



# Rupert's Land Institute

*Métis Centre of Excellence*

2015-2016

## ANNUAL REPORT TO THE COMMUNITY

### EDUCATION



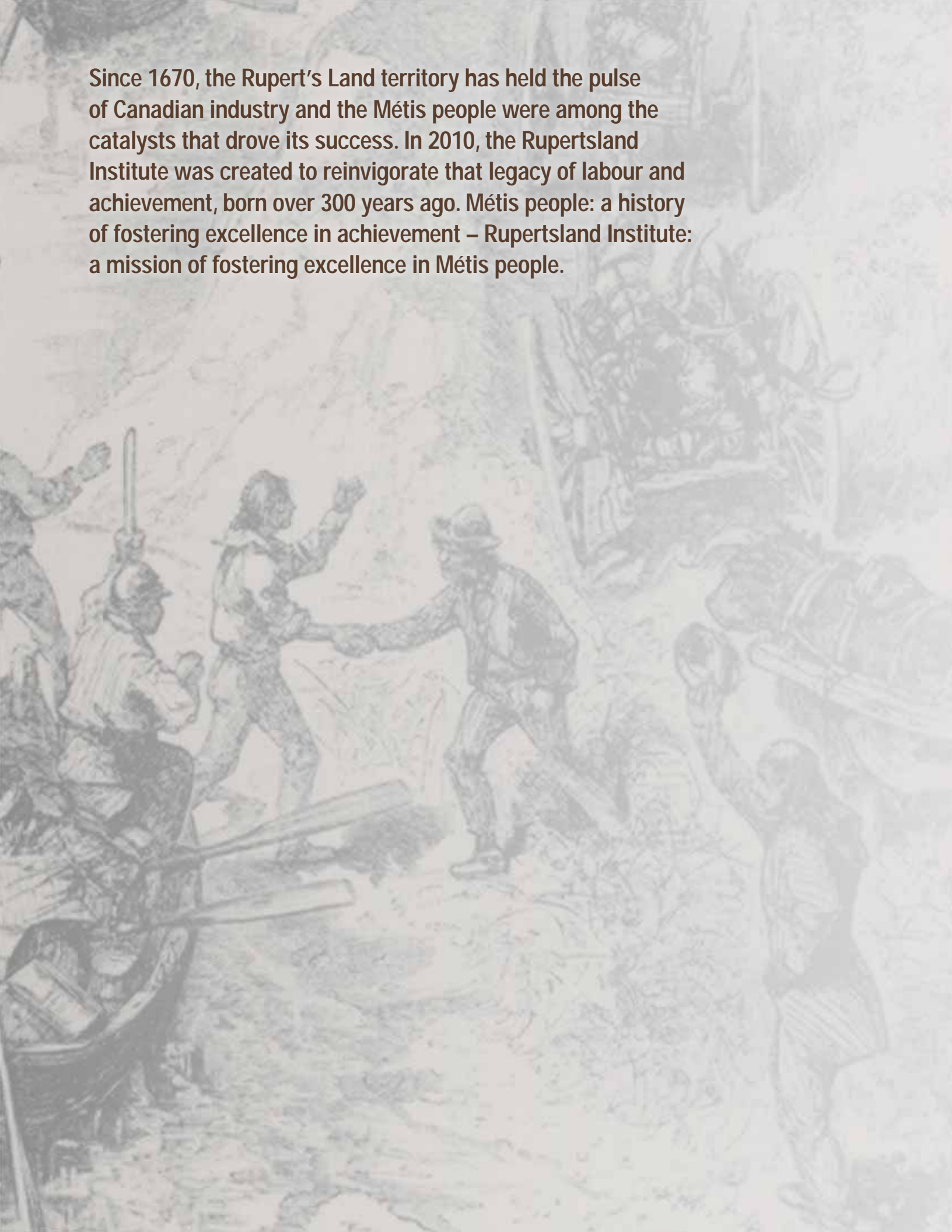
### TRAINING



### RESEARCH



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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## MESSAGE FROM THE CEO

The past year has been a transformative year for Canadian politics. Canadians elected a new government federally and Albertans elected a new government provincially, bringing with them the hope of a renewed relationship with government and with Aboriginal communities. The Liberal party specifically campaigned to renew Canada's relationship with Aboriginal people and we hope to see the campaign promise bring changes to the Aboriginal Skills Employment & Training Strategy (ASETS) in terms of its renewal and design.

Over the years, the community has come to know that the ASETS is part of a federal labour market policy that has been in place since 1996. The funding from this strategy represents more than 95 percent of the RLI budget. In recent years, RLI has seen important program and priority changes and has seen a new program cycle get underway that has eroded the much loved partnership principles that we came to know in the first 12 years of the program. However, with the recent UN Declaration on Aboriginal Peoples, the Truth and Reconciliation Commission and jurisprudence from Métis litigation, we have come to expect that the next strategy will include (at minimum) a new funding model that expands investment in Aboriginal training and education generally, so we can have access for Métis in all cycles of human resources development.

At the provincial level, the Government of Alberta (GOA) has repeatedly tried to design, develop and implement the Aboriginal Workforce Strategy (AWS) over the past 14 years, with little success. The NDP government has promised to recognize the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and has ordered departmental reviews of all its policies to ensure they comply with the UNDRIP principles – this is, apparently, stalling the next steps around the AWS. At the end of this reporting cycle, RLI has heard little from the GOA regarding plans to deal with Métis labour market issues.

RLI continues to build its reputation as a soundly administered, arm's-length and innovative indigenous institution. At a time when the province is shedding thousands of jobs as a result of the decrease in the price of oil and other labour market displacements, RLI has managed to reach its targets on employment outcomes for Métis clients. Our KETO data system (a client data system for ASETS reporting) is being used by 40 percent of ASETS agreement holders in

Canada and includes other Métis, First Nations and Inuit agreements. Our endowment program through the Métis Education Foundation has reached a book value of more than \$20 million with 15 sites across Alberta and continues to grow. In addition to expanding endowments to oversubscribed sites like the University of Calgary and McEwan University, RLI also created a \$2 million endowment through the Métis Education Foundation in order to create maximum flexibility for Métis learners.

At the primary-school level, RLI is working from the recommendations that came from the K-12 Métis policy paper developed last year and has successfully established the Alberta Métis Education Council (AMEC) as the first part of the journey. The AMEC is composed of Métis individuals who have extensive experience in the field of education, and has a mandate to speak to government and stakeholders on all education policy matters. Both the Associate Director of Education and I have been accepted as affiliate members of the College of Alberta School Superintendents (CASS) as well as the FNMI Advisory Committee for Alberta Education.

Reaching for excellence requires support from many people working toward a common vision. This is why I would like to thank and recognize the contributions of the RLI Board of Governors and our dedicated staff across the province. I am very cognizant that these people are collectively responsible for another successful year. I also want to recognize the contributions of the MNA Provincial Council, our many friends in the community, our friends at Alberta Education and other stakeholders such as CASS who have contributed to another successful year for the Rupertsland Institute.

Best regards,

Lorne Gladu – CEO



## MESSAGE

### FROM THE RLI BOARD OF GOVERNORS INTERIM CHAIR

Last year I reported that the RLI Board of Governors had adopted the first-ever policy framework on Métis (K-12) education. This year I am pleased to report that RLI has begun the implementation of the framework paper and started this by creating the Alberta Métis Education Council (AMEC) which has a mandate to represent RLI and MNA interests at Alberta Education. The advisory council is comprised of highly accomplished Métis professionals in the field of education each of whom has dedicated time taken from a busy career to volunteer on the education council. Recently, members of the AMEC have been accepted as affiliate members of the College of Alberta School Superintendents, otherwise known as CASS. CASS is comprised of Alberta school superintendents, deputy superintendents, school authorities and trustees and is a huge stakeholder with Alberta Education. The members of this body have overall responsibility for primary and secondary education in Alberta, so we are excited to hold membership in this organization.

In addition, the AMEC and its supporting consultants are participating in numerous committees established by Alberta Education including committees for the re-design of provincial curriculum, the Teaching Quality Standard, the School Leadership Standard and the FNMI Advisory Committee to name just a few. It is our hope that the work of this committee will lead to Métis people seeing themselves reflected in a provincial curriculum that is destined to be taught to all students in the K-12 system everywhere in Alberta. Aside from its link to Alberta Education, the AMEC is also busy building relationships with other bodies like the Alberta Teachers' Association and the Alberta School Boards Association.

The goal of enhancing Métis access to post-secondary education has always been an objective of RLI. Last year, I reported that we expanded the Métis Endowment Program to 15 post-secondary endowments across Alberta which now has a collective book value in excess of \$20 million. This is a huge accomplishment.

As you know, RLI is largely funded by the Aboriginal Skills Employment and Training Strategy (ASETS). The strategy is in its final extension year, and RLI itself went through a very painful extension process unilaterally designed by the federal government

(ESDC). I want to note that in spite of these difficulties, RLI has met and surpassed its targets, and that more than 870 Métis have received assistance and found jobs in the last 12 months. It is worth highlighting that this accomplishment took place at a time when the provincial economy shed thousands of jobs.

The MNA has always had high expectations for RLI, and this is why I am excited to report that RLI has recently won the international Special Chair's Global Best Award through the International Partnerships Network and the Conference Board of Canada. The team from RLI has been invited to Oslo, Norway, to accept this prestigious recognition in September. On behalf of the RLI Board of Governors and Alberta Métis, I want to thank the RLI staff for this significant accomplishment. I am aware that achieving excellence requires dedication and commitment, and I am glad to acknowledge the RLI staff for its unflinching support of the Métis people and of the goal of innovation in the delivery of programs and services to our community.

Sincerely,

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



## RUPERTSLAND INSTITUTE

In February 2010, the Métis Nation of Alberta made an historic decision to establish an education, training and research institute under the name Rupertsland Institute: Métis Centre of Excellence. The Rupertsland Institute is an affiliate of the Métis Nation of Alberta, is registered as a non-profit entity under the Alberta Companies Act, and is governed by a community-based professional Board of Governors. As a Centre of Excellence, it seeks to set the standard for transparency and accountability while carrying out the education, training and research mandates entrusted by the Métis Nation of Alberta.

## RUPERTSLAND INSTITUTE BOARD OF GOVERNORS



**AUDREY POITRAS** - Interim Chairperson  
PRESIDENT  
Métis Nation of Alberta



**LAWRENCE GERVAIS**  
VICE PRESIDENT - REGION 3  
Métis Nation of Alberta



**DR. LARRY KOSTIUK**  
ASSOCIATE VICE-PRESIDENT (RESEARCH)  
University of Alberta



**DR. CHRIS ANDERSEN**  
PROFESSOR AND INTERIM DEAN,  
FACULTY OF NATIVE STUDIES  
DIRECTOR OF THE RUPERTSLAND  
CENTRE FOR MÉTIS RESEARCH  
University of Alberta



**MAUREEN MONETA**  
VICE PRESIDENT, FINANCE & OPERATIONS  
University Hospital Foundation



**MARK MCCALLUM**

PROJECT MANAGER  
Athabasca Minerals Inc.



**ALEX GORDON**

CAREERS THE NEXT GENERATION



**PRESTON HUPPIE**

PRINCIPAL  
Kehewin Community Education Centre

## BOARD OF GOVERNORS ACTIVITIES

RLI welcomed several new additions to the RLI Board of Governors over the fiscal year. In December of 2015, the Dean of the Faculty of Native Studies, Dr. Brendan Hokowhitu, stepped down from his position to return to his homeland in New Zealand. Dr. Hokowhitu was instrumental in gaining support for the Rupertsland Centre for Métis Research and the recent addition of the Red River Cart to the University of Alberta campus. The cart is housed at Pembina Hall, part of the Faculty of Native Studies. At the presentation Dr. Hokowhitu stated, "The Faculty of Native Studies at the University of Alberta is immensely happy and grateful to receive the donation of the Red River

Cart from the Métis Nation of Alberta. The cart signifies the important relationship among the MNA, Rupertsland Institute, and the Faculty. It is also an important physical symbol on the U of A campus that represents the historical and contemporary Métis presence on these lands and the value the University places on supporting Métis students, and a further sign of Indigenising the University."

Dr. Hokowhitu's position on the Board is currently being filled by Dr. Chris Andersen, an esteemed Métis scholar who is the current Interim Dean of the Faculty of Native Studies. Dr. Andersen also holds the position of the Director of

the Rupertsland Centre for Métis Research, and serves on the RLI Board of Directors. In September, Dr. Larry Kostiuk joined the RLI Board as the University of Alberta's Provost Representative; Dr. Kostiuk holds the position of Associate Vice-President of Research at the University of Alberta.

In September, the RLI Board also selected two new representatives: Maureen Moneta, Vice President of Finance & Operations at the University Hospital Foundation, and Mark McCallum, Project Manager for Athabasca Minerals Inc.

RLI is excited about the expertise that the new Board members bring to the Board of Governors' table.



Presentation of a Métis Cart to the Faculty of Native Studies at the University of Alberta

## RLI OPERATIONS

The RLI head office in Edmonton oversees the administrative functions of RLI operations. It includes the CEO and staff who provide support to the RLI Board of Governors and administer the funding provided to carry out the RLI mission, which is “to enhance the well-being of Métis people through education, training and research.” The Senior Management Team ensures that the three RLI mandates are carried out effectively and efficiently, and includes the staff positions of CEO, Director of Operations, and Associate Directors of Education, Training, Research and Corporate Services.



**JOAN ISAAC**  
DIRECTOR OF OPERATIONS

## THE ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

The ASETS is the latest in a series of strategies designed to devolve responsibility for the management and delivery of Aboriginal Labour Market programs from ESDC to representatives of the Aboriginal Peoples of Canada. The RLI ASETS agreement, covering the period 2010-15, was signed in October 2010 by the RLI Board of Governors and Human Resources and Skills Development Canada (now renamed Employment and Social Development Canada). This agreement provides funding for RLI operations and training for Métis clients at \$13.6 million annually.

### EXTENSION TO THE ASETS AGREEMENT

The current ASETS agreement was scheduled to sunset on March 31, 2015, and the federal government began discussions around a new strategy early in 2014. Negotiating the terms of a new contribution agreement is a long and complex process and work on a new strategy was halted following the announcement of a one-year extension to the ASETS agreement for the 2015-16 fiscal year. In the spring of 2016, a further one-year extension to March 31, 2017 was announced.

Prior to approval of funding for each fiscal year, RLI is required to develop an extensive Annual Operational Plan (AOP) detailing all the expenditures and activities planned for the year along with targets for employment results.

In August 2015, ESDC announced that the date for submission of the 2016-17 AOP had been moved forward to September 18, five months earlier than usual. The early deadline posed a problem, as RLI typically conducts planning in the fall, and in order to meet the early deadline would not have time for this essential activity. Planning was deemed important by RLI as signs of an economic slowdown in Alberta were

emerging, and new strategies and projects could be needed to assist Métis clients if the downturn continued into 2016. The deadline for submission remained in place, however, and RLI completed the AOP as requested to the best of our ability and knowledge at the time.

Following this, in November ESDC sent notice that many changes to the AOP would be required before it could be approved including detailed plans for projects and activities that responded to current labour market conditions. Other directives asked for intrusive organizational information such as salaries paid to staff, and stated how certain activities should be managed. RLI felt that many of the requests from ESDC were moving into the realm of interfering in the “management, supervision, and control of the activities which are the sole and absolute responsibility of the recipient” as defined in Section 22 of the ASETS agreement. RLI attempted to share its viewpoint with senior ESDC officials on several occasions, but did in fact spend an additional 12 days complying with the requests and submitting a second version of the AOP. Notice of federal approval of the 2016-17 AOP was finally received in late March.



## ON-GOING ENGAGEMENT WITH SERVICE CANADA/ESDC

The RLI Senior Management team also met regional ESDC officials at the end of October for the Mid-Year Dialogue. The Mid-Year Dialogue is a report from ESDC on RLI's previous year's operations, in this case the progress made on the 2014-15 AOP. The results of client interventions reported to ESDC are compared to the targets for results set in the AOP, and activities completed are compared to the goals RLI has identified in the business plan. It was noted in the Mid-Year Dialogue report that RLI had exceeded the targets set for client results, the annual budget had been fully expended, and activities in the plan had been largely carried out (with contingency plans implemented where necessary).

The regional Service Canada official that handles the RLI file also conducted a financial and activity monitor of operations for the first six months of 2015-16. The result of this monitor was that RLI client interventions were stated to be within the ASETS mandate and well-documented. Despite having backup and purchase orders for every expenditure, RLI was asked to provide written rationale for many items as an on-going practice, thus increasing the already heavy ASETS reporting burden.

## CORPORATE SERVICES

Corporate Services at RLI includes the administrative functions of Information Technology, Finance, Human Resources and Purchasing.



**TRISH GOOZ**

ASSOCIATE DIRECTOR

– Corporate Services

### IN 2015-16 THE FOLLOWING IMPROVEMENTS WERE MADE TO RLI OPERATIONS.



#### INFORMATION TECHNOLOGY

To improve security, new Cisco routers were purchased and installed, and our webpage was moved to an external location, decreasing potential hacker access to the RLI server. To allow for larger volumes of incoming and outgoing mail, a new mail server was purchased with upgraded Outlook software. As part of a disaster-recovery plan our main server was installed in an MNA-owned building, where we can maintain more control. A backup server sits at our head office location, with data continuously trickling from one server to the other. This ensures that in the event of a disaster at one location, the other server can be operational with no down time.

RLI administrative funds were used to purchase 37 new computers and monitors, nine photocopiers/printers, and eight new audiovisual systems to connect our offices throughout the province for communication and training purposes. IT technicians were sent to each of our regional offices to install new equipment, replace aging client computers, and maintain other IT functions at each location.



#### FINANCE

The Annual Expenditure Plan, which is included in the Annual Operational Plan (AOP), proved challenging, with repeated requests from the federal government (ESDC) for more detail and formatting requirements. Quarterly claims have been submitted, along with extensive backup information to ensure RLI receives advance payments from ESDC in a timely manner.

The income statement prepared for the Board of Governors has been reformatted to show original budget and reforecast columns. A narrative document accompanies the financials that explains variances to the original numbers.

An annual year-end financial audit with KRP is underway.



#### HUMAN RESOURCES

A new performance management system, with a focus on goal setting, was introduced during the year. An HR consultant provided two days of training to supervisors along with four coaching calls during which supervisors could address challenges they were facing in carrying out performance management.

Eighteen recruitment campaigns for various RLI positions were posted throughout the year and 90 individuals were screened and interviewed for these positions.



Economic Impacts  
and Labour market  
Trends 2015.

## RLI PLANNING AND THE ECONOMIC OUTLOOK IN ALBERTA

As part of its annual planning cycle RLI, in the fall of 2014, completed an extensive trends analysis of projected labour market forecasts in Alberta to assist in operational planning. The research conducted a community by community review of trends in each of the four regions of the province. By December of 2014 it had become clear that OPEC's decision to maintain current oil production levels would have an impact on North American oil prices, and would have a far-reaching effect on other aspects of the Alberta economy. As the price of oil declined by 75 percent of its previous value, cancellation of major project investments and lay-offs of employees became daily news stories.

The graph below provides a snapshot of how deeply and quickly the decline in the price of oil affected the Alberta labour market. The Calgary Economic Region and northern communities' (with their dependence on oil- related activity) showed the greatest job losses while the Edmonton economic region remained relatively stable throughout this period.

### CHANGE IN NUMBER OF ALBERTA JOBS AUGUST -DECEMBER 2015

#### CALGARY

**31,200 DECREASE**

#### LETHBRIDGE - MEDICINE HAT

**1,700 DECREASE**

#### CAMROSE - DRUMHELLER

**1,200 DECREASE**

#### BANF-JASPER, ROCKY MTN HOUSE, GRANDE PRAIRIE

**12,300 DECREASE**

#### RED DEER

**4,400 DECREASE**

#### WOOD BUFFALO - COLD LAKE

**3,000 DECREASE**

#### EDMONTON

**8,700 INCREASE**

The price of oil is expected to recover over the next two quarters from the lows reached in January 2016, however, the overall provincial outlook remains cautious. The economic picture was made more complex by the devastating forest fires that affected the Wood Buffalo region in May 2016. Oil sands production has been temporarily decreased by one million barrels per day and the emergency evacuation and rebuilding of the areas affected by the fire is expected to make this one of the most expensive tragedies in Canadian history. Further complicating the economic outlook is the implementation of Alberta's Climate Leadership Plan, a provincial attempt to decrease carbon dependency by introducing a carbon tax, limiting expansion of the oil sands, and eliminating electricity generation from coal fired plants by the year 2030. Achieving these goals will challenge all sectors of the Alberta economy. RLI will keep abreast of these challenges and undertake extensive labour market research later this year to assist in planning for 2017.

# EDUCATION DIVISION

The Métis Education division is home to two important and pivotal entities: The Métis Education Foundation and the Alberta Métis Education Council. The Board of Governors adopted a first-ever policy framework on Métis (K-12) education this year, that will serve to guide RLI in future efforts to enhance the educational outcomes for Métis in primary and secondary schooling. Early interventions to improve education outcomes of young Métis students is critical to closing the education and income gaps that exist between Métis and the general population.

To support advanced education at post-secondary institutions, the Métis Education Foundation, which is incorporated as a non-profit charitable foundation, announced its first endowment agreement created by the Rupertsland Institute with MacEwan University in 2008. That st endowment has now led to additional endowments totaling 15 province-wide, with a contribution value of \$17 million dollars. All endowments are created in perpetuity and are matched at the dollar value of the original contribution made by the Métis Education Foundation.



**SOLANGE LALONDE**

ASSOCIATE DIRECTOR  
– Métis Education

## MÉTIS

### EDUCATION FOUNDATION

The Métis Education Foundation (MEF) was established by the Métis Nation of Alberta in 1991, with the objective of improving education outcomes for Alberta Métis. In 2006 under the (former) MNA Labour Market Development (LMD) program, negotiations toward endowment agreements began and in January 2008 MEF announced its first endowment.

#### POST SECONDARY ENDOWMENT AGREEMENTS

Since 2008, RLI has negotiated a total of 14 endowments with post secondary institutions and in addition, RLI has also created an endowment agreement with the MEF itself, which is initially capitalized by a \$1 million contribution. These endowments will generate income to provide bursaries and awards to qualified Métis students attending Alberta post-secondary institutions in perpetuity.

	RLI/MEF Endowments 2015	Original Investment	Year Established
1	MacEwan University	2,500,000	2008
2	University of Alberta	4,000,000	2008
3	NorQuest College	750,000	2008
4	Northern Alberta Institute of Technology	2,140,000	2009
5	Portage College	1,000,000	2009
6	Grande Prairie Regional College	500,000	2011
7	University of Calgary	2,000,000	2012
8	Mount Royal University	500,000	2012
9	Lethbridge University	1,000,000	2012
10	Lethbridge College	500,000	2013
11	Athabasca University	500,000	2014
12	Northern Lakes College	200,000	2015
13	Lakeland College	130,000	2015
14	Bow Valley College	400,000	2015
15	MEF Endowment Trust Fund	1,000,000	2015
<b>Total Endowment Portfolio</b>			<b>17,120,000</b>

## SCHOLAR AWARDS

IN THE 2015-16 YEAR THE FOLLOWING MÉTIS SCHOLAR AWARDS WERE DISPERSED TO MÉTIS CITIZENS ACROSS ALBERTA:

Institute	Number of Métis Scholars	Total amount dispersed
Athabasca University	4	\$10,000
Bow Valley College	4	\$9,600
Grande Prairie Regional College	3	\$6,000
Lakeland College	3	\$8,550
Lethbridge College	6	\$21,000
Northern Lakes College	4	\$8,000
MacEwan University	33	\$84,000
Mount Royal University	8	\$25,500
NAIT	31	\$154,000
Norquest College	5	\$20,000
Portage College	7	\$21,000
University of Alberta	9	\$212,500
University of Calgary	6	\$46,095
University of Lethbridge	11	\$39,000
<b>Total</b>	<b>125</b>	<b>\$452,745</b>

The development of these endowments, not only provides financial support to benefit Métis students enrolled in our partner institutions, but also:

- assists more Métis to access post-secondary studies;
- increases the number of Métis who successfully complete studies;
- fosters stronger linkages between the post-secondary institutions and the Métis Nation; and
- promotes the knowledge of Métis history and culturally-appropriate practices at the institutions.

*“All I have to say is WOW! Thank you so much for choosing me as a recipient of the 2014/2015 MEF Métis Scholar Awards! This really helps to alleviate the costs and stresses of tuition- especially since I pay for school on my own. Thank you from the bottom of my heart, you truly are helping me to complete my dream of finishing my degree! Your team is amazing!! With warmest wishes and thanks”. Catharine Mc Donald*



## MEF ACTIVITIES

In 2015-16, RLI engaged in a performance review of the Métis Scholar Award endowments resulting in modifications to nine of the 14 post-secondary agreements. These adjustments allowed for easier access to the Métis Scholar awards by our Métis Scholars.



The Rupertsland Reading Room established at MacEwan University Library.

In November, RLI met with representatives from MEF's post-secondary institution partners at MacEwan University to introduce new financial and operational data reporting templates, which institutions will be asked to complete annually. These templates were developed and introduced as part of RLI's reporting requirements to Employment and Social Development Canada (ESDC).

Following the partnership meeting, a special ceremony was held at MacEwan University to acknowledge Rupertsland Institute's contribution of an additional \$500,000, thereby increasing the

value of the endowment at MacEwan University to \$2.5 million. This partnership has seen more than 200 awards distributed to Métis scholars at MacEwan University, and has created a standard for MEF to use in creating partnerships with other post-secondary institutions in Alberta. At the ceremony, President David Atkinson announced the naming of the third floor rotunda of the library as the "Rupertsland Reading Room".

*"We have many Métis students studying in various programs of the university who benefit from the support of these awards which have aided them in completing their studies and starting their careers," said David Atkinson, President, MacEwan University. "Reciprocity is an important concept in Indigenous communities and these students are now in a position to bring their expertise to our community, in turn, allowing the circle of giving to continue." – David Atkinson, President, MacEwan University.*



This past September MEF and RLI representatives attended the official signing of an endowment agreement with Bow Valley College.

## THE ALBERTA MÉTIS EDUCATION COUNCIL

The development of the Métis Education Council (AMEC) evolved from strategic goals outlined in the 2014-15 Education Operational Work Plan. The Terms of Reference for the AMEC were established in March 2015, and the 2015-16 K-12 Education Work Plan with Alberta Education was approved in October 2015.

### THE ALBERTA MÉTIS EDUCATION COUNCIL MEMBERS, CONSULTANTS, AND RLI STAFF

The five MNA members of the Alberta Métis Education Council, appointed by the Rupertsland Institute Board of Governors, are as follows:



**LORNE GLADU**

CEO  
Rupertsland Institute



**PRESTON HUPPIE (MEd)**

PRINCIPAL KEHEWIN SCHOOL  
Council Chair



**YVONNE POITRAS  
PRATT (Phd)**

PROFESSOR  
University of Calgary



**CINDY SWANSON (MEd)  
(PhD candidate)**

UNIVERSITY OF ALBERTA



**DELORES PRUDEN  
-BARRE (MEd candidate)**

DIRECTOR FNMI EDUCATION  
Aspen View School Division



**KIMBERLEY BROWN (MEd)**

TEACHER  
North Star Academy

The RLI Board appointed the Rupertsland Institute CEO, Lorne Gladu to this Council who in turn brought in three consultants: Greg King (MEd) Bonnyville H/S Teacher; Lisa Weber (LLM) Private law practice with experience in Indian Residential Schools; and, Solange Lalonde (BA, BEd), consultant to Alberta Regional Professional Development Consortia dedicated to promoting student learning and achievement. Collectively the newly formed Alberta Métis Education Council and its supporting cast brings a comprehensive set of skills and qualifications to enhance the Métis experience and interaction with Alberta Education and its stakeholders (Solange Lalonde was successful in the competition for Associate Director – Métis Education).

As a volunteer advisory body to the Rupertsland Institute, the Alberta Métis Education Council is focused on key strategies, policies and actions that will enhance Métis education in the K-12 system while promoting the knowledge of Métis culture, language and history to Alberta Education in its pursuit of reconciliation with Indigenous peoples.

## TERMS OF REFERENCE ALBERTA MÉTIS EDUCATION COUNCIL

The Alberta Métis Education Council (AMEC) is established as a Standing Committee of the Rupertsland Institute (RLI) Board of Governors.

### ALBERTA MÉTIS EDUCATION COUNCIL MANDATE

- ① To identify strategies, policies and actions that will lead to general and specific outcomes for Métis students in the K-12 system in Alberta, and to promote knowledge of Métis culture, history and language within the Alberta education system.
- ② To advise and assist the RLI Board to plan, develop and implement Métis-specific education initiatives, policies and programs for the K-12 education system in Alberta.
- ③ To provide a forum for Métis students, parents, elders and other community stakeholders to communicate their views and concerns on Métis education and the K-12 system in Alberta.
- ④ To review, analyze and advise RLI on Alberta education policy, education funding options and other initiatives taken by Government and School Authorities impacting Métis students' education.
- ⑤ To collect data and relevant information, to issue reports pertaining to Métis within the K-12 system, and to commission Métis specific research, including peer-reviewed research in tandem with academic institutions in Alberta.
- ⑥ To foster dialogue between the Métis Nation and Alberta Education, Alberta School Boards, teachers, administrators, stakeholders and the general public on the K-12 system in Alberta.

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### AMEC STRATEGIC PLANNING

In February, the AMEC held a strategic planning session in Banff, Alberta to establish their vision, mission, and strategic objectives.



#### ALBERTA MÉTIS EDUCATION COUNCIL VISION

Empowering Métis through transformative education.

#### ALBERTA MÉTIS EDUCATION COUNCIL MISSION

To implement transformational education through Métis research, collaboration, and expertise.

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### ALBERTA MÉTIS EDUCATION COUNCIL STRATEGIC OBJECTIVES

- ① To design educational initiatives which reflect the collective Métis voice through research-informed practice.
- ② To build capacity to preserve, protect and promote the interests of Métis people, and to achieve quality educational opportunities which reflect community values.
- ③ To create educational resources and supports to evaluate and change educational program delivery and services.
- ④ To develop strategic partnerships leading to collaborative educational initiatives where the Métis community is actively engaged in educational programming.



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## ALBERTA EDUCATION AND STAKEHOLDER ENGAGEMENT

The AMEC has met with Alberta Education multiple times since January 2016. Through these meetings, the AMEC has established itself as an advisory body for policy and curricular development within the Ministry of Education. Building on the mandate under the Government of Alberta-Métis Nation of Alberta Framework Agreement, Alberta Education and Rupertsland Institute (RI) have developed a draft two-year work plan to collaborate on specific and mutually agreed upon objectives to support Métis Education for all Alberta students and to support Métis student success.

The AMEC has created key partnerships with multiple stakeholders, including the College of Alberta School Superintendents (CASS) and the Alberta Teachers' Association (ATA). In a short period of time, the Alberta Métis Education Council is emerging as a valuable and key stakeholder in Métis educational programming. Currently, there is an increased focus including Métis perspectives and content in K-12 education, and it is an opportune time for the AMEC to provide input to guide policy and curricular development. Through research-informed practice, the MEC intends to build capacity, develop curricular resources and supports, and actively engage the Métis community in educational programming

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Members of the AMEC, Lorne Gladue, Ry Morin – Director NCTR, Solange Lalonde, and Delores Pruden-Barrie with Alberta Minister of Education, David Eggen, following the signing of a Joint Commitment to Action that will ensure that all K-12 teachers receive additional training related to First Nations, Métis and Inuit history and culture.



# TRAINING DIVISION

One of the divisions under RLI is Métis Training to Employment (MTE), which delivers RLI's training mandate province-wide to Métis citizens. 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 Métis Training to Employment office locations in more populated areas, or through Mobile Employment Services in rural/remote locations. RLI's mobile units - the Métis Coureur de Bois - are a unique and innovative means of extending labour market services to small Métis communities in Alberta. The Métis Training to Employment Services provides an array of services to Métis clients including access to job banks, labour-market information, assistance with resumes and job searches, referral to job opportunities, employment assessment and counselling, information on education programs/sources of funding, support for persons with disabilities, access to RLI programs and custom-designed projects, and ultimately, funding for those who are eligible to receive training.



**SHARON SAWCHUK**

ASSOCIATE DIRECTOR  
- Métis Training to Employment

## INTERNAL REVIEW OF MTE SERVICES

In 2015-16 MTE continued working to meet RLI's strategic goals and to fulfill the training mandate. The focus this year was on looking internally and finding ways to improve service delivery and strengthen the MTE team.

### **MTE MANUAL REVIEW:**

The Financial Data Management Manual, which details expectations on the allocation of financial resources for clients and projects, was created by MTE staff. *The MTE Program and Procedures Manual* outlines the various MTE programs and provides step-by-step instructions on the delivery of client services and the RLI funding process. The revision was a joint effort that consisted of consultation with regional managers and a draft written by our colleague in the Research, Policy and Strategic Partnership division.

### **QUALITY ASSURANCE:**

Quality Assurance continued to be a priority for MTE during this reporting period. Various staff members were involved in a review of the quality assurance process to ensure that data integrity, quality employment assessment and client outcomes continue to meet the RLI standard of excellence.

### **MOBILE SERVICES:**

An in-depth review of each region's use of mobile services was conducted with

recommendations for improved services to be implemented in the upcoming fiscal year.

### **INCREASED EMPLOYMENT SERVICES FOCUS:**

It was identified that MTE service delivery needed to provide more support to unemployed clients as a result of the current labour market and resulting higher levels of unemployment. MTE held several internal training sessions that focused on assisting clients with targeted job searches and career-change solutions.

### **MTE TRAINING PROJECTS:**

MTE training projects continued to be successful with an emphasis on introduction to trades, heavy equipment operation and health care administration. In response to the economic crisis affecting Alberta MTE staff have worked hard to be creative in designing training projects that meet the needs of a struggling labour market.

## EMPLOYMENT OUTCOMES

### ACHIEVED BY REGION

	Central	Northeast	Northwest	South	On Line	Total
Funded Clients	174	108	104	117	259	762
Funded Employed	196	96	93	134	70	589
Non Funded Clients	31	12	91	63	-	198
Non Funded Employed	26	10	82	48	-	166
Returned to School	44	11	53	20	4	132
*Total Employed & Return to School	263	116	225	195	74	873

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

### NUMBER OF CLIENTS FUNDED BY RLI

**762**

Métis clients were funded in 2015-16

**12,000**

Métis clients have been funded since program inception

### DOLLAR VALUE OF FUNDS DIRECTED TO MÉTIS CLIENTS

**\$7.4**

million directed to Métis clients in 2015-16

**\$118.5**

million directed to Métis clients since program inception

**\$9,875**

average funding disbursed on behalf of a Métis client



### RORI DUNDAS

#### South Region

Governor General's Academic Award

A Medicine Hat College nursing student with a passion in caring for others is the recipient of this year's Governor General's Academic Medal. "I have always wanted to go into nursing and to help people" said Dundas recipient of the award that recognizes students with the highest overall graduating average in post-secondary institutions across Canada. "It was nice to get acknowledgement for working so hard" she said. As a Métis student, Dundas credits Rupertsland Institute and counsellors from SAAMIS Employment Centre for funding assistance. Dundas is currently on maternity leave, but will soon return to working on the surgical floor at the Medicine Hat Regional Hospital.

### RACHELLE SCHAMEHORN

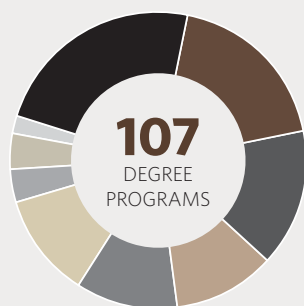
#### Licensed Practical Nurse

NW Region

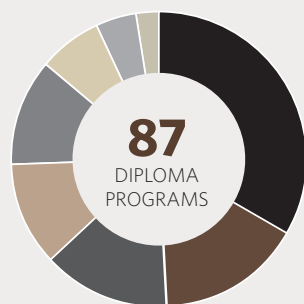
"Due to the funding I received from Rupertsland Institute I was able to successfully complete the Practical Nursing program and graduate from NorQuest College in May 2015. As a young Métis woman I wasn't sure how I could afford to obtain a career change from lifeguard to a LPN. I greatly appreciate everything my employment counsellor and Rupertsland Institute have done for me in the past two years. Now that I have graduated with specific nursing skills I have many more opportunities to work in different areas of the health care system. Since convocation I have obtained a position working as an LPN in the thoracic unit at the Royal Alex Hospital."

# CERTIFICATION ACHIEVED BY MTE CLIENTS

IN 2015-2016



- Arts - 25
- Education - 20
- Science - 16
- Commerce - 12
- Medical Science/Nursing - 12
- Business Administration/Management - 12
- Law - 4
- Social Work/Psychology - 4
- Engineering - 2



- Medical Technology/Nursing -29
- Digital Design -14
- Social Work/Early Childhood -12
- Administration/Management -10
- Engineering/Computer Technology -10
- Arts/Design-6
- Agriculture/Environment Technology -4
- Law -2



- Administration/Bookkeeping - 35
- Medical Office - 19
- Health Care -18
- Aesthetics - 13
- Social Work/ Education-11
- Inspection -6
- Graphics/Art - 74



- Electrician -25
- Auto/ Heavy Equipment Repair Trades -20
- Welder-20
- Construction Trades - 15
- Millwright/Instrumentation -12
- Plumber/Gas Fitter- 11
- Hairstylist - 9
- Power Lineman -7
- Steamfitter/Pipefitter -7
- Crane and Hoisting - 4
- Other Trades -8
- Trades Preparation -43



- Truck Transport class 1/3 -57
- Heavy equipment Operator -37
- Power Engineering -11
- Preparation for Employment -84

## DISABILITY SERVICES

The RLI Disability Service works in conjunction with RLI employment counsellors and other service providers to assist clients in areas of employment readiness and skills training. Clients are provided with guidance regarding the attainment of appropriate career goals and referred to support available through agencies within the clients' home communities. To determine appropriate career goals for clients with disabilities, the RLI Disability Program works in consultation with psychologists in areas of neurological and education assessment and with kinesiologists in areas of functional capacity evaluation and physical demand analysis. Where required, the program will provide educational support and assistive technology to enable clients to access training or be successful at work.

A total of 121 clients from various parts of the province have accessed the disability program in 2015-16. Of these clients 54 were funded into training interventions during the year. To date 28 clients have successfully completed certification in various fields of study while 26 were still in progress at the end of the fiscal year.

## RLI ONLINE

### APPLICATION SERVICES

In 2014-15 the Online Application Service ran as a pilot project which became its own RLI entity in 2015-16. The service operated with four staff physically located in various areas of the province, who by using RLI communication channels, were able to operate effectively as a team.

The response to the Online Application Service by RLI clients has been excellent with 261 clients choosing this method to apply for funding in 2015-16, an increase of 50 percent over the previous year.

The majority of clients accessing the Online Application Service (192) were students in post-secondary study (in the last two semesters of a degree or diploma program), however there has been an increase in the number of clients in apprenticeship training (69) applying online since the onset of the service. With the economic downturn in Alberta, a number of apprentices are using this downtime to complete back-to-back periods of technical training.

The majority of clients applying online were from the Central and South regions, with the Central region having a high number

of post-secondary study applications and South having a large number of apprenticeship applications.

A satisfaction survey was conducted among clients and the results showed that clients liked having the ability to apply for funding from anywhere at any time, rather than being limited to office hours.

The Online Application Services team experienced some growing pains in managing staff vacancies, high caseloads, and concerns with the application itself. The team continues to look for ways to improve the process and make it more efficient for both the staff and RLI clients. It has been a busy year and a steep learning curve, but the Online Application Services Team is committed to the RLI goal of continuous improvement and the experience that has been gained this year will lead to a better process in the future.

*"Rupertsland Institute is an incredible organization – one that I will forever be in debt to. It's amazing that there is such a support network for Métis youth such as myself, one that takes the monetary load off your back. I am proud of my heritage and our ability to help Métis students achieve what they hadn't thought was possible, and I am living proof of that. Thank you to everyone who had a hand in this, and I promise to pay it forward"*

*Kyle Muzuka Bachelor of Commerce Degree*



## MOBILE MÉTIS TRAINING

### TO EMPLOYMENT SERVICES

RLI operates two custom designed Mobile Employment Services units to enhance the services provided by MTE offices located throughout the province. The mobile MTE team consists of two drivers with an RLI staff person from the region accompanying the vehicle to work one-on-one with clients. In addition to the regular schedule, the units participate in community events through the province as time permits to create awareness of RLI programs and services.

The mobile units spend time in each of the four regions on a regular schedule that is published on the RLI Facebook page and the website ([www.Métisemployment.ca](http://www.Métisemployment.ca)). The service routes are reviewed and adjusted on an ongoing basis to maximize coverage. The regularly scheduled route included the following communities in 2015-16:

**1,190** clients visited the Mobile Employment Services units in 2015-16.

#### REGION CENTRAL:

Edmonton, Hinton, Edson, Grande Cache, Stony Plain, Whitecourt, Drayton Valley, Barrhead, Westlock, Morinville

#### REGION NORTHEAST:

Cold Lake, St. Paul, Lloydminster, Fort McMurray, Conklin

#### REGION NORTHWEST:

Peace River, Grande Prairie, Fairview, High Level, Manning, Fort Vermillion, Wabasca, Slave Lake

#### REGION SOUTH:

Lethbridge, Pincher Creek, Medicine Hat, Blackfalds, Innisfail, Rocky Mountain House, Drumheller, Big Valley

The Mobile Métis Employment Services units



## REGION NORTHEAST

The Northeast region encompasses both MNA Region 1 and 2 and includes two MTE offices located in Lac la Biche and Bonnyville. The Northeast region is staffed by seven employees and uses the RLI Mobile Employment Services Unit to provide services to Cold Lake, St Paul, Lloydminster, Conklin and Fort McMurray.

The downturn in the oil industry was expected to have a major impact on the services in the Northeast region in terms of a higher volume of job seekers and people looking for training; instead, the offices in both Lac La Biche and Bonnyville saw the same flow as in previous years, but with new trends. Job seekers in the Northeast region managed to find employment but with lower wages and fewer hours. MTE offices also observed that people who had been historically employed and were self-sufficient in the oil and gas industry were now seeking training in other industries such as health, in order to increase opportunities for employment.



Alberta-Saskatchewan Apprenticeship Trades Expo in Lloydminster

### TRUCK TRANSPORT PROJECT

The objective of this project is to help Métis clients to achieve Class 1 or Class 3 licenses and certification and gain employment in the transportation industry. The emphasis of the project is on long haul employment as opposed to oilfield hauling. The project had eight participants and six are employed.

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### TARGETED WAGE SUBSIDY WITH SUREFLOW OILFIELD SERVICES



Region Northeast staff were able to secure a targeted wage subsidy partnership with Sureflow Oilfield Services in which RLI paid a portion of the wages while our Métis participant was training on the job. This partnership proved to be successful, as the participant is now an employee of Sureflow Oilfield Services.

*"I was fortunate enough to have been placed at SureFlow Oilfield Services for my practicum and when my practicum was complete, I was offered employment as a payroll administrator. The targeted wage subsidy program gave me the ability to gain hands- on experience and on- the- job training in especially tough economic times that may not have been available to me otherwise." – Daneen Dahlin*





Heavy Equipment Operator project students using a simulator for practice.



## HEAVY EQUIPMENT OPERATOR PROJECT

The intent of this project was to help Métis individuals gain the skills to operate heavy machines. Participants who completed training found employment in oil and gas, gravel and infrastructure industries. Employers were mostly seeking employees who resided in our region for employment. There was a total of 16 project participants, five of whom are still in progress, 10 have completed and nine are employed.

Heavy Equipment Operator project participants completed 13 weeks of practical experience on machines such as excavator, dozer and grader as well as time in simulators.



## REGION NORTHWEST

The Northwest Region encompasses both MNA Region V and Region VI, and includes four MTE offices located in Slave Lake, Grande Prairie, Peace River and High Prairie.

The region is currently supported by eight employment professionals, and provides monthly service to High Level, Fort Vermillion, Wabasca, Red Earth and Slave Lake through the RLI Mobile Employment Unit. With such a vast territory to cover, projects were designed to enable access for Métis from both regions; this included accommodation and/or transportation to training, eliminating many barriers.

Throughout the year, staff from the Northwest region have continued to attend many community events, where there have been opportunities to network and build on future partnerships.

### EXPLORING FUTURE CAREERS CAMP (EFCC)

In partnership with Métis Local 1990, this one-week camp introduced female Métis youth (ages 15 to 17) to careers in health, science, technology and engineering. This included interactive tours, and an opportunity to engage with role models, build on team/leadership skills, obtain first aid certification, updated resumes, and resources to assist them in career decision-making. Eight Métis women started the program and all have returned to school.



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### TRADES WORK PROJECT

This ten-week program consisted of one week in the student's home community, followed by a strategically designed training program at the Grande Prairie Regional College Fairview Campus and the final two weeks at a placement in their trade of choice with an employer back in their home communities. Eleven were funded in the project with eight employed and one returning to school.







## ABORIGINAL STUDENT JOB SHADOW PROGRAM 2015

This was the ninth year in a row that this six-week summer program was made available. The continued success of this project remains possible due to strong partnerships between RLI and the following partners:

- Alberta Human Services
- Careers the Next Generation
- Western Cree Tribal Council (WCTC)
- Norbord
- Aquatera
- Weyerhaeuser
- Alberta Health Services
- Seven Generations
- City of Grande Prairie
- Horizon North Manufacturing
- Grande Prairie Regional College

This year's program was offered to Aboriginal students ages 15 to 17, and included two weeks of employability skills in a classroom setting, with four weeks at the worksite of the student's choice. Participants gained certification in first aid/CPR, WHMIS, and H2S Alive, along with acquiring their Class 7 licences and high school work experience credits. RLI funded seven Métis students and all have returned to school.

## WORKPLACE ESSENTIALS

This ten-day project, hosted at Northern Lakes College's Grouard Campus, enabled students to complete ten safety tickets, gain employability skills, and attend an optional two-day Class 7 licence preparation. RLI funded eleven Métis clients with eight employed and one returning to school.



## REGION CENTRAL

The Central region encompasses all of the MNA Zone IV area, with one Métis Training to Employment Services (MTES) office located in Edmonton and served by the manager, assistant manager, four employment counselors, two client resource assistants and one itinerant counselor who provides monthly assistance to the Whitecourt, Edson, Grande Cache and surrounding areas through the RLI Mobile Employment Services unit.

With the Central office being located in Alberta's capital city it is often called upon to attend functions and to host governmental dignitary visits. In 2015 central region welcomed Aboriginal Affairs and Northern Development Canada staff, and Ministerial Special Representative, Tom Isaac, to our office, and both government representatives seemed impressed with the services provided by RLI to the Métis people in our community. Including school presentations, the staff attended over 33 community functions and welcomed a total of 1,579 Métis, 662 First Nation, and 215 Inuit as well as 44 other walk-in clients to our office last year.

The Central region had numerous requests for the RLI Métis Youth Summer Placement program. This wage-subsidy program is

offered to employers who hire Métis youth, between the ages of 15 and 29, to obtain on-the-job training during their summer break. One of our partners, the City of Edmonton, hosted ten Métis youth within various city departments. Other partners were CANDO, Wilmore Wilderness, Alberta Health Services, and the Canadian Native Friendship Centre.

Due to the decline in the economy that started in the fall of 2015, the Central region has seen a significant change in labour-market demand. The staff are now helping highly skilled workers to use their transferrable skills in other areas of employment.



*I am very grateful to have stumbled upon an ad in the newspaper about the Professional Bookkeeping program . Within a matter of weeks of my looking into the program, Rupertsland Institute had prepared me with the right tools and insight to the careers that would be available to me. I was astounded by the support and encouragement which added to my motivation and success. During my program, I was given the opportunity to be placed in a large corporate accounting firm for my six-week practicum. With the new skills and education I had obtained, I was offered a full-time job upon completion of my practicum. Without the assistance of Rupertsland, I would have not have been so successful in achieving my goals and aspirations. It has always been my mission to attain a career, and finally I am on the path of achieving my dreams and more. I cannot wait to see where this will take me in the future and what other goals I can conquer. Thank you Rupertsland institute for giving me the opportunity to shine!*  
*Nicole Vitucci*

## CLASS ONE DRIVER TRAINING PROJECT WITH CAPILANO DRIVER TRAINING

Clients were provided with the skills and certification to obtain a Class One driver's licence.

## EMPLOYABILITIES SKILLS TRAINING

This program assisted Métis people who have experienced difficulty in obtaining long term, meaningful employment due to a lack of marketable skills. The program included 21 weeks of training in job-related computer skills along with job-readiness training.

December, 2015 Employabilities Grad, from left to right, Julie Majore, Delmar Anderson and Barb Brown. All participants successfully completed the program and secured employment with their new skills.



## TRADE WINDS TO SUCCESS

This project is designed to help clients enter one of the following trades as a first year indentured apprentice. This program is offered in Edmonton and Calgary. Trades include:

- Boilermaker
- Carpenