeholders across the province.”**

March 4th, 2019 was a proud day for MEF and Métis citizens alike — 15 Métis Scholar Award recipients received awards at Portage College. MEF would like to extend congratulations to them and their pursuit of higher education!

“

**As a family, we had made a commitment to my studies and this award helped carry us through. Thank you to the Rupertsland Institute, Métis Education Foundation and the Métis Nation of Alberta for this support.”**

— **Sherry Bellerose**

A member of the Gift Lake Métis Settlement and recipient of the Métis Scholar Award during her first year in the Social Work program, Sherry is a mature student with many financial obligations. The funds allowed her to continue her studies.



# What Lies Ahead

## Métis Post-secondary Education

On June 10, 2019, Canada and the Métis National Council signed the Canada-Métis Nation Post-secondary Education Sub-agreement. The Sub-agreement fulfills commitments outlined in the 2017 Canada-Métis Nation Accord and is an historic step in closing the post-secondary education attainment gap between Métis Nation citizens and non-Indigenous Canadians. Under this agreement, Canada agrees to invest \$362 million over 10 years as well as an ongoing \$40 million. Information on the structure and support levels for Métis students in Alberta will be available within the next few months.



## New Métis Post-secondary Endowment Investment

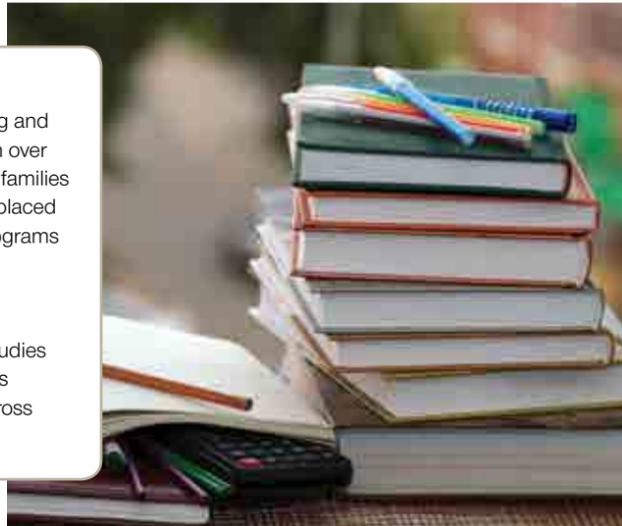
MEF is pleased to announce a Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) investment of \$2.5 million in Métis post-secondary education. This funding will 1) be invested in the MEF internally held endowment; 2) support the expansion of the MEF endowment portfolio by creating two new endowments with post-secondary institutions in Alberta; and 3) supplement existing endowments.



## Early Learning and Child Care (ELCC) Endowment

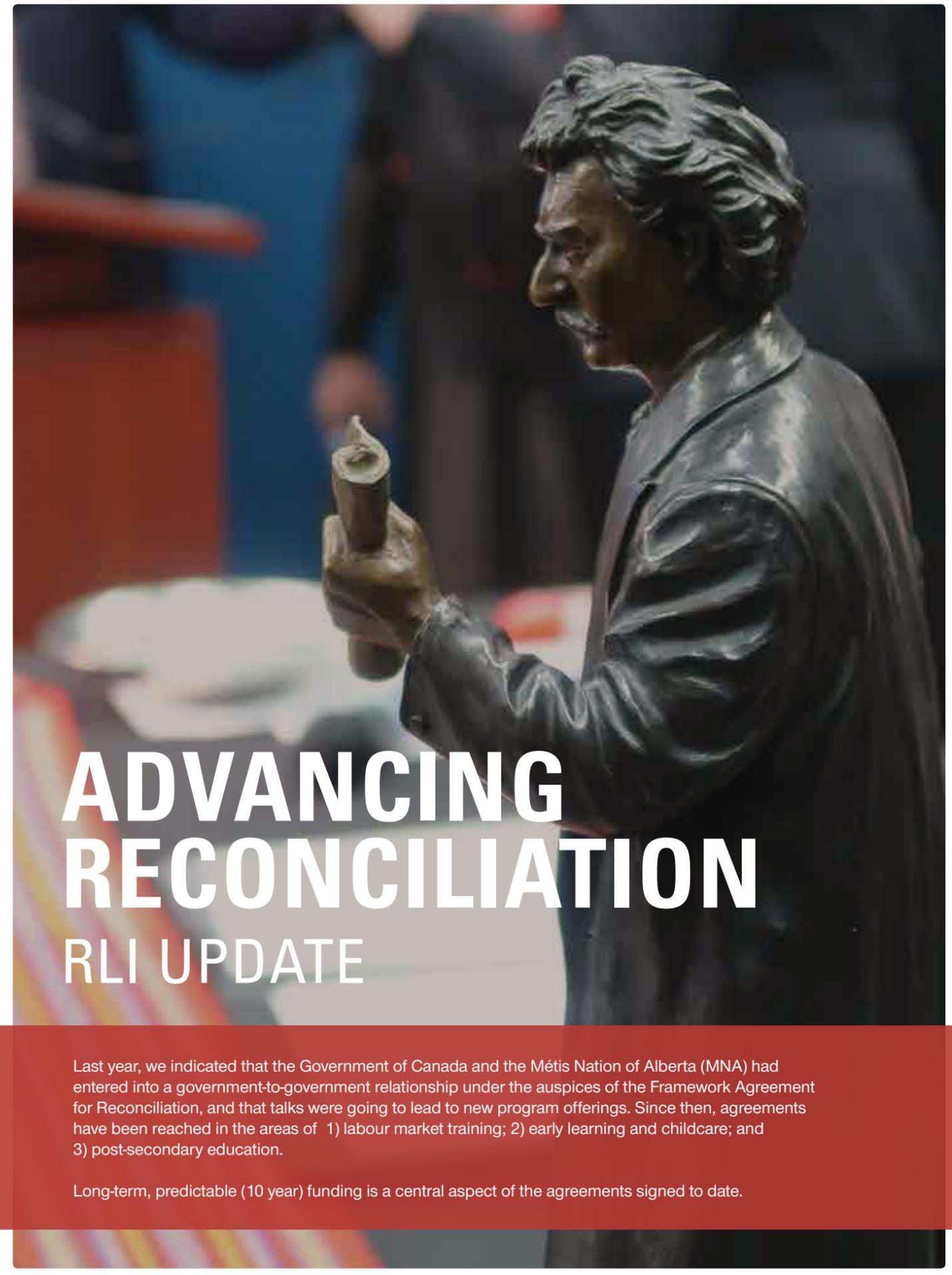
On March 9, 2019, the MNC signed the Canada-Métis Nation Early Learning and Child Care Accord, which includes a funding commitment of \$450.7 million over 10 years to strengthen ELCC programs and services for Métis children and families in the Métis Homeland. ELCC recognizes that Métis governments are best placed to design, deliver and integrate Métis culture, languages and values into programs for Métis Nation children and families.

As part of ELCC investments, MNA transferred \$1.48 million to MEF for the development of an endowment that targets Métis citizens entering ELCC studies at provincial post-secondary institutions. The aim is to create a body of Métis professionals to provide ELCC services to Métis citizens in communities across the province.



