



# RUPERTSLAND INSTITUTE

MÉTIS CENTRE OF EXCELLENCE

## **18 Month Report to the Community**

October 1, 2010 – March 31, 2012



**Since 1670, the Rupert's Land territory has held the pulse of Canadian industry, and the Métis people were among the catalysts that drove its success. In 2010 the Rupertsland Institute was created to reinvigorate that legacy of labour and achievement born over 300 years ago.**

**Métis people: a history of fostering excellence in achievement —**

**Rupertsland Institute: a mission of fostering excellence in Métis people.**

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Rupertsland Institute Board of Directors Chair, Dr. Tracey L. Friedel



Dr. Friedel signs a Memorandum of Understanding with Alberta Health Services

## Message from the Chair

*Tanisi*, to Métis citizens across the province! On behalf of Rupertsland Institute, I am honoured to present our Annual Report to the 2012 MNA Annual Assembly.

In February 2012, the MNA Provincial Council entrusted me with the duties of Chair of Rupertsland Institute (RLI). I welcome the opportunity to lead the governing body of the organization, the Board of Governors, over a five-year term as we endeavour to fulfill the mandate given to us by the Métis people through the Métis Nation of Alberta.

I wish to express gratitude for the work of our two past leaders: Adam Letourneau (Chair – Oct, 2010-July, 2011) and Acting Chair, Dr. Herb Belcourt (Acting Chair – July, 2011-Feb, 2012). Both individuals exhibited unwavering dedication to Rupertsland Institute during their respective time in leadership. We are fortunate to have Dr. Belcourt's continued involvement on the Board of Governors as Vice-Chair and MNA Member-at-Large. He and I are joined by an array of individuals, representing the Métis community, the MNA Provincial Council, the University of Alberta, government and industry, who exhibit integrity, collegiality, varied employment histories, and rich life experience.

As part of ensuring that we maintain the status of a *Métis Centre of Excellence*, the Board of Governors is

currently in the process of enhancing RLI's corporate governance processes and creating the necessary organizational capacities that will enable us to effectively move ahead on our three overarching mandates.

During the past year, the Board of Governors worked collectively to develop RLI's inaugural strategic plan. This included developing a long-term vision for the organization, building a concise mission statement, and identifying key goals and broad strategies that will move us towards the vision and mission in the short term.

I invite you to review the information that follows, both an overview of the governing framework for RLI and a summary of the organization's corporate activities over the past eighteen months (October 01, 2010 through March 31, 2012). Rupertsland Institute welcomes any questions or comments you have regarding the information contained herein – we look forward to enhanced engagement with Métis citizens across the province in the future as together, we realize the many rich opportunities that lie ahead.

Respectfully,  
Tracy L. Friedel, PhD (*Métis*)  
Chair, Rupertsland Institute





CEO Lorne Gladu speaks at the RLI Annual Conference



CEO Lorne Gladu & Laurie Hawn at the RLI Announcement Press Conference

## Message from the CEO

The Rupertsland Institute “Métis Centre of Excellence” was created *by the Métis people for the Métis people* and is a huge part of the Métis public service. I am appreciative of the trust that the RLI Board of Governors has placed on the RLI staff and I am proud to carry my role as the leader of the administrative function at RLI.

I want to thank the Board of Governors for its time and commitment to RLI and for lending its experience and collective wisdom to help us move forward on the vision and mission that lies ahead.

More importantly, I take great pride in my Senior Management Team, and the tireless effort and hard work that is carried out by this group of people and also the staff who work directly with the Métis citizens of this province. The following pages will report on RLI activities over the past 18 months and will give an overview of our strategic orientation, organizational governance, and various insights to RLI activities under the three-prong mandate.

In 2010, the MNA Provincial Council gave RLI the mandate for education, training and research, and my job is to ensure that the mandate transforms into actions that address the needs, aspirations, and dreams and of the Métis people. At RLI, decision-making is a centralized administrative process and one that is inclusive and based on round-table input from the Senior Management Team. We operate as a close-knit group under an enhanced accountability framework and we are accountable to our Board and the Métis people of Alberta. We also report annually to our parent and shareholder organization at the MNA as represented by the Provincial Council.

I look forward to the opportunities the future will bring us and commit to continually pursuing excellence in Métis people.

Sincerely,  
Lorne Gladu  
CEO Rupertsland Institute

# The Métis People

The Métis are one of three distinct Aboriginal peoples of Canada recognized under the 1982 Canadian Constitution. During the Fur Trade (1670-1870) the Métis were known to be fiercely independent and were very instrumental in the development of western Canada.

The word Métis comes from the Latin term “miscere” (to mix) and was used initially to describe the children of Native women and French men. Over time, the word “Métis” became the accepted term accrued to all children born to Native women and European men.

In 1760, King Charles I of England granted a Charter to the Hudson’s Bay Company for “the sole trade and commerce of all those seas, streights, bays, rivers, lakes, creeks and sounds ... and all mines royal ... of gold, silver, gems and precious stones to be found, and that the said land be from henceforth called Rupert’s Land”. The vast territory was named after Prince Rupert of Rhine, a nephew of Charles I, and the first appointed Governor of the Hudson’s Bay Company.

The Métis quickly became the intermediaries between European and Indian cultures; working as guides, interpreters, fur traders and provisioners to the new forts and trading companies. Métis villages sprang up along the river-ways from the Great Lakes to the Mackenzie Delta. The Rupert’s Land territory included all or parts of present-day Northwest-Nunavut Territory, Ontario, Manitoba, Saskatchewan, Alberta, and British Columbia, and became known to the Métis as the “Métis Homeland.”

Métis culture is a fusion of French, English, Scottish, and Indian influences, and took root and flourished in the late 1800s. The Métis developed a unique language called Michif, using both Indian nouns, and English or French verbs. Métis fiddlers combined jigs and reels into their unique forms of dance and music. Métis attire included woven sashes, embroidered gun sheaths; deer hide caps, quilled and beaded pipe bags, and the capote, a European style coat made from Hudson Bay point blankets.

The Métis developed technologies for moving freight such as the Red River Cart and York boat and were known to elect Councils to organize highly successful buffalo hunts. From the buffalo meat the Métis provided pemmican to the Fur Trade; a remarkable energy-giving food, which in great measure, is responsible for the first crossing of the North

American continent and explorations of the far northwest. By 1816, the Métis had challenged the Hudson’s Bay Company’s monopoly of the fur trade, and began to develop a political consciousness and a collective sense of community and nation-hood.

By 1869, the Métis formed the majority of the population at the Red River Colony near present-day Winnipeg, and developed a unique political and legal structure. Led by Louis Riel, the Métis established a provisional government and negotiated the entry of



*The Rupert's Land Charter*

Manitoba into Canadian Confederation in 1870. However, federal promises of land under the Manitoba Act were not fulfilled, and after 10 years of delay, the government introduced the “Scrip” system. Scrip certificates which came in the form of *land-or-money* Scrip replaced direct land grants and were issued to some but not all Métis. Land speculators who followed the Scrip Commission offered to buy-up Scrip from the Métis who were already destitute from the decline of the fur trade and buffalo herds. The Scrip system under contemporary review and research shows unscrupulous, fraudulent activity, and unchecked abuse of the Scrip system, and is a tragic era of Métis interaction with land speculators.

The Royal Proclamation of 1763 had made the Crown responsible for the well-being of aboriginal peoples and forbid the dismembering of their lands. Despite this declaration, the federal government did not acknowledge its responsibilities for the Métis, and refused to recognize their rights as a sovereign people over Rupert’s Land territory.

Impoverished and frustrated, the Métis sent Gabriel Dumont to appeal the Métis cause to Louis Riel, and in 1885, Riel and Dumont led an armed resistance in northwestern Saskatchewan, near the Métis settlements of Duck Lake and Batoche. Despite support from local farmers



*The Rupert's Land territory, as granted by King Charles I.*



*Louis Riel statue in Winnipeg*

and the Blackfoot and Cree Indians, the Canadian army was able to crush the resistance at a final battle in Batoche. While Dumont eluded capture, Riel and those that fought along side him were arrested and tried, and Riel was executed by a “hanging” in Regina on November 16, 1885.

By the 1930s, associations to lobby for a land base were formed in Saskatchewan and Alberta and by 1938 the Alberta government set aside land and formed 12 Métis “colonies” for the most destitute of the Métis. In 1990, Alberta granted 1,280,000 acres of land for the establishment of eight Métis Settlements; a precedent that allowed the contemporary Métis living on these Settlements

to obtain a legislated land-base, limited control of housing, health, child welfare and other legal institutions.

The 1960s saw the re-emergence of Métis under renewed political organizations, and during the First Ministers talks leading up to the Canadian Constitution in 1982, the Métis were at the table and negotiated Métis inclusion in the Constitution as one-of-three distinct aboriginal peoples of Canada.

In 1992, Louis Riel was recognized as one of the founding Fathers of Confederation and a monumental statue of Riel was unveiled on the grounds of the Manitoba legislature in 1996 consistent with the general area in which many of the historical events surrounding Riel took place.

## THE NATIONAL DEFINITION OF MÉTIS

In September 2002 the Métis National Council adopted the following definition of Métis:

**1.1 “Métis” means a person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of Historic Métis Nation ancestry, and is accepted by the Métis Nation.**

**1.2 “Historic Métis Nation”** means the Aboriginal people then known as Métis or Half-breeds who resided in the Historic Métis Nation Homeland.

**1.3 “Historic Métis Nation Homeland”** means the area of land in west central North America used and occupied as the traditional territory of the Métis or Half-breeds as they were then known.

**1.4 “Métis Nation”** means the Aboriginal people descended from the Historic Métis Nation which is now comprised of all Métis Nation citizens and is one of the “aboriginal peoples of Canada” within the meaning of s.35 of the Constitution Act 1982.

**1.5 “Distinct from other Aboriginal peoples”** means distinct for cultural and nationhood purposes



# The Métis Nation of Alberta

SINCE ITS INCEPTION IN 1928, THE MÉTIS NATION OF ALBERTA (MNA) HAS EXISTED TO REPRESENT THE INTERESTS AND ADVOCATE THE ASPIRATIONS OF ALL MÉTIS PEOPLE LIVING ON-AND-OFF MÉTIS SETTLEMENTS IN ALBERTA.

## MNA Vision:

*A strong Métis Nation embracing Métis rights*

## MNA Mission:

*To pursue the advancement of the socio-economic and cultural well-being of the Métis people in Alberta*

### The MNA has evolved from an organization that:

- had a small membership in 1996, to an organization whose membership has spread across Alberta and exceeded 40,000 people by 2011;
- focused on community consultation and representation to an organization that is both a representative body and a program and service delivery provider;
- was responsible for implementing specific projects, to an organization responsible for providing ongoing programs and services;
- was foreign to government policy changes, to an organization that is called upon to actively participate in the policy-making process.

### Over the past 15 years a set of expectations has been established for the MNA through the:

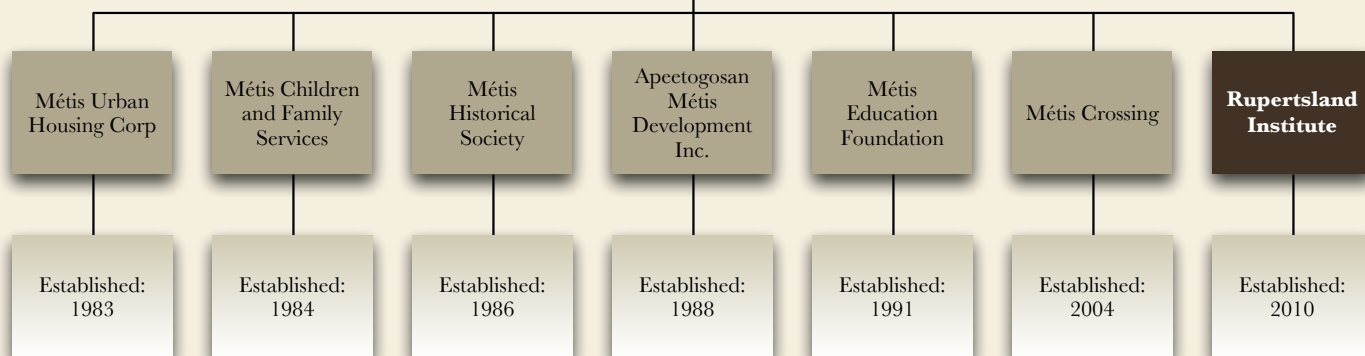
- Alberta / MNA Framework Agreement (1987-present);
- Federal / Provincial / MNA Tripartite Agreement (1992-present);
- Powley Agreement (2004-present)

- Aboriginal Human Resources Development Agreement (1996-2010).

This period between 1996-2012 has also seen the largest growth and a steady rise in the number of Métis people in Alberta who are registered as members of the MNA with an astounding 300% increase in the past decade alone.

The MNA has made the transition from being more than a representative body; it is an organization that is responsible and accountable for the ongoing delivery of a variety of programs and services. As a political organization, the MNA continues to make significant strides as an organization and has been very successful incubating initiatives that have grown to become full-fledged affiliates of the organizations each with a separate Board of Directors. To name a few at this point, MNA-owned affiliates include:

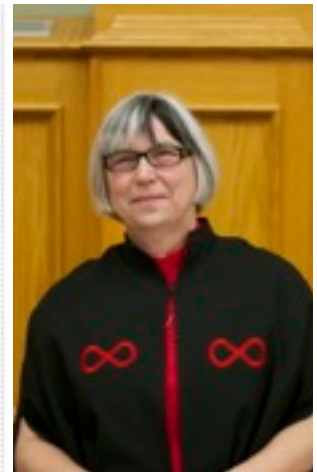
Apectogosan Métis Development Inc., which is a lending and business development organization; Métis Urban Housing Corporation, a housing corporation; Métis Crossing, a cultural site and interpretive centre; and the Rupertsland Institute – *Métis Centre of Excellence*, which is an education, training, and research institute.







Métis Nation of Alberta Provincial Council – 2011



MNA President Poitras

### MNA GUIDING PRINCIPLES

The MNA believes in:

- The national definition of Métis
- Continuing to build the foundation for future generations
- Fairness and respect for all people
- The need to work in unity and harmony
- Métis participation in building the Nation
- Encouraging and assisting Métis people to achieve their goals.
- Honesty, integrity and professionalism.
- Achieving Métis self-government.
- Métis rights as recognized and affirmed in Section 35 of the Canadian Constitution.

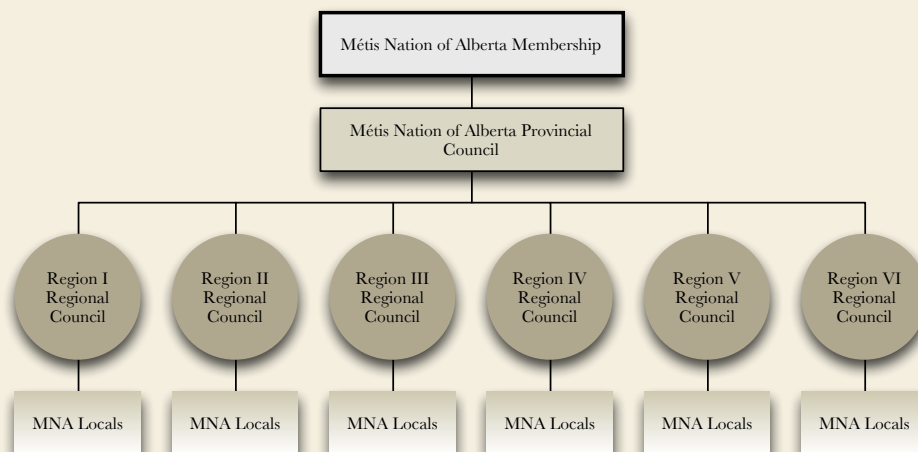
### MNA MANDATE

The Métis Nation of Alberta Provincial Council is considered by its electorate and its regional constituents to be the government of the Métis people in Alberta and has the mandate to represent the interests of Métis citizens in Alberta.

### MNA GOVERNANCE

As a political organization, the primary function of the MNA is to represent the interests of Métis people at all levels of inter-governmental affairs including federal and provincial governments. Its 14 member elected provincial council is composed of an Executive body (Provincial President, Vice-President, Secretary and Treasurer) six regional Presidents, and six vice-Presidents who preside over six Regional Councils consisting of Métis Local representation from each specific region.

### GOVERNANCE STRUCTURE





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Alberta*

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June 15, 2012

Greetings on behalf of the MNA Provincial Council! I would like to congratulate Rupertsland Institute "Métis Centre of Excellence" (RLI) on its first 18 months of operations. RLI is a wholly owned affiliate of the MNA that has been given the mandate of Education, Training and Research by the MNA Provincial Council.

The idea for a Métis Centre of Excellence can be traced back to MNA Provincial Council motions in the mid-2000's, records of discussions held in the late 1990's and commitments made by myself at our 2007 Annual General Assembly. Institutional development is a key process in the building of a Métis public service and a vital component in my vision for a self-determined and self-governed Métis Nation.

On behalf of the Métis Citizens of Alberta I sit on RLI's Board of Governors and I am proud of the accomplishments made to date by my fellow Board members and RLI staff. I would like to take this time to thank the RLI Board of Governors for their commitment to MNA's newest affiliate. I would also like to recognize the efforts of RLI staff as they continue to work to advance the Métis people of Alberta.

Sincerely,

Audrey Poitras



*Métis  
Nation of  
Alberta*

*Minister of Education Training And Research*

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June 15, 2012

First off, I would like to thank MNA President Audrey Poitras for my appointment as Minister of Education, Training and Research and for her trust in my abilities to oversee this important file. Part of my responsibilities as keeper of this Ministry, on behalf of the Métis Citizens of Alberta, is to hold a position on the RLI Board of Governors. I am also responsible for ensuring the MNA Provincial Council is apprised of RLI activities and as well to oversee other activities that occur at the National level with the MHRDA working group.

RLI exists to meet the needs of the Métis people of Alberta within the context of its mandate of: education, training and research and RLI's institutional development to date has been undertaken with this in mind.

With a strong professional Board of Governors in place and a clear mandate from the MNA provincial Council I am confident that RLI's development as a key pillar in MNA's public service will continue to progress. I am also confident that as RLI continues to move forward it will be done so in partnership with the MNA and the Métis people of Alberta.

In closing, I would like to thank my fellow Board of Governors at RLI for their commitment to moving the Métis Nation forward and all RLI staff that serve the Métis people of this province.

Sincerely,

Karen Collins



## Rupertsland Institute

The Métis Nation of Alberta has always had a history of turning community programs into institutional development, and in February 2010, the organization announced another historic decision to develop and establish an education, training and

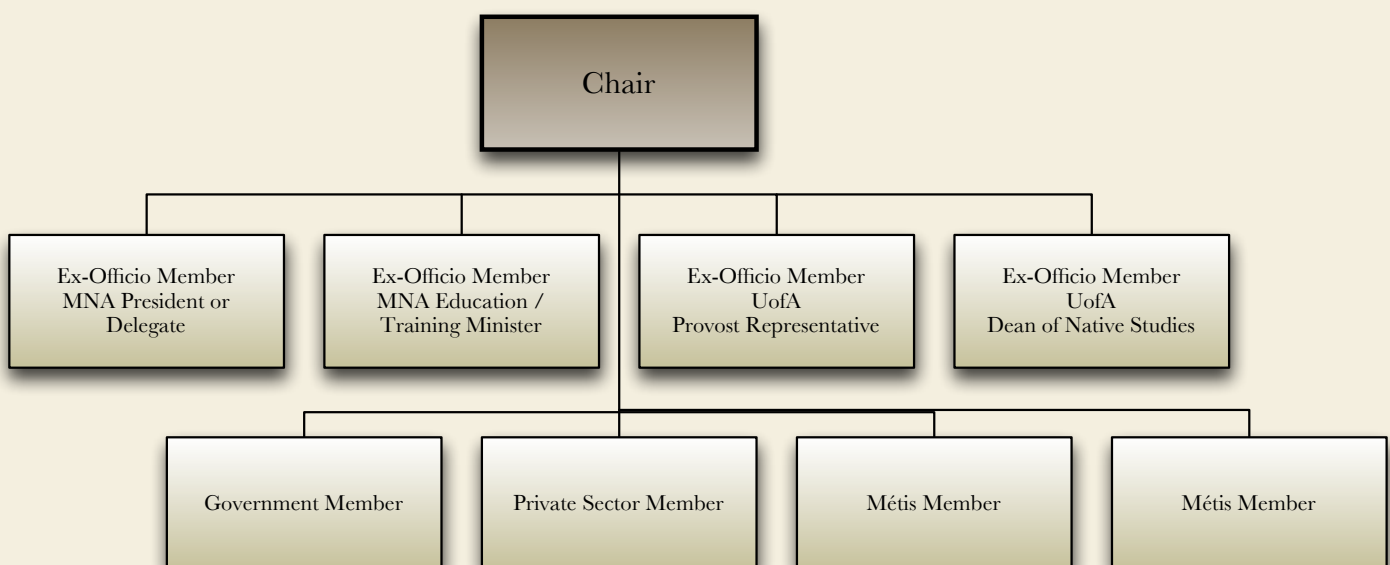
research institute under the umbrella organization called the Rupertsland Institute – Métis Centre of Excellence. The Rupertsland Institute (RLI) is incorporated as a non-profit section nine company under the Alberta Companies Act, and is governed by a

professional Board of Governors with representatives who are from the Métis business community, the University of Alberta, industry, and the MNA Provincial Council.

### OBJECTS AS DELINEATED IN THE RLI MEMORANDUM OF ASSOCIATION (2010):

1. To educate and increase the public's appreciation of the Métis culture, and Métis educational attainment, and labour market outcomes;
2. To create a forum and institute for the exchange of ideas about the Métis;
3. To conduct research into all matters affecting the place of Métis within Canadian society and economy, in the interest of furthering knowledge about the Métis, and to promote understanding and reconciliation of the Métis by the public;
4. To develop, manage and deliver programs that assist Métis achieve their educational and employment goals;
5. To develop partnerships with governments, education institutions, other training providers, public/private, sector employers to enhance education and employment outcomes for Métis citizens of Alberta.

### RUPERTSLAND INSTITUTE BOARD OF GOVERNORS



### RUPERTSLAND INSTITUTE BOARD OF GOVERNORS

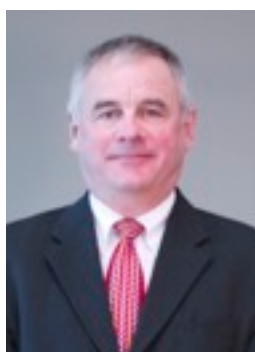
1. **Métis Member and Chair:** Dr. Tracy L. Friedel (PhD), Assistant Professor, University of British Columbia
2. **Métis Member and Vice-Chair:** Dr. Herb Belcourt (PhD Hon; CM, LLD (hon)) – Philanthropist, and Retired Businessman
3. **Ex-Officio and Treasurer:** Audrey Poitras - President, Métis Nation of Alberta
4. **Ex-Officio:** Karen Collins – MNA Ministry for Education, Training & Research
5. **Ex-Officio:** Dr. George Pavlich (PhD) - Associate Vice-President of Research, University of Alberta
6. **Ex-Officio:** Dr. Nathalie Kermoal (PhD) - Interim Dean, Faculty of Native Studies, University of Alberta
7. **Private Sector Member:** Don Sieben (MBA; FCA) – Partner, Peterson and Walker Chartered Accountants
8. **Private Sector Member:** John Phillips (BA - LLB) – Chair, Alberta Law Enforcement Review Board
9. **Métis Member:** Bruce A. Gladue – Aboriginal Relations Specialist, Energy Resources Conservation Board



*Dr. Tracey L. Friedel*



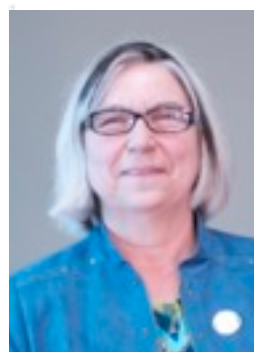
*Dr. Herb Belcourt*



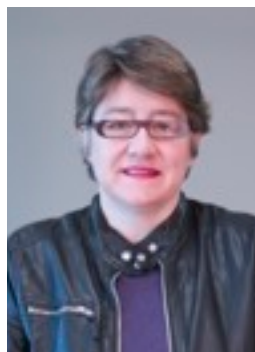
*John Phillips*



*Dr. George Pavlich*



*Audrey Poitras*



*Dr. Nathalie Kermoal*



*Karen Collins*



*Don Sieben*



*Bruce A. Gladue*



*Intersection of Rupertsland Blvd and Rupertsland Avenue in Winnipeg, MB.*

## Rupertsland Institute Strategic Plan

Stemming from its mandate in education, training and research, RLI consists of three administrative divisions:

1. **Métis Education and Advancement:** developing and implementing K-12 activities along with post-secondary partnerships, endowments, and adult education initiatives;
2. **Métis Training to Employment:** providing province-wide employment assistance services, corporate services, and Keto Data Services.
3. **Research and Professional Development:** providing internal supports to RLI staff on capacity building initiatives, professional development, and labour market research.

### CORE VALUES AND PRINCIPLES

1. To govern with compassion, sensitivity, fairness, respect, encouragement, hope and promise;
2. To advocate individual and collective self-sustainability and self-sufficiency while nation-building in unity and harmony;
3. To demonstrate honesty, integrity, accountability and transparency;
4. To promote and reinvigorate Métis culture;
5. To demonstrate excellence through high performance outcomes;
6. To advocate the ideals of a self-supporting and self-sustaining entity;
7. To develop collaborative respectful and relevant partnerships.



### VALUES STATEMENT

“Rupertsland Institute strives to be recognized as a self-supporting, successful institute that supports and promotes the well-being of Métis citizens and the Métis Nation overall by honoring our Métis traditions and cultural values including compassion, fairness, honesty, and respect. RLI is committed to accountability, transparency and integrity to the Métis Nation of Alberta, its Provincial Council, and its membership, as well as to external partners and funding agencies.”

### VISION:

***A self-sustaining, educated and skilled Métis Nation consistent with our rich histories and cultural knowledges.***

### MISSION:

***“To enhance the individual and collective well-being of Métis people through quality education, training and research”***

### KEY GOALS:

#### MÉTIS EDUCATION AND ADVANCEMENT

1. To establish a planning process and policy framework that involves Metis communities and that serves as to form the basis for decisions and actions related to new and existing initiatives in Métis education, and to ensure an adequate factual base is in place for such decisions and actions.
2. To consult with Métis citizens and communities on an ongoing basis, as well leaders in education and other professionals to gain a better understanding of immediate needs and future aspirations of Métis citizens regarding education in Alberta.
3. To engage in collaborative partnerships that support and improve education outcomes for Métis citizens from early childhood, kindergarten to Grade 12, post-secondary study, and adult education.
4. To expand the offerings of awards, bursaries and scholarships available to Métis students, and to investigate other awards programs to determine the status and extent of Métis student access.
5. To institute policies and practices that promote viewing Metis education from a holistic perspective.
6. To seek additional human and financial resources in order to accomplish Métis education initiatives.

#### MÉTIS TRAINING TO EMPLOYMENT

1. To assist Métis people with demand-driven training supports for the Canadian labour market.
2. To ensure field operations and administrative practices are consistent with high quality, integrity, and results-based accountability.
3. To ensure clients receive effective counseling, quality assessments, and relevant information for career decision-making and training supports.
4. To develop and leverage program operations and strategic ventures with public and private sector partnerships leading to positive client transitions in the labour market.
5. To create, market and develop training initiatives that demonstrate new or innovative approaches to Aboriginal labour market programming.
6. To develop organizational capacity to measure, evaluate, and change program delivery, and to determine community and stakeholder satisfaction with MTE programs and services.

#### RESEARCH AND PROFESSIONAL DEVELOPMENT

1. To assist the Rupertsland Centre for Métis Research (RCMR) where possible and to ensure RLI is represented on the RCMR governing council.
2. To enhance through research, the individual and collective well-being of Métis citizens in RLI mandated areas, and to report research outcomes to the MNA and the Métis community on a timely basis.
3. To allocate fiscal resources in support of research activity relevant to Métis education and the Canadian labour market.

### DESIRED OUTCOMES

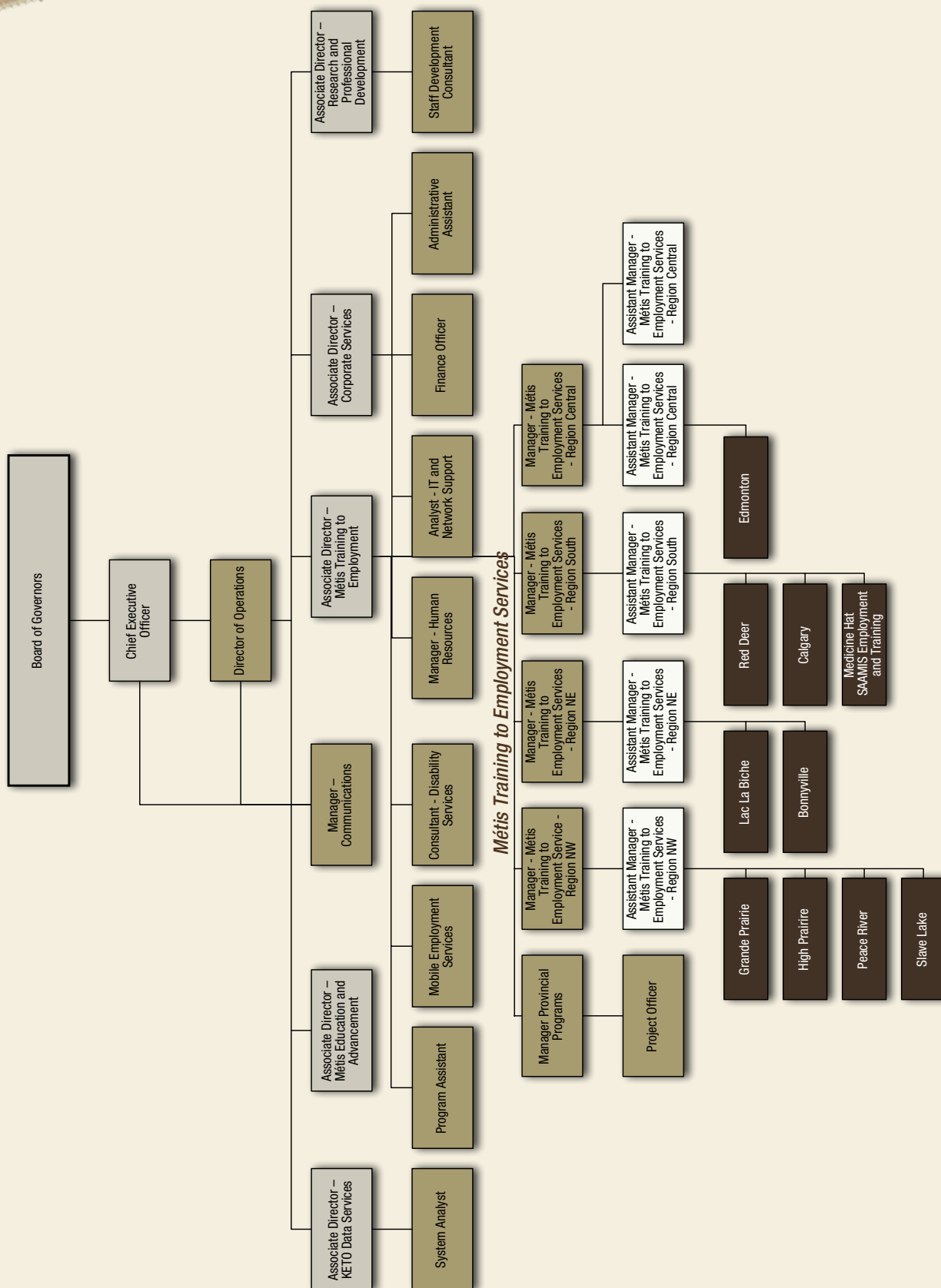
RLI shall achieve its vision, mission and goals through an emphasis on:

- Good governance
- Support for Métis culture and the historic Métis Nation
- Holistic approach to programs and services
- Performance measurement
- Recognition for achievement
- Community connections

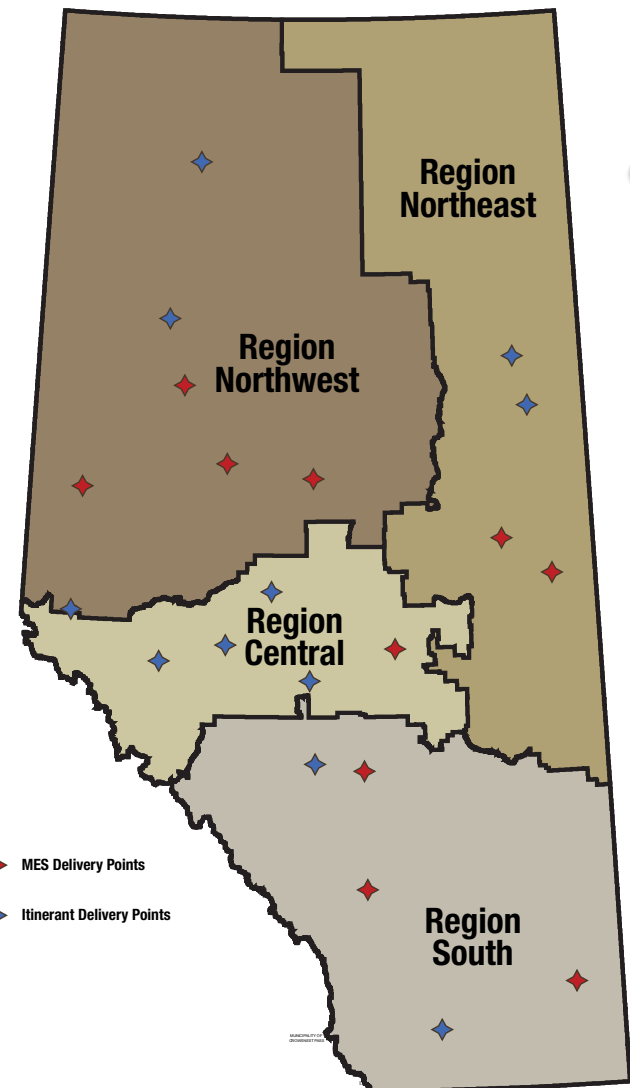
# Rupertsland Institute Administrative Structure

RUPERTSLAND INSTITUTE

MÉTIS CENTRE OF EXCELLENCE



# RLI Service Delivery Structure (Four Regions)



Rupertsland Institute Staff Portrait 2012





Announcement of the Métis Education Foundation Endowment at the University of Lethbridge

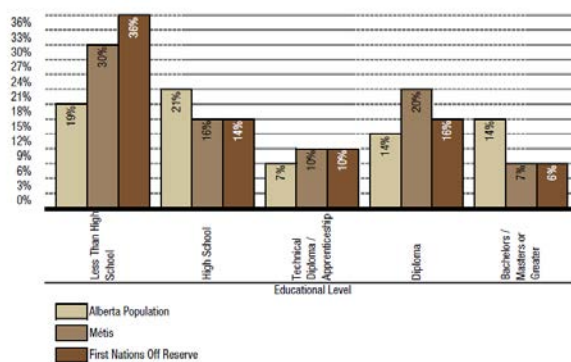
## Métis Education and Advancement

Improving the education outcomes of the Métis is the heartbeat of RLI's education mandate. While education may not be a panacea to solving all the issues faced by Métis people there can be no argument that it is key to improving the lives of Métis individuals and families.

A significantly higher percentage of Métis people have less than a Grade 12 education and have a lower high school completion rate than the non-Aboriginal population. While Métis people are less likely to graduate from high school, those who do graduate tend to complete technical diplomas/trades and diploma programs at a higher percentage than the non-Aboriginal population. However, completion of university degrees by the Métis is less than half the rate of the non-Aboriginal population.

During the first 18 months of operations RLI had a partial education mandate focusing on the area of post-secondary supports. In latter part of the 2011 – 2012 fiscal year RLI received a full mandate on education from the

Aboriginal Educational Attainment - Alberta



Census Canada 2006

MNA Provincial Council to include Kindergarten to Grade 12 and effective April 1, 2012, RLI will begin working to improve outcomes for Métis learners from Kindergarten to Grade 12. To assist these developments, RLI activities will be supported by an initial budget transfer from the MNA of

\$75K over the next 3 years. It is hoped that RLI will be able to leverage this money amongst other stakeholders to create a larger budget in the future.

The objectives under the Education division is to engage the Province of Alberta, the Government of Canada, learning institutions, industry and the Métis community in order to promote partnerships that will enhance education, skills development, and employment opportunities for Métis students.

### MÉTIS SCHOLAR AWARDS

The Education division of RLI administers all post-secondary endowments created under the Métis Nation of Alberta and the Métis Education Foundation. These endowments were created through financial transfers from RLI's training division and previously under the MNA as the Labour Market Development Program. Moving forward RLI will be creating further endowments with direct transfers from RLI to Alberta post-secondary institutions.

These efforts have led to the establishment of Métis specific endowments at nine post-secondary institutions in the province totalling \$14 million in value. As only the interest is disbursed from the endowments, they will always maintain their principal value and will continue to support Métis students in perpetuity.

The endowment pay-outs and structures for access vary from one institution to the next, and the monetary range for



*Métis Scholar Award Recipient from GPRC, Brigitte Benning*

Métis Scholarship Awards varies from \$1,500 to \$20,000 depending on the institution and program of study. The endowment awards are intended to assist Métis students who would not typically qualify for funding under the RLI Training program. Cost is the largest obstacle for Métis individuals looking to further their education.

RLI's current framework of endowments goes beyond the financial support of Métis students. Nine post-secondary institutions have also formalized partnerships with MNA-RLI through Memoranda of Understanding. Each of these post-secondary institutions and RLI have created joint partnership committees to ensure collaboration on programs and initiatives that enhance academic and employment outcomes for Métis people in Alberta.

### Métis Education Foundation Endowments

University of Alberta	\$4,000,000
NAIT	\$2,140,000
MacEwan University	\$2,000,000
University of Calgary	\$1,500,000
Portage College	\$1,000,000
University of Lethbridge	\$1,000,000
Norquest College	\$750,000
Mount Royal University	\$500,000
Grande Prairie College	\$500,000

# Métis Training to Employment

The Métis Training to Employment Program is the most well-known Service Delivery Arm of Rupertsland Institute. Its objects are to identify and promote actions that improve education, skills levels and employment

opportunities for Métis people, and to manage and deliver programs that enable Métis individuals to pursue education, enhance their skill level, and to find productive and well-paying occupations and employment.

The Métis Training to Employment (MTE) program follows the principles established by the MNA under the former Labour Market Development program and maintains a commitment to excellence, enhanced accountability, partnerships, and demand-driven skills development under

ASETS. The organizational structure allows for standardized client service delivery through a network of Métis Training to Employment Services (MTES) centres, while centralizing financial and administrative accountability at Head Office.

## MTE VISION

***“A Skilled Métis Labour Force”***

## MTE MISSION

***“Métis clients will achieve self-sufficiency through training and employment.”***

## ABORIGINAL SKILLS EMPLOYMENT AND TRAINING STRATEGY (ASETS)

Following the MNA Provincial Council motion to create the Rupertsland Institute, direction was sought, and approval was given from Human Resources Development Canada to move the responsibility of training from the MNA's stewardship to the new Rupertsland Institute. The Rupertsland Institute became the new signatory to the ASETS Agreement totalling more than \$61million dollars over a period of four and one-half years effective October 1st 2010 to March 31st 2015.

## MAIN ELEMENTS OF ASETS

1. Demand Driven Skills Development
2. Strategic Partnerships
3. Enhanced Accountability



### MÉTIS TRAINING TO EMPLOYMENT MANDATE

- To assist Métis individuals to prepare for, find and keep employment, thereby resulting in client self-sufficiency and savings to income support programs;
- To ensure Métis women, Métis youth and Métis persons with disabilities access a fair share of MTE resources as they prepare for, find and keep employment;
- To create labour market programs that are designed to meet the needs of the Métis community and industry and that are accountable to the Métis Nation and its funding agencies;

- To create and make available a distinct set and diverse network of Métis employment services comparable to mainstream services and to locate these services as close as possible to the Métis client community; and,
- To stimulate, mobilize, and encourage industry and other community partners to act in partnership with the Métis Nation of Alberta on labour market related issues and/or activities designed to increase Métis participation in the economy.

### CORE BUSINESS INVESTMENTS

#### 1. **Employment Benefits:**

Providing financial assistance to Métis clients so they can gain the skills they need to succeed in the broader labour market.

#### 2. **Support Measures:**

Providing labour market information and other pre-employment service assessments and referrals for the unemployed and job-ready clients so they will have the direction and support they need to make successful transitions in the labour market.

#### 3. **Strategic Leadership:**

Pursuing new and innovative ways of delivering labour market programs, and services by taking advantage of partnerships and opportunities leading to excellence in business practice, organizational development, and service recognition.

#### 4. **Employer/Community Relations:**

Developing strategic relationships with Industry, employers, training providers and other partners to address the skills shortages and gaps in order to meet the needs of the current and future job market.

### RLI BUSINESS PLAN GOALS

#### 1. **Operational and Administrative Excellence**

To ensure field operations and administrative practices are consistent with professional quality, integrity, and results-based accountability.

#### 2. **Client Self-Sufficiency**

To ensure clients receive effective counselling, quality employment assessments, relevant information and training supports that lead to sound decision-making, and a high probability for satisfactory employment outcomes in the future labour market.

#### 3. **Strategic Partnerships**

To develop and leverage program operations and strategic ventures with public and private-sector partnerships leading to positive client transitions in the labour market.

#### 4. **Innovation, and Strategic Leadership**

To create, market and develop Métis Training to Employment initiatives that demonstrate a fresh, bold approach to Aboriginal programming.

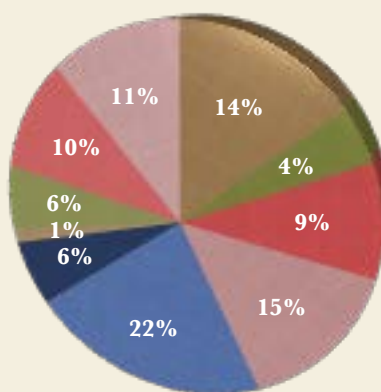
#### 5. **Enhanced Program Performance**

To develop the capacity to measure, evaluate and change program delivery, and to determine community and stakeholder satisfaction with Métis Training to Employment programs and services.

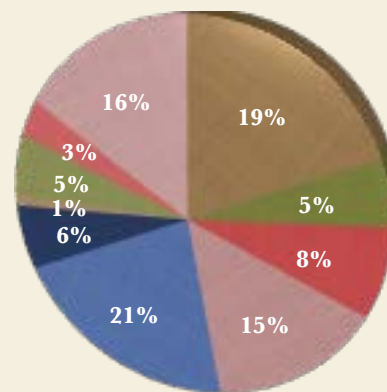
### ACTUAL RUPERTSLAND INSTITUTE BUDGET EXPENDITURES

	OCTOBER 1, 2010 – MARCH 31, 2011 (6 MONTHS)		2011 – 2012 (12 MONTHS)	
Métis Employment Services	\$1,072,715.65	14%	\$2,284,955.82	19%
Core Program Services	\$327,880.87	4%	\$637,834.08	5%
Client Support & Projects Northeast	\$688,798.15	9%	\$943,185.55	8%
Client Support & Projects South	\$1,108,540.67	15%	\$1,885,766.10	15%
Client Support & Projects Central	\$1,677,204.98	22%	\$2,618,723.18	21%
Client Support & Projects Northwest	\$453,793.62	6%	\$727,276.97	6%
Client Recruitment & Advertising	\$100,719.86	1%	\$126,802.97	1%
Provincial Programs & Disability	\$438,036.17	6%	\$668,584.81	5%
Endowment Contributions	\$750,000.00	10%	\$400,000.00	3%
Administration <i>Includes core program services</i>	\$856,787.76	11%	\$1,918,142.87	16%
	\$7,474,477.73		\$12,211,272.35	

- Métis Employment Services
- Core Program Services
- Client Support Northeast
- Client Support South
- Client Support Central
- Client Support Northwest
- Client Recruitment & Advertising
- Provincial Programs & Disability
- Endowment Contributions
- Administration



October 1, 2010 – March 31, 2011



2011 – 2012



*Métis Training to Employment Services office in Lac la Biche*

### MÉTIS TRAINING TO EMPLOYMENT SERVICES (MTES)

The MTE Program provides good quality employment services through a province-wide network of 10 Métis Training to Employment Services (MTES) offices and two Mobile Métis Employment Services units. In this way, the MTE Program ensures that Métis people from across the province receive standardized employment assistance in their communities.

Each MTES office has well trained staff with knowledge of the local community and the employment outlook in their respective regions. Services available at each MTES include:

- Employment assessment and action planning
- Employment counselling
- Services for persons with disabilities
- Assistance with entrance to, and funding for, post-secondary and other training programs
- Information and access to custom designed training projects specially designed for Alberta Métis
- Information on scholarships and bursaries
- Assistance to develop a high quality resume
- Referral to jobs and employers
- Career planning, educational and other labour market information
- Access to computers, photocopiers and other resources



**Métis  
Training to  
Employment  
Services**  
Rupert'sland Institute

#### CLIENTS ACCESSING MTES OFFICES FOR MINIMUM LEVEL OF SERVICE

OCTOBER 1, 2010 – MARCH 31, 2012

MÉTIS	FIRST NATION & INUIT	TOTAL
10,922	5174	16,096

#### MÉTIS TRAINING TO EMPLOYMENT SERVICES OFFICES ARE LOCATED IN:

Bonnyville Box 7669, 5102 – 51 Street	Edmonton 300, 12308 – 111 Avenue
High Prairie Box 96, 4910 – 51 Avenue	Medicine Hat 919 Tractor Avenue SE
Red Deer 307, 4822 – 50 Street	Calgary #5, 2611 – 37 Avenue NE
Lac La Biche Box 337, Charles LeBas Building, 10123 – 101 Avenue	Peace River 9615 – 100 Street
Slave Lake Box 1259, 353 Main Street NE	Grande Prairie #105, 9840 – 97 Avenue





*The Métis Training to Employment Mobile MTES Units*



### MOBILE MÉTIS TRAINING TO EMPLOYMENT SERVICES

In 2011 RLI acquired a second more durable mobile unit for services to rural communities, while the older unit will develop an urban schedule in the cities of Calgary and Edmonton.

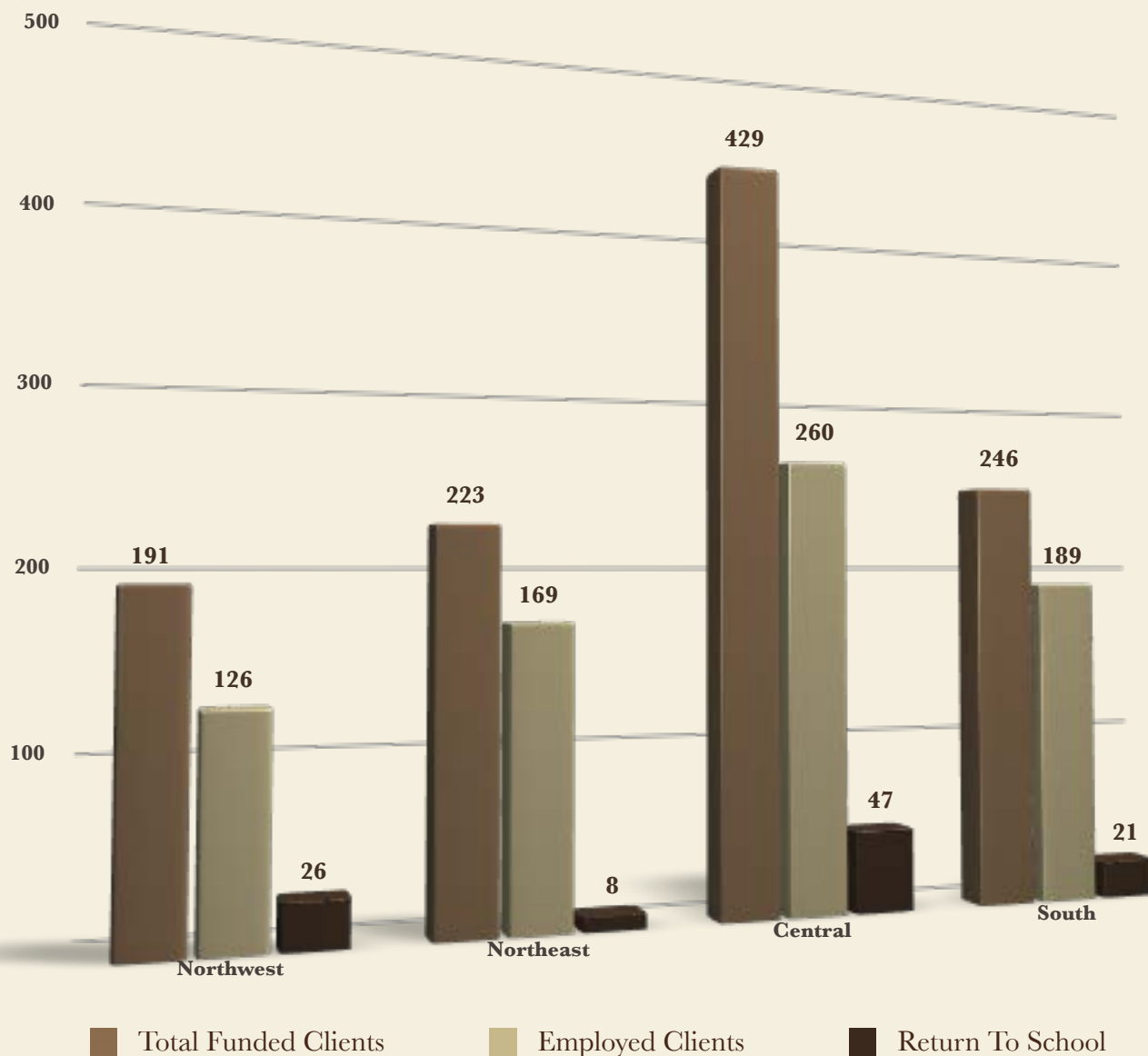
From October 1, 2010 to March 31, 2012, the Mobile MTES units provided services for 389 clients in the following locations:

- |                   |                     |                   |                |                        |              |
|-------------------|---------------------|-------------------|----------------|------------------------|--------------|
| • Ashmont         | • Dixonville        | • Fort Vermillion | • Keg River    | • Paddle Prairie       | • Swan Hills |
| • Athabasca       | • Drayton Valley    | • Fox Creek       | • Lethbridge   | • Peace River          | • Valleyview |
| • Airdrie         | • Edmonton          | • Glendon         | • Lloydminster | • Rocky Mountain House | • Vermillion |
| • Calgary         | • Edson             | • Grande Cache    | • Manning      | • Saint Paul           | • Westlock   |
| • Carcajou School | • Fort Macleod      | • Grande Prairie  | • Medicine Hat | • Spruce Grove         |              |
| • Cold Lake       | • Fort Saskatchewan | • High Level      | • Morinville   | • Stony Plain          |              |
| • Crowsnest Pass  |                     | • Hinton          | • Onion Lake   |                        |              |



*The Métis Training to Employment Services Mobile Unit in Lac la Biche, AB*

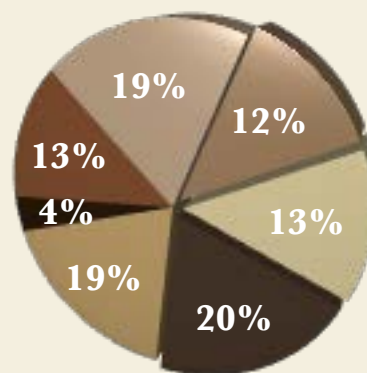
## MÉTIS TRAINING TO EMPLOYMENT PROGRAM RESULTS (18 MONTHS)



OCT 1, 2010 – MAR 31, 2012	NORTHWEST	NORTHEAST	CENTRAL	SOUTH	TOTAL RLI
Total Funded Clients	191	223	429	246	1089
Employed Clients	126	169	260	189	750
Return To School	26	8	47	21	100
Total Outcomes	152	177	309	210	850
Success Rate	79%	79%	72%	85%	78%

FROM APRIL 2011 TO MARCH 2012 (12 MONTHS), 767 CLIENTS WERE FUNDED IN THE FOLLOWING PROGRAMS:

- Bachelor Degree (12%)
- Diploma (13%)
- Certificate (20%)
- Trades (19%)
- Transport (4%)
- Youth Programs (13%)
- Employment Supports / Other (19%)



## Bachelor Degree Programs

Bachelor of Arts	28
Business Management	7
Commerce	7
Education	19
Engineering	2
Law	4
Nursing	11
Science	12
Other	3

## Certificate Programs

Accounting & Administration	30
Community Support	4
Aesthetics	17
IT	4
Health Care	33
Camp Cook	8
Industrial Safety Worker	27
Real Estate	5
Medical Office Assitant	9
Oil & Gas Administration	6
Childhood Development	7
Other	5

## Diploma Programs

Business Administration	22
Environment, Agriculture	10
Engineering	9
IT, Digital	8
Early Childhood	5
Dental Hygine	4
Legal Assistant	5
Social Work	6
Health Care	17
Culinary Arts/Hospitality	6
Other	11

## Apprenticeship Trades

Autobody/Automotive	4
Carpentry/Cabinet Maker	21
Cook/Baker	3
Electrician/Lineman	12
Hairstylist	7
Heavy Equipment Tech	3
Machinist/Millwright	5
Plumber/Steamfitter/Boilermaker	8
Sheet Metal/Welder	20
Trades Preparation	54
Power Engineering	8
Wind Turbine	1
Heavy Equipment, Driver Training	27



### MÉTIS TRAINING TO EMPLOYMENT PROJECT TRAINING

The MTE program designs training projects that attempt to address the gaps faced by Métis clients that prevent them from entering schools, post-secondary training, or the labour market.

#### TRANSITION PROJECTS

Transition projects provide career exposure, other supports, and the academics required for entry into high demand career fields such as Health Science or Engineering Technologies. Students complete 20 and 30 level Math, English, Chemistry, Biology and/or Physics required for post-secondary degree or diploma programs in an intense six month time frame.

The Emergency Services Transition project focuses on physical conditioning, entry level exam and interview preparation and other requirements for Policing or Firefighter Occupations.

#### YOUTH CAREER CAMPS

Career Camps aimed at youth in high school provide career exposure, and leadership development, in a camp setting during the summer months. The highly popular Environment Career camp provides Métis youth ages 15-18 with exposure to careers in the environmental field, such as: environmental auditor, fish and wildlife officer, forest technician, or park

warden through work experience. Dependent on their current educational attainment, youth can also earn between 17-24 high school credits by completing Alberta Career and Technology Studies (CTS) courses in Wilderness 1130, Health Care Services 2020 (First Aid/CPR) and Career Readiness 1010. They can earn additional CTS credits while at the camp by completing standard and wilderness first aid, H2S alive, WHMIS/TDG, GPS and canoe certification. Youth also earn a summer wage while completing the environmental career camp.



*Métis Emergency Services Project*



*Participants in the Environmental Career Camp*



*Métis International Youth Leadership Participants*



*Syncrude Aboriginal Trades Preparation Program Graduates*

### TRAINING PROJECTS BY REGION:

OCTOBER 2010 - MARCH 31, 2012

#### **NW Region**

- Aboriginal Student Job Shadow - Grande Prairie – 2011
- Health Science Transition – 2011
- Aboriginal Industrial Worker – 2012
- Carpenter First Year – 2012
- Youth Conference Grande Prairie – 2011

#### **NE Region**

- Youth Emergency Response Personnel Camp – 2010
- Syncrude Aboriginal Trades Program – 2010/2011
- Syncrude Aboriginal Trades Program – 2011/2012
- Camp Cook - PTI – 2011
- Camp Cook - PTI – 2012
- Oilfield Administrative Assistant – 2010/2011
- Oilfield Administrative Assistant – 2011/2012
- Youth Utilities Career Exposure Camp – 2011
- Chainsaw Safety – 2012
- Youth Environment Career Camp – 2010

#### **South**

- Aboriginal Upgrading Program – 2010
- Aboriginal Upgrading Program – 2011
- Administrative Assistant Program – 2010
- Tradewinds to Success – 2010
- Tradewinds to Success – 2011
- Health Science Transition – 2011
- Class 1 Driver Training – 2012

#### **Central**

- Health Science Transition Program – 2010
- Métis Fest LMI – 2010
- Administrative Assistant – 2010/2011
- Tradewinds to Success – 2010/2011
- Tradewinds to Success – 2011/2012
- Apprenticeship Placement – 2011/2012
- Kids in the Hall Youth Risk Project – 2010/2011
- Kids in the Hall Youth Risk Project – 2011/2012
- Medical Office Skills Training – 2011/2012
- Health Sciences Transition Program – 2011/2012
- Youth Leadership Camp – 2012

#### **Provincial**

- Environmental Careers Camp – 2010
- Environmental Careers Camp – 2011
- Preparation for Emergency Services Careers – 2012
- Preparation for Engineering Technology Careers – 2010/2011
- Preparation for Engineering Technology Careers – 2011/2012
- International Youth Leadership Project – 2011
- International Youth Leadership Project – 2012
- Preparation for Protective Services Careers – 2011
- Preparation for Post Secondary Training – 2010
- Grande Cache Youth Leaders – 2012
- Summer Student - Province Wide – 2012







### ALBERTA ABORIGINAL YOUTH ACHIEVEMENT AWARDS & ECCO CONFERENCE

The Alberta Aboriginal Youth Achievement Awards is an annual celebration of the many significant accomplishments of Métis, First Nations and Inuit youth from across Alberta. The recognition our award-winners receive encourages excellence while creating positive new role-models for young people throughout the province.

Originally developed by the MNA LMD program in 2003, the annual awards gala is now directed and supported by the Rupertsland Institute, *Métis Centre of Excellence*.



#### AWARDS GALA

- An annual event typically attracting 1,000 plus guests and community leaders
- The program includes award presentations, live entertainment, reception, and a DJ dance party

#### ECCO CONFERENCE

The Exploring Career & College Options conference is an entertaining way to help Alberta Métis, First Nations and Inuit youth focus on their future career and educational opportunities. Conference sessions provide a fun, interactive way to discover the benefits and requirements of various career choices.



*The Alberta Aboriginal Youth Achievement Awards*



*ECCO Conference Attendees*

## KETO DATA SERVICES

The need for an enhanced accountability framework was identified by the AHRDA community and the Federal Government during the renewal process leading to AHRDA II. Internally, the Federal Government commissioned the development of AROSuite, an integrated database designed to increase accountability and security of confidential client data.

The development of AROSuite represented a first step in replacing obsolete AHRDA reporting software used to provide uploads of employment results to HRSDC. In 2004, a strategic decision was made to stop work on AROSuite and to focus on other Federal priorities. As an option, individual AHRDA groups were given an opportunity to purchase the program and continue its development.

Métis Nation of Alberta took on the challenge. Work on a revised AROSuite began in April 2005 shortly after MNA purchased the program and rights from HRSDC. Focus groups of staff within the Labour Market Development program (LMD) worked with in-house programmers to ensure

capacity within the Alberta AHRDA community.

Since 2006 the community has celebrated consistent quality and error-free upload to the AROSuite Gateway. Using the KETO Assurance Reports developed to identify potential errors, staff correct data before the upload. As a result, the number of errors with data integrity problems decreased from 25.21% in 2004-05 (pre-KETO) to less than 1% for 2008-09. Employment results lost due to late reporting, (failing the 24 week rule), have also decreased from 14.4% in 2004-05 to zero for 2008-09.

In 2007 other AHRDA groups, hearing of the MNA success with data uploads, began requesting access to the program.

Today, twenty five ASETS agreement holders including First Nations, Métis and Inuit groups located across Canada are using KETO. The program's malleability is demonstrated by the fact that KETO has been adapted to suit the service delivery structure and needs of each individual user.

Rupertsland Institute staff, KETO staff are working to refine and improve the KETO Data System, including the addition of an Essential Skills client component, and an additional module called Financial Data System. This module interfaces with AC financial accounting software to record payments to clients, resulting in accurate year-end payment and financial reports.



Louise Karchie and Laura Waniandy receiving KETO Training

role in increasing commitment reports.



*Capacity Week Career Development Resources Workshop*

## Research & Professional Development

RLI staff training was accomplished through a series of workshops at the Annual RLI Staff Conference held in June 2011. “Developing a Culture of Excellence” was the theme for the Conference. Training on the ASET Strategy and its three drivers: accountability, partnerships and demand-driven skills development was a part of the conference agenda.

In 2011 RLI instituted the concept of “Capacity Week” during which activities take place in a central location with staff assigned to specific workshops based on their positions and individual capacity needs. Three workshops took place in the first Capacity Week: “Career Development Resources, Business Writing, and Writing Mechanics,” and also included “the Written Rule and Writing in the Workplace”. Initial staff reaction was positive and subsequent research indicates staff have incorporated the training into their daily routine. PDS staff also drafted a new policy regarding individual training for staff and marketed the benefits of the Individual Capacity Training Policy.

RLI had recruited for a new position for a Staff Development Consultant who has since developed an

extensive staff skill mapping project which will lead to a map of the entire organization and will allow for a targeted approach to capacity enhancement initiatives.

PDS staff had involvement with KETO Inc. in relation to changes to the program that make it compliant with new requirements under the Standard Data File in Ottawa. Further, PDS collaborated in developing discussion papers that led to the transfer of KETO Inc. assets from the MNA to RLI and the Métis Training to Employment program.

Nationally, PDS staff worked with other Métis technicians in the development of the ASETS Accountability Framework. To that extent, RLI participated in all four national working groups and played an important role in the development of national definitions and standards which was actually missing in all previous agreements. This work was conducted in addition to the work that Métis ASETS Agreement Holders conduct on behalf of their respective organizations and the Métis National Council.



## Rupertsland Centre for Métis Research

On May 31 RLI, the MNA and the University of Alberta (UofA) formally announced the creation of Canada's first Métis-specific academic research centre at the Rupertsland Centre for Métis Research (RCMR).

The announcement of RCMR, which is the MNA's research arm, is the culmination of many years of effort beginning with the signing of a memorandum of understanding (MOU) between the MNA and the U of A in the spring of 2007.

As a result of the MOU a formal Working Group was established between RLI (previously MNA's LMD program) and the U of A to negotiate the development of RCMR.

The Working Groups proposal for an academic centre was submitted to the UofA Strategic Initiatives Group, Centres and Institutes Committee, and Academic Planning Committee, highlighted the following information:

*The central purpose of the RCMR will be to serve as an expansive academic research program specifically designed for Métis research. It will include the development of research objectives of the RCMR, the promotion of local, provincial and national building research capacity, training and employing*



defined five broad

3. Research and Analysis Capacity on Current Topics and General Policy Areas
4. Land Use and Resources
5. Contemporary Métis Issues

The RCMR will fall under the Faculty of Native Studies and will be governed by an Executive Council. The Executive Council will be composed of six members from the UofA; two members from RLI and two members from the Métis community. The Chair will be the Dean at the Faculty of Native Studies.

The UofA members will be the Vice-President – Research or designate; the Dean, Faculty of Native Studies; two academic members - one who is external to the Faculty



## RLI SENIOR MANAGEMENT TEAM



*Lorne Gladu*



*Joan Isaac*



*Guido Contreras*



*Lorna Lang*



*Audrey Kent (CMA)*



*Lloyd Gavin*



*Yvonne Poitras Pratt (PhD)*

The Senior Management Team (SMT) is comprised of the:

- CEO
- Director of Operations
- Associate Director – Corporate Services
- Associate Director – Keto Data Services
- Associate Director – Métis Training to Employment Services
- Associate Director – Métis Education and Advancement
- Associate Director – Research and Professional Development

The members of the Senior Management team all have input into the decision making and the creation of action items related to the three RLI operational mandates of Education, Training, and Research. Each Associate Director is responsible for the development of an annual workplan relating to his/her respective responsibilities, and reflect activities and strategies under the MTE Business Plan goals and the priorities identified in the ASETS funding agreement. The Associate Director workplans collectively form the Annual Operating Plan that is created for the Métis Training to Employment Program in February for the following fiscal year.



**RUPERTSLAND INSTITUTE**

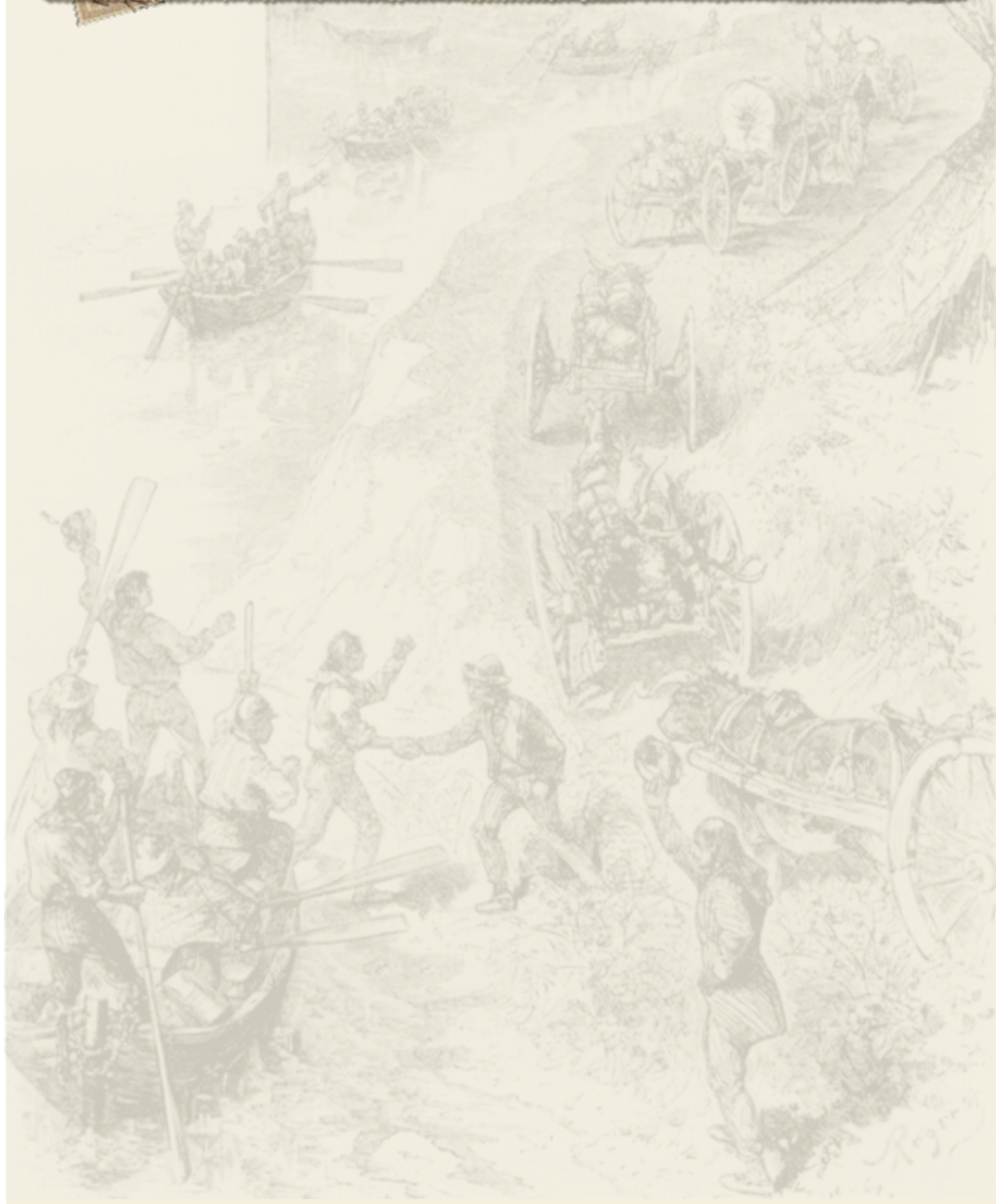
*MÉTIS CENTRE OF EXCELLENCE*





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