## RLI Strategic Priority: Shaping Institutional Development

Shaping Institutional Development was identified by the RLI Board of Governors as a priority in the 2018-2022 Business Plan. Development of an Alumni Association was later identified as a strategic priority. An RLI Alumni Association is seen as a vehicle under which Métis citizens could support activities, programs and services by creating a forum of exchange and friendship, and building business relationships among people from similar backgrounds or interests.



# ADVANCING RECONCILIATION

## RLI UPDATE

Last year, we indicated that the Government of Canada and the Métis Nation of Alberta (MNA) had entered into a government-to-government relationship under the auspices of the Framework Agreement for Reconciliation, and that talks were going to lead to new program offerings. Since then, agreements have been reached in the areas of 1) labour market training; 2) early learning and childcare; and 3) post-secondary education.

Long-term, predictable (10 year) funding is a central aspect of the agreements signed to date.

## INDIGENOUS SKILLS EMPLOYMENT AND TRAINING PROGRAM (ISETP)

In the 2018 budget, the Government of Canada announced the creation of ISETP and the end of pan-Aboriginal programming in favour of distinctions-based programs in which Métis, Inuit and First Nations would be able to define their own priorities. Employment and Social Development Canada (ESDC) led the negotiation process on behalf of the Government of Canada.

Following an intense negotiation process and under ISETP principles, RLI and ESDC agreed on the terms of an Alberta Métis approach. Named the Alberta Métis Education and Training Strategy (AMETS), the strategy is composed of four pillars:

- Lifelong learning;
- Enhanced clients services;
- Research, policy and informed practices; and
- Partnership and shared responsibilities.



Métis Nation of Alberta  
President Audrey Poitras  
signs the ELCC agreement

ESDC recognizes that RLI is at an “optimal capacity” level, and as such, is subject to less stringent conditions than at any time in the past. This achievement is an acknowledgement of RLI’s reputation for transparency, accountability and solid governance structure. It also means, among other things, that RLI no longer needs to report to ESDC quarterly, and that most (95 per cent) of RLI’s funding is available through a single payment at the start of the fiscal year.

## MÉTIS NATION EARLY LEARNING AND CHILD CARE ACCORD (ELCC)

Recognition of the unique needs of Métis children and their families is a central aspect of the ELCC Accord signed by the Métis National Council (MNC) Governing Members and the Government of Canada in March 2019. Over the next 10 years, up to \$450.7 million will support Métis children and their families in the Métis Homeland.

The Accord allows for flexible program design and delivery, and, among other things, “support[s] the training of early childhood educators in post-secondary programs and the recipients of ELCC programs and services.” As a signatory to the Accord, MNA has signalled its interest in working with RLI in three ELCC areas that fall within the current RLI mandate:

- Expanding support for Métis Training to Employment (MTE) clients and their dependents;
- Creating an endowment to support the post-secondary needs of ELCC students; and
- Designing and delivering support for early learning initiatives.

## MÉTIS POST-SECONDARY EDUCATION PROGRAM (MPSEP)

Post-secondary education is a key factor in closing the socio-economic gap between Métis and non-Indigenous Canadians. To support Métis students pursuing post-secondary education, and to foster lifelong learning and skills development, the 2019 federal budget allocated \$362 million over 10 years and an ongoing \$40 million to support Métis post-secondary education.

Reducing post-secondary education gaps between Métis Nation citizens and non-Indigenous Canadians through the delivery of effective post-secondary education supports and initiatives is a central goal of the MPSEP agreement. This funding will support 7,326 Métis post-secondary students (including approximately 1,900 in Alberta) during the first 10 years of the MPSEP strategy.



**THREE  
YEARS**

Over the course of 2019, RLI will design and begin to deliver an Alberta post-secondary education funding program designed to support a maximum number of Métis students through their first three years of education.



# 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.

# Alberta Métis Education and Training Strategy (AMETS)

AMETS is a product of discussions held under the Canada-Métis Nation of Alberta “Advancing Reconciliation” Framework Agreement and of the strategic planning of the Rupertsland Institute Board of Governors. Starting in 2019, the strategy will take RLI and Alberta Métis into the next generation of programming in education, training and research.

AMETS is supported by four pillars (below) that match the strategic priorities of the RLI Board of Governors and the Strategic Business Plan of the Métis Nation of Alberta.

AMETS will be deployed at a time of profound challenges to the provincial economy and transformational changes to the global labour market. This is why, over the next decade, Métis citizens can expect RLI to increase its suite of programs, expand the RLI reach to high schools and develop early learning programs designed to meet the diverse needs of Métis communities across the province.

Eventually, a Michif retention and revitalization program, plus funding for years one to three of post-secondary education, linked to program offerings by the Métis Nation of Alberta (MNA) and other affiliates, will allow citizens access to wrap-around services that meet the needs of Métis throughout Alberta.

## WHAT DOES THIS MEAN?

### Lifelong Learning



**What this means:** Broaden client support by bringing a holistic approach to Métis education and training.

**Objective:** Increase Métis employment rates and encourage lifelong learning for Métis citizens.

### Enhanced Client Services



**What this means:** Bring a wide range of supports to RLI clients, including: project-based training; programs that match the skills needs of Métis clients with area labour markets; and higher learning support at appropriate post-secondary institutions.

**Objective:** Close gaps in employment, skills and earnings by providing long-term wraparound services that consider the individual needs of clients.

### Research, Policy and Informed Practice



**What this means:** Develop and maintain standards in service delivery and strive for administrative excellence. RLI will implement policies through good governance, quality research and informed practice.

**Objective:** Incorporate quality research via strategic planning and business plan development so that RLI can better target resources and support the institute's overall goals.

### Partnerships and Shared Responsibility



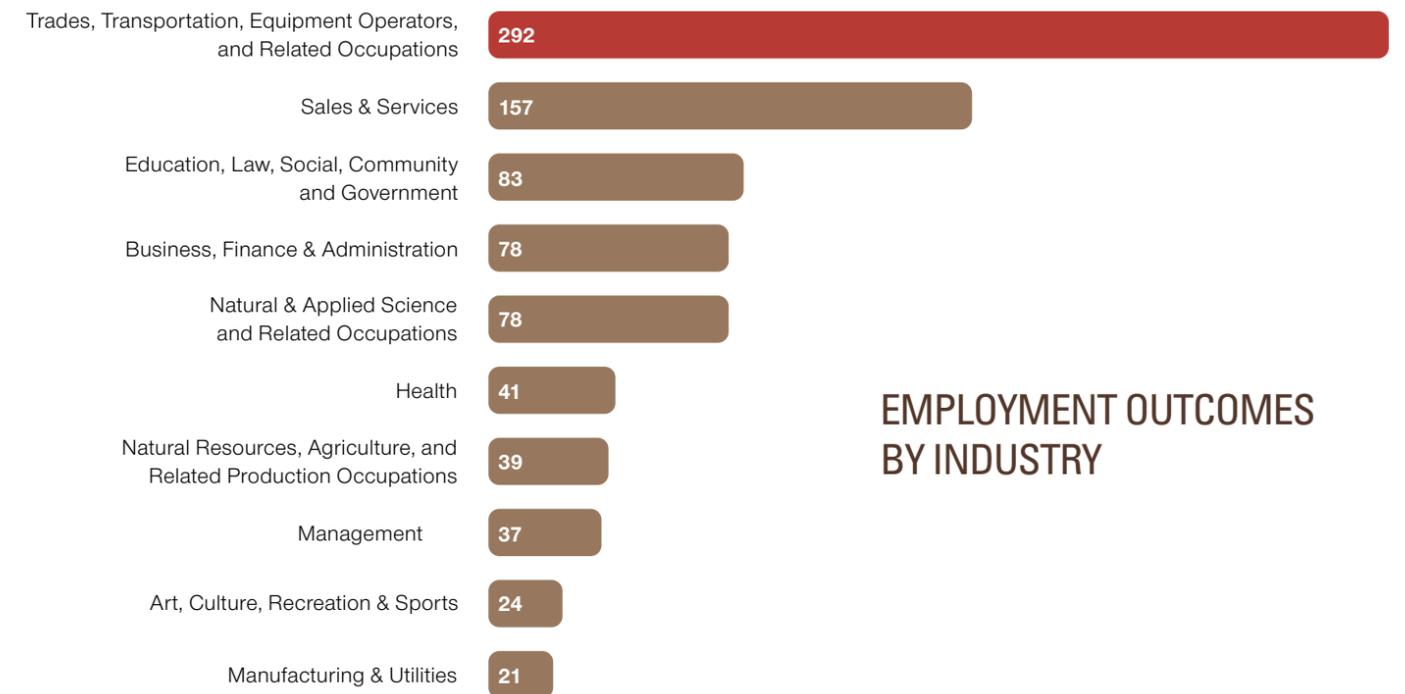
**What this means:** Leverage education and training initiatives through partnerships with appropriate stakeholders to promote RLI services and bring the client base closer to the employer.

**Objective:** Maximize AMETS' goals by investing resources in partnerships in the community and by sharing with Canada the responsibility for AMETS' success.

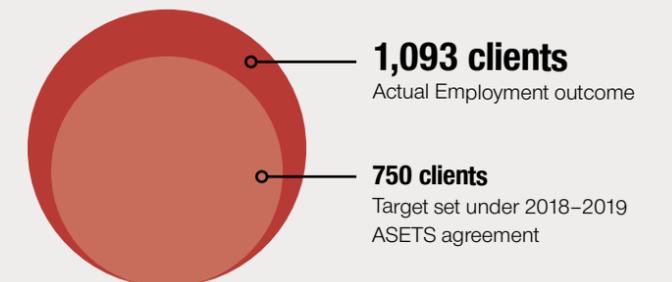
# Métis Training to Employment

Normally, labour force participation rates decline during recessionary times and rebound during periods of economic growth—many workers get discouraged and stop looking for work, resulting in a decline in the participation rate. In the past few years, Alberta's economy has lost thousands of jobs across all economic sectors as a result of the decline in the oil and gas industry. This is why it is most impressive to report that throughout this economic decline, **RLI has continued to exceed forecasted employment outcomes.**

As shown in the 2018–2019 tables below, RLI clients have found employment in various industries outside of the oil and gas sector or have taken the initiative to start their own businesses. RLI possesses decades of experience in diversifying the Métis workforce, helping job seekers and employers equally. RLI staff work with both industry and clients to understand the skill sets needed to prepare Métis for success in areas of employment demand. To achieve this, RLI uses extensive labour market research that approaches workforce development from a supply and demand perspective. This allows RLI to connect with industries to gain support for transferable skills for unemployed Métis in Alberta.



## EMPLOYMENT OUTCOMES BY INDUSTRY



# MTE Program Completions 2018–2019

The results of the MTE program reflect the continued strength of our decentralized service delivery network. These outcomes are due to three primary goals:

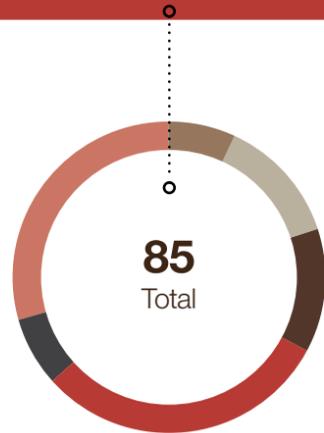
- Identifying and promoting actions that improve education, skill levels and employment opportunities for Métis people;
- Managing and delivering programs that enable Métis individuals to pursue education, enhance their skill levels and find both productive and rewarding occupations and employment; and
- Engaging all levels of government, educational institutions, industries and the Métis community in promoting partnerships that enhance education, skill development and employment opportunities for Métis people.

RLI staff and management provide high-quality, client-driven support in communities across Alberta. As leaders in employment services, RLI delivers a full range of career-focused counselling, project-based training, educational funding and partnership development to prepare Alberta Métis for success in the labour market. These efforts aim to promote both economic prosperity and community well-being throughout RLI regions. Each staff member is supportive, knowledgeable and challenges clients to make informed decisions in an effort to deliver conscientious services that support educated choices. Client satisfaction, empowerment and accountability are an integral part of the employment services provided.

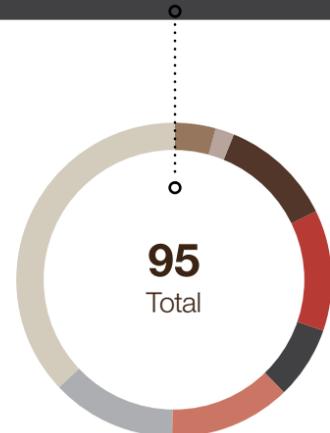


**547** programs completed that led to graduation

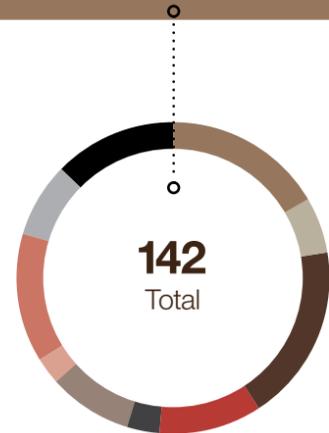
CERTIFICATE PROGRAMS      DIPLOMA PROGRAMS      APPRENTICESHIP TRADES & RELATED      DEGREE PROGRAMS      OTHER CERTIFICATES



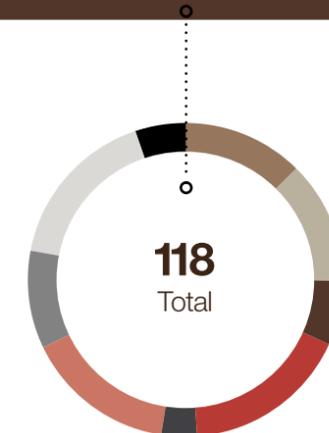
- Administration/Accounting 6
- Esthetician 11
- Health Care Aide 11
- Medical Field 26
- Social Work/Education/Addictions 6
- Other Certificate Programs 25



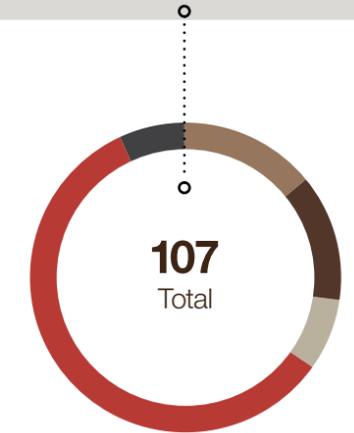
- Agriculture/Environmental Technology 4
- Arts/Design 2
- Business Administration/Management 11
- Engineering/Computer Technology 12
- Massage Therapy 7
- Nursing/Medical Related 12
- Social Work/Addictions/Early Childhood 12
- Other Diplomas 35



- Auto/Heavy Equipment Repair 24
- Carpentry 8
- Electrician 26
- Hairstylist/Barber 15
- Millwright/Machinist/Instrumentation 5
- Plumber 12
- Steamfitter 4
- Trades Preparation 19
- Welder 11
- Other Trades 18



- Arts 15
- Business Administration/Management 15
- Commerce 8
- Education 20
- Engineering 4
- Medical Science/Nursing 18
- Other Degrees 12
- Science 20
- Social Work/Sociology/Child & Youth 6



- Class One 15
- Heavy Equipment Operator 14
- Power Engineering 8
- Short Term Course (i.e., Safety Tickets) 63
- Other Certificates 7

# Northeast Region

The Northeast Region provides service for Métis Nation of Alberta Regions I and II with offices in Lac La Biche and Bonnyville. We have maintained the same staff for the past three years. This, along with the MTE mobile services, enables MTE staff to provide consistent services throughout the region. The mobile employment units have attended events such as Try a Trade in Lloydminster and Métis Fest in Fort McMurray.

As in previous years, the Northeast spent its budget and met and surpassed assigned client targets. The Summer Placement Program met new, unprecedented demands, with 38 employer partners yielding summer employment for 83 Métis students within the region.

## UPCOMING DEVELOPMENTS

Upcoming developments in the Northeast Region include creating new partnerships and maintaining current relationships with industry. Through these partnerships, RLI will continue the Community Based Environmental Monitoring (CBEM) project in Fort Chipewyan. In addition, the Northeast Region will develop two new projects for the 2019–2020 fiscal year:

- Greater Aboriginal Preparation Project (GAPP) and
- Wildland Firefighter Project.

Northeast Region Open House



# Northwest Region

The economy within the RLI Northwest Region is primarily driven by oil and gas, forestry and agriculture. The Northwest Region is a diverse area filled with year-round beauty. It is comprised of large forested areas with wide, open spaces, hills, valleys, and beautiful lakes and rivers. This region stretches from the Northwest Territories border in the north to the Valleyview area in the south, and from the British Columbia border in the west to the Slave Lake and Wabasca area in the east. The people are as diverse as the landscape, rich in culture and skills. The Métis in the area are hard-working, artistic, rooted and full of pride.

To provide services to this vast region, there are four offices, located in Grande Prairie, Peace River, High Prairie and Slave Lake. Along with the mobile employment centres, which provide access to more remote locations, these offices serve as points of contact for our clients.

In 2018–2019, the Northwest Region finalized the Industrial Safety Training program through Northern Lakes College campuses in Peace River, Grouard and Slave Lake. We collaborated with two summer youth projects in the Northwest, the Aboriginal Job Shadow in Grande Prairie and the Indigenous Careers Explorer Academy in Slave Lake. Through the Métis Youth Summer Placement Program, we were able to provide young people with summer employment at several companies. In addition to this, they were able to receive on-the-job experience through the Métis Employment Partnership Program.

Staff have worked with the schools and community to attend career and employment fairs, and provided support to the Entrepreneurship Workshop in Grande Prairie.

RLI staff strive to ensure that the Métis in the Northwest Region have their training and employment needs met, working side by side with them at every step of the process, from working through difficulties to cheering on successes.



Four offices serve the Northwest Region



The Métis Youth Summer Placement Program helped young people find summer jobs



In 2018-2019, the Industrial Safety Training program was finalized

## CLIENT SUCCESS STORIES



### DAVID HOLMGREN

David is a former student of the Heavy Equipment Operator project training initiative in Boyle. His training took place during the current reporting year and, having successfully completed his training, David is now an instructor with the Heavy Equipment Operator program at Portage College.



### MEGHAN CLAUDE

Meghan is a previous participant in the Summer Student Placement Program in Region II and received funding from RLI for the final year of her Bachelor of Education degree at the University of Alberta. She will be starting her career as a teacher in the Lakeland area in the coming months. The time that she has spent interacting with and learning from the Elders of the Métis Nation will help her encourage all youth to learn more about Métis people and heritage.

### SHEENA VALIQUETTE

My name is Sheena Valiquette. I am 28 years old and honored to be a Métis woman. I am forever thankful for Rupertsland Institute. Without their aid, I would not have had the opportunity to become the professional I always wanted to be. I obtained a General Office Administration Diploma and two Microsoft Office Specialist certificates. These have given me the education, marketability and confidence to engage in today's workforce. I am blessed to be an office manager in an elementary school where I utilize my new skills daily. I can feel and see the impact this education has had in my life already and I know it will continue to have future benefits. With the financial support and encouragement from Rupertsland Institute I can rightly call myself a professional. It is a dream come true!

### BETSY CHALIFOUX

My name is Betsy Chalifoux. I am a Métis young lady who found out about Rupertsland from my aunty who works at the Métis Nation of Alberta office back home in Peace River. My brothers have gained college experience thanks to Rupertsland Institute, and I got the opportunity to also gain a college certificate because of Rupertsland Institute's help. I completed the Health Care Aide Program and found employment very soon after finishing my course.

Rupertsland Institute helped me reach my career goal by pushing me through the course and always checking up on me. They made it very possible by helping me with the funding that I needed as I am also a young mother! Thanks so much.



# South Region

RLI's South Region continues to grapple with the economic slowdown and the crisis affecting the oil and gas industry. In order to support the labour market needs of Métis workers, the South Region focused on developing new, diversified opportunities to help unemployed Métis people return to work. Project training initiatives in non-traditional industries were developed to address new labour market demands in growing areas of the economy.

The French Language Training program is one of these projects. In its second year, the project resulted in seven clients passing a language evaluation and beginning their careers as flight attendants with Air Canada's Jazz airline. The Professional Insurance Agent program resulted in four participants achieving a Level 2 Insurance License and beginning new careers in the insurance industry. In addition, the South Region also ran a career exploration program for Métis youth. This training provided youth with exposure to and certifications in areas related to the fast-growing Indigenous tourism industry.

As for client-focused services, the region achieved excellent results through the combined efforts of staff, clients and community stakeholders. This success is highlighted by 132 individuals who completed their training during this reporting period. A total of 186 Métis clients found employment or started self-employment as a result of training and job search services support.

CLIENT SUCCESS STORIES



**LEIGHTON LINDSAY**

Leighton came to the Calgary office as a man with a plan. He knew what he wanted to do in his career and had already made tremendous progress on his own to achieve it. Leighton's long-term goal in life was to become a firefighter. To achieve that, Leighton undertook his own training as an emergency medical responder and wildfire crew leader. He had work experience as a wildland firefighter for the province of Alberta in the summer of 2018. When he came to us to apply to train as an emergency medical technician/primary care paramedic (EMT/PCP) in December of 2018, his commitment to his goal made a huge impact on his employment counsellor. Throughout his training, he has been diligent in responding to inquiries and letting us know that he is succeeding. He will complete his program in the 2019–2020 year and move on to employment as an EMT/PCP.

**JESSE FITHEN**

Jesse's journey began in December 2017 when he came to the Calgary MTE office with an interest in the French Language Program. While participation in the program was not possible, Jesse continued to work with his job coach to find employment while he decided what he wanted to do with his employment future. In April 2019, Jesse return to the MTE office with a goal in mind: to work in the loss prevention field. After only a month and a half of work with his job coach, he was able to secure a full-time position with a major retailer as an asset protection specialist, covering two stores. This represented both a major milestone and a quick turnaround for a client with a goal and the drive to achieve it.

**JAYDEN WHITE**

Jayden was the youngest participant in the 2018–2019 intake of the French Language Program. Despite the immense workload and responsibility involved in completing a language course in three months, Jayden excelled in the program and at the midway point, successfully passed the language evaluation test to begin a career as a flight attendant. In an act of selfless dedication, rather than going into employment, Jayden elected to stay in the course in order to help her classmates complete their own evaluations successfully. This devotion to her peers demonstrated leadership and a commitment to helping those around her succeed.



**ETHAN ANDERSON**

Ethan came to the Calgary office in August 2018, interested in the Professional Insurance Agent program. Throughout the training, Ethan worked diligently among peers who were many years his senior. Ethan missed by a single point his first attempt at the Level 1 Insurance License exam. Undeterred by this outcome, Ethan retook the exam and succeeded. A month later, Ethan sat the Level 2 Insurance License exam and succeeded in his first attempt. As of February 2019, Ethan is working full-time in the insurance industry.

**132**  
clients completed training

**186**  
clients found employment or started self-employment

Below  
French Language instructor going over the day's tasks



## UPCOMING DEVELOPMENTS

In tandem with the need to be creative in order to meet the challenges presented by the economic downturn, the South Region is currently developing multiple innovations for the 2019-2020 fiscal year. For example, a Safety Ticket and Light-Equipment training project will target Métis people interested in a career in the warehouse or construction industries.

The region is also developing a Job Search/ Computer Skills training project for mature job seekers who need to refresh or gain skills in the latest job search methods in the digital era. In addition, regional MTE staff are working with Olds College to develop a Cannabis Technician project for Métis people interested in working in the growing medical and recreational cannabis industries.

Lastly, we are planning a project to assist single-parent families with undertaking post-secondary training in areas that show strong labour market demand.

**Professional Insurance program grad ceremony**  
(from left to right): Lucyna Pielak, Shawn Anderson, Ethan Anderson, Dallas Locke, Chelsea Boisvert, Laurie Burdett, Therese Loef, Laurie Wowk, David Jones and Venitius Bradshaw



# Central Region

RLI's Central Region encompasses all of the Métis Nation of Alberta Region IV. It has one employment centre in Edmonton and mobile employment units provide monthly services to clients in Whitecourt, Drayton Valley, Hinton, Jasper and Grande Cache, as well as other locations (when available) upon request.

Four employment counsellors, two job coaches and one client resource assistant staff the Edmonton office.

Rural areas within the Central Region have been and continue to be the most affected by the downturn in the oil and gas industry, and, as a result, many people within this region have lost their jobs or face displacement. Communities such as Whitecourt, Edson and Drayton Valley have been severely affected and are at the forefront of the economic downturn.

As is our practice, and in preparation for the regional work plan, staff seek feedback from communities, Métis citizens and other stakeholders on how we can serve them better and how we can address their labour market needs. In the fall of 2018, the Central Region conducted community consultations in Whitecourt, Grande Cache and Edmonton. Findings from these consultations reinforced the view that there are different issues and priorities among rural and urban areas within the region. Interestingly, the consultations tell us that small-town employers are struggling to find skilled workers, while Edmonton's skilled workers have to settle for lower-paying jobs due to a highly competitive market.



Rural communities continue to be the most affected by the downturn in the oil and gas industry



Edmonton's skilled workers face a highly competitive market, while small towns are struggling to fill positions

## PROJECT TRAINING & EMPLOYMENT OUTCOMES, 2018–19



# Online Services

RLI introduced the live online application in 2015. The online service is a state-of-the-art digital system that simplifies funding access for registered trade applicants and students enrolled in a post-secondary diploma or undergraduate program.

- For apprentices, funding is available for any year of their technical training.
- Funding is also available for students in their final two semesters of a post-secondary diploma or undergraduate degree program.

At its October 2018 strategic planning session, the RLI Board of Governors called for RLI to “expand efficiencies through online methodologies for client services.”

Clients may apply online from a computer or cell phone; anywhere there is access to the

internet. They can also apply in-person at one of the 10 RLI Métis Training to Employment Services offices across Alberta.

Now, four years after its inception and based on extensive client feedback and strategic direction, the online application service is undergoing a complete rebuild. The program interface will be easier for clients and will provide ongoing updates on the client application and approval process. The Online Region's goal is to make the site more user-friendly while capturing the information RLI needs to support each client. Under the revamped software, there will be two separate sections for apprentices and post-secondary student applicants. The new site will be ready for staff and client testing in the first quarter of the new year.

The success of the online program cannot be understated. In 2015, RLI assigned \$1.9 million to the program, and as of the 2019–2020 fiscal year, the budget has increased to \$4.1 million. This clearly demonstrates that Métis people have taken to a new business and application approach.



Clients can apply wherever they have internet



Live online application was introduced in 2015

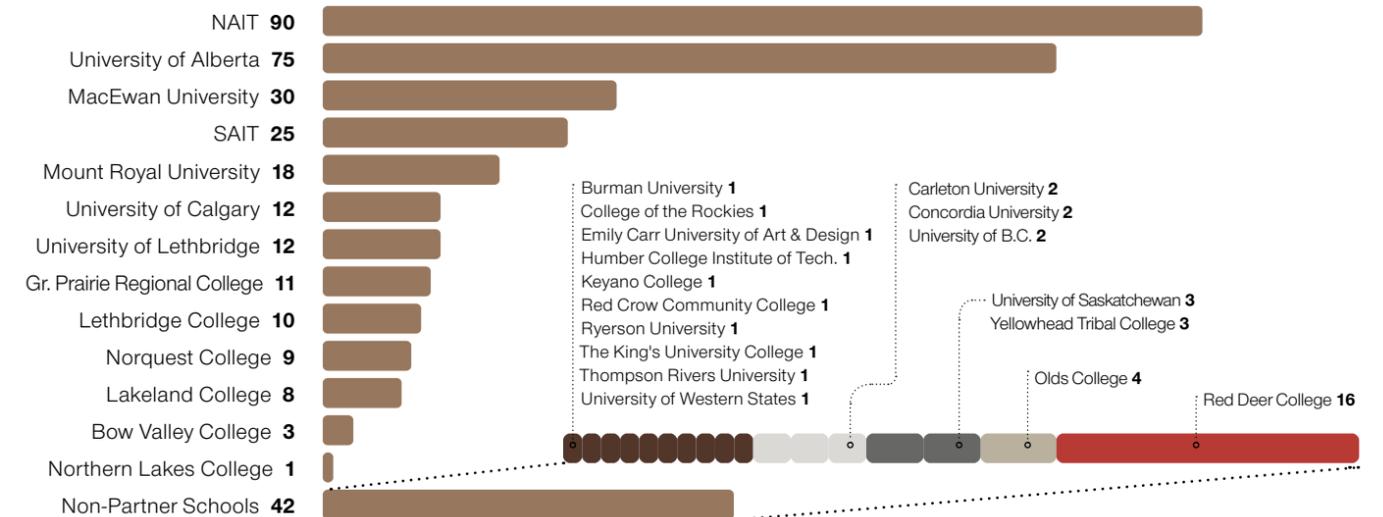
# 346

Total online clients in 2018/2019, including clients who started in the previous fiscal year

## ONLINE CLIENT BREAKDOWN IN THE 2018/2019 FISCAL YEAR



## WHERE ONLINE CLIENTS ARE ENROLLED



# Mobile Employment Services

RLI provides services to Métis clients throughout the province at 10 office locations, as well as through two fully equipped Mobile Employment Service units. The two mobile units give Métis Training to Employment the flexibility to provide services in remote communities, as well as urban locations where there is a need.

Three drivers travel with employment counsellors and job coaches, who are available to provide services from the offices within the mobile employment units as well as attend events throughout the province. At times of significant environmental disasters, such as the fires in northern Alberta, the mobile employment units can also function as emergency headquarters that provide phone services and internet connectivity to those in need. At times, the mobile units also serve as temporary EI offices to support evacuees' application process.

During the 2018–2019 fiscal year, 1,627 visitors were logged. The employment units travelled 82,040 kilometres throughout the province, reaching remote Métis communities across the four RLI regions.

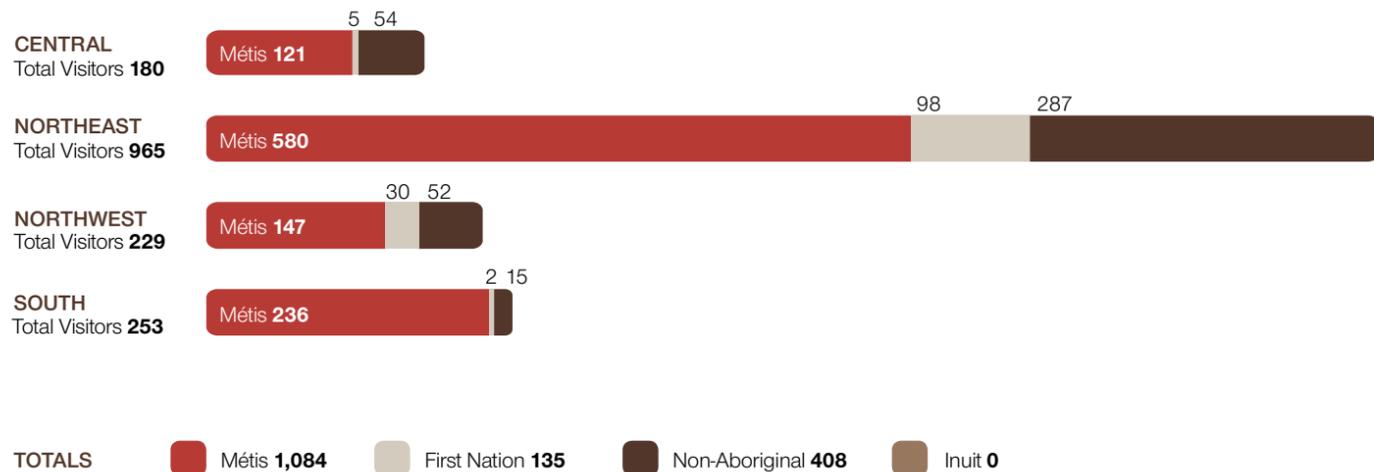
  
82,040 kms travelled

  
1,627 Total visitors



President Audrey Poitras in front of a mobile unit

## VISITORS TO MOBILE EMPLOYMENT UNITS



**Above**  
A mobile unit with a Red River Cart



**Left**  
Métis Training to Employment Staff

## ADDITIONAL EVENTS ATTENDED

- Alberta Works event in Drayton Valley
- Try a Trade Lloydminster
- Northern Lakes Open House in Fort Vermillion
- Métis Festival in Fort McMurray
- Indigenous Day in Grande Prairie
- Lac La Biche Parade
- High Prairie Parade
- Hiverment Days in Big Valley
- Métis Nation of Alberta General Assembly in Lac La Biche
- Endowment announcements in Slave Lake, Medicine Hat, Lloydminster, St. Albert and Edmonton
- Métis Scholars Information Night
- Community Consultations in Grande Cache, Whitecourt and Edmonton
- RLI Open House in Grande Prairie
- MNA events in Bonnyville and Lloydminster
- Peace River Parade
- Youth & Seniors Gathering in Edmonton
- Grande Cache High School Career Fair
- Spirit Seekers Youth Conference in Grande Prairie
- Coverage for the Slave Lake office when it flooded

# Provincial Projects

Over the years, RLI's provincial projects have positively affected many lives, and the 2018–2019 fiscal year was no exception. Each year, we run career exposure projects for youth and skills training for adults. The feedback we receive on the impact these have on the lives of our clients is why we do what we do. Here is what some of our former clients had to say regarding their experience with RLI.



“Without [RLI] I may not have found my profession!”  
— Sydney Leddy

## SYDNEY LEDDY

Over the years, Sydney participated in the Environmental Careers Program, the Outdoor Leadership Practicum and the Eco & Adventure Tourism Program. She recently graduated from the Forest Technology Program at NAIT and will write the professional exam this November to become a Registered Professional Forest Technologist (RPFT).

Sydney is currently on an eight-month contract with Norbord in their Woodlands Department, doing planning, silviculture and operations work. Sydney states that the RLI programs she attended “taught me the basics of forestry and gave me the confidence and knowledge to navigate and work in the bush; without them I may not have found my profession!”



“Without the program, I never would have ended up where I am today.”  
— Dylan Murray

## DYLAN MURRAY

Dylan's participation in the Eco & Adventure Tourism program helped him find a purpose in his life. Dylan recently completed his first year at Thompson River University in the Adventure Guide Certificate Program and will be returning for second year this fall. Dylan is considering pursuing a Bachelor of Tourism Management designation. For the summer, he is working as a river guide out of Mt. Robson.

“[RLI programming] helped me find my passion for the outdoors”  
— Jenna Berger



## JENNA BERGER

Jenna credits her decision to enter the Forest Technology Program this fall at NAIT to her participation in RLI summer youth programs. Jenna is currently working for Parks Canada in Jasper, AB on the vegetation restoration crew. She performs restoration work throughout Jasper National Park. Of her experience with Rupertsland programming, Jenna says that it “helped me find my passion for the outdoors and I can't imagine where I would be without this program. Thanks to Rupertsland I was able to experience this wonderful program and find my path in life!”

# Entrepreneurship Workshops & Partnership



## RENE J. COLLINS

Rene's company provides comprehensive professional video production services for the film industry, subcontract work for other production agencies, and video work for corporate clients.

“I greatly appreciate the programs Rupertsland has provided me. I've taken two of their entrepreneur workshops over the past years. Even though I've been running my own company since 1997, there's always something new to learn. The workshops provide me access to other entrepreneurs, allowing me to learn from their experiences and to search out new ideas that I can apply to my own business.”

Rene states that one of the best lessons learned throughout his participation was how to “find your leverage.” He states, “That may not mean much to others, but for my business, it was exactly what I was looking for. Those three words acted as a catalyst that I could add into my mix of ideas. It's still one of the first thoughts I bring to mind when meeting new clients.”



“I really enjoyed my time spent with you guys and it completely changed my perspective.”  
— Tutchone Dunfield

## TUTCHONE DUNFIELD

“I recently finished my second year of Environmental Science at Grande Prairie Regional College (GPRC). I will be there one more year then hopefully transfer to the Environmental Science program at Royal Roads University in Victoria, BC. I am absolutely loving my education so far. For this summer, I got a job as an Environmental Technician for Environmental Dynamics Inc. (EDI) here in their Grande Prairie office. I am loving this job as it is exactly what I want to do once I graduate, so I'm getting incredible work experience.”

Tutchone credits a portion of her success to her participation in the Environmental Careers Program. The program helped her see that she is more capable than she imagined, and she enjoyed the time spent in the mountains near Hinton. “Before, I never thought I could navigate myself through the woods! I really enjoyed my time spent with you guys and it completely changed my perspective and that is why I decided to proceed with an education in the environmental field.”

Tutchone indicated that RLI helped her succeed by giving her the opportunity to attend the Environmental Careers Program. She was thankful that RLI staff helped guide her through the application process and ensured she was aware of all potential program activities. “I am grateful for Rupertsland in that they help Métis youth explore career opportunities. Without them, I would not be where I am today.”

# Upcoming Developments

A ten-year labour market agreement and fast-changing labour market conditions will present new challenges and allow RLI the time needed to conduct an extensive evaluation of the current MTE service delivery model. An in-depth review will provide RLI with options to extend its service delivery digital footprint into areas where internet access makes this possible, while ensuring that in this process we leave no one behind.

RLI is aware that over the coming years, the provincial economy and labour market are likely to undergo extensive changes. In response to this, MTE will enhance its linkages with the Métis community and strengthen its relations with industry and other stakeholders in order to support the needs of Métis citizens in a changing labour market. As we move toward enhanced client services, MTE activities will focus on:



Lowering the skill-level and education gaps between Métis and other Albertans

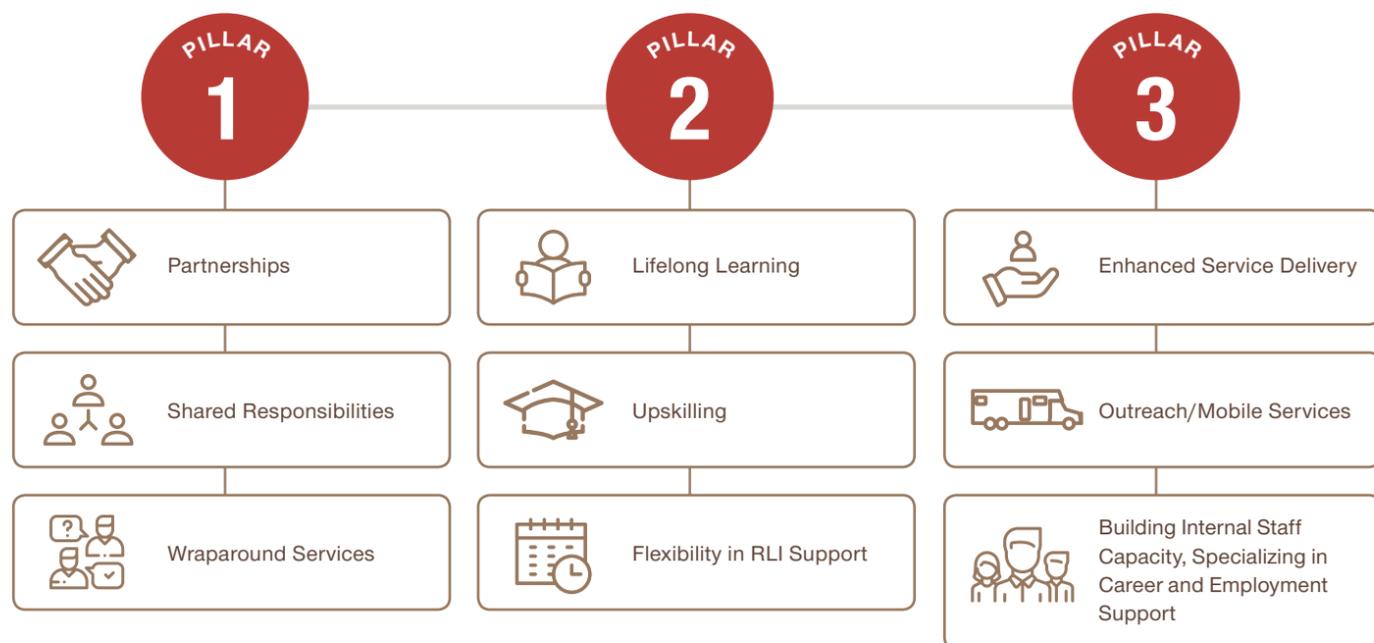


Designing a modern service delivery structure that responds to the needs of Métis citizens and partners, is flexible and available, and provides enhanced service access to all Alberta Métis



Targeting industry training by creating employer partnerships to ensure that jobs are available at the end of training

In short, RLI will evaluate the current suite of programs and develop services based on the strategic priorities on the Board of Governors, building on the following pillars:



# 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.

# Rupertsland Centre for Métis Research

RLI research is broadly divided into two streams: 1) peer-reviewed academic research, which is carried out by the Rupertsland Centre for Métis Research (RCMR) at the University of Alberta (U of A); and 2) community-based or program-based research, which is carried out through in-house capacity at RLI.

Research in either form is generally conducted to support policy development and informed practice internal to RLI. These two research vehicles complement each other and support the strategic goals of RLI and the Métis Nation of Alberta.

The RCMR is a unique partnership between RLI and the University of Alberta. Currently, the RCMR is the only Métis academic centre in Canada. An Executive Council that includes academic and Métis representation governs RCMR and sets priorities. The following events stood out.



## MÉTIS SCRIP & LAND CONFERENCE

RLI worked closely with the RCMR and MNA to hold the Métis Scrip and Land Conference, which included presentations by Métis experts at this well-attended event. Its reach into the community involved participants from across Alberta, as well as throughout Canada and other countries, via live-stream internet access.

## MÉTIS LAND-BASED COURSE

RLI, the MNA and RCMR worked in partnership to develop curriculum for a three-credit Métis Land-Based course. It is expected that this course will be offered in spring-summer classes at Métis Crossing and will become part of the overall course offerings in the Certificate in Métis Studies under the Faculty of Native Studies.

## RUPERTSLAND ART COMMISSION

In recognition of RLI/MNA contributions to the University of Alberta, the university has established the Rupertsland Art Commission to develop an art piece for permanent display on campus. Although the selection process is not complete, the art piece will provide the campus community and generations of students with a reminder of our homeland and Métis presence at the U of A.



Professors Paul Gareau and Shalene Jobin from the Faculty of Native Studies at an RCMR event



Porcupine Quills Workshop at the Royal Alberta Museum hosted by RCMR



Métis Cart and Flags at Pembina Hall, U of A

# Program-Based Research

Internally, RLI conducts extensive research in a variety of areas.

## LABOUR MARKET

In the area of labour market research, RLI has a long and fruitful tradition of carrying out in-depth economic and labour market analysis and integrating these findings into program development and offerings. The use of research to inform practice is one of the keys to the success of the Métis Training to Employment (MTE) — even at a time when the provincial economy was shedding thousands of jobs across the province.

The stated objectives of the federal Indigenous Skills Employment and Training (ISET) Program are to narrow the skills and employment rate gaps between Métis citizens and non-Indigenous Canadians. In collaboration with Big River Analytics (a Métis company), RLI produced the 2019 labour market report, and in it included new calculations designed to assist MTE staff in identifying areas that need targeting in each of the four RLI regions.

The total number of Métis citizens between the ages of 15 to 65 allows us to compare how many people should be available to the labour market in each region compared to the provincial average. The difference between the two populations constitutes the employment rate gap, and allows RLI to target specific programs and services.

The second federal goal is to narrow occupational skills gaps. Occupations are classified by skill level according to the National Occupational Classification (NOC), which assigns each occupation to one of four skills levels (A, B, C and D, where A is the highest skills level obtained and D is the lowest).

Using the technique to determine employment rate gaps, we determine that the largest gap is found in higher education (both A and B levels). This is why the RLI Board of Governors prioritized Lifelong Education in the RLI Strategic Business Plan 2018–2022 and the RLI administration included this principle as a pillar in the Alberta Métis Education and Training Strategy (AMETS). Narrowing occupational skills gaps requires RLI to focus on education at all levels in the next few years.

### EDUCATION



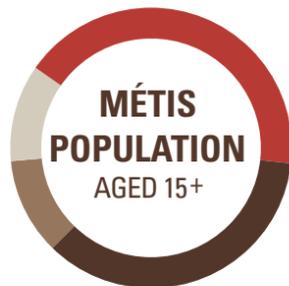
In support of provincial teachers in the K–12 system, RLI developed the Foundational Knowledge structure and six themes that will be taught in schools across the province. Development of these educational tools requires extensive research and forms part of the RLI commitment to implementing programs and services that meet the needs of Métis citizens and RLI's partners.



The Government of Alberta's recognition of RLI as a Métis educational authority led to a language grant that requires RLI to conduct extensive research to develop Michif resources to protect and support language revitalization efforts.

### Educational Levels Associated with Occupational Skill Levels

- A** University certificate, diploma or degree at bachelor level or above
- B**
  - Apprenticeship or trades certificate or diploma
  - College, CEGEP or other non-university degree or diploma
  - University certificate or diploma below bachelor level
- C** High school diploma or equivalent
- D** No certificate, degree or diploma



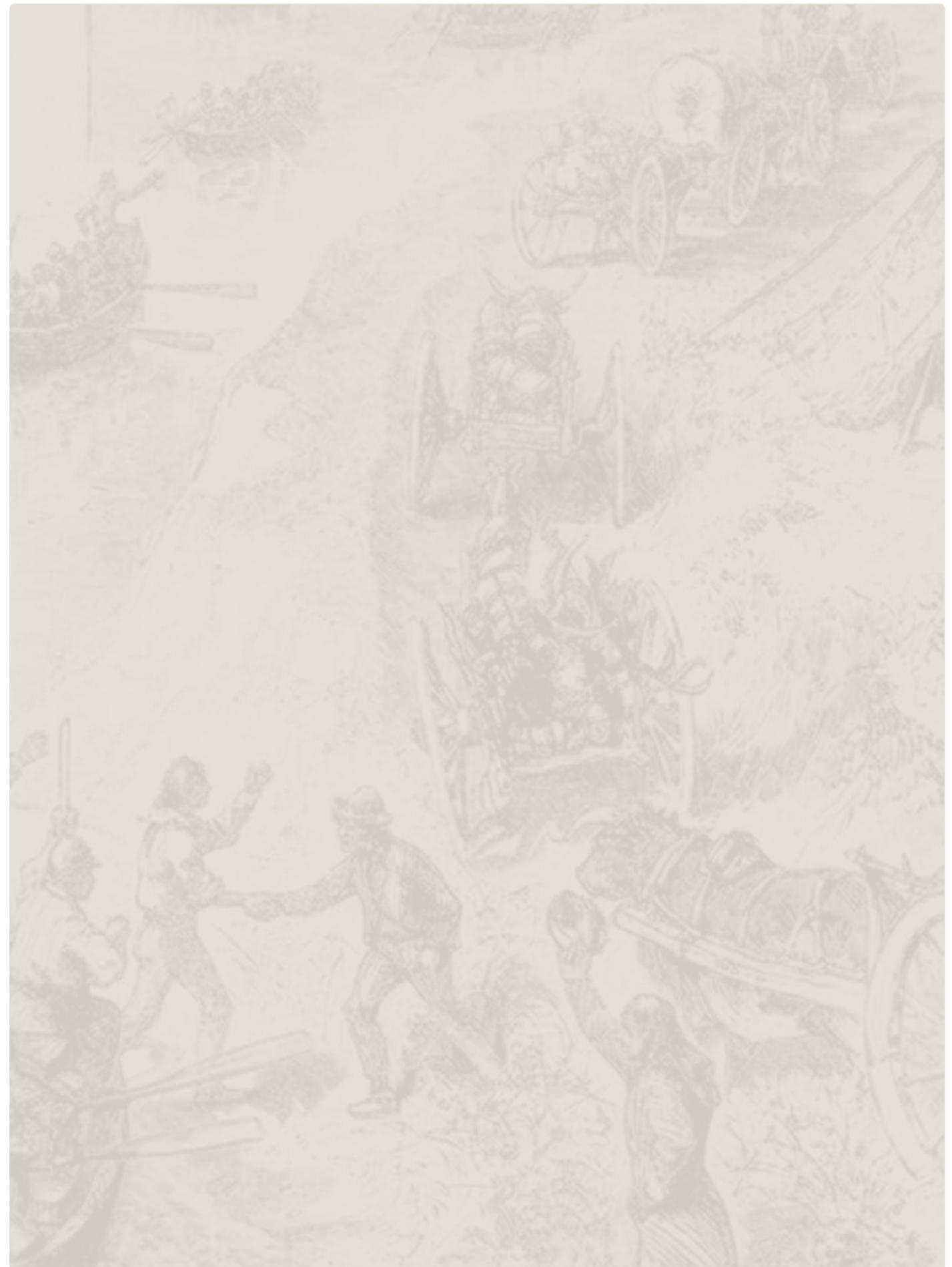
- Central **35,865**
- South **30,530**
- Northwest **9,580**
- Northeast **9,545**
- Total **85,520**

### MÉTIS SKILL GAPS



All calculations are conducted by Big River Analytics

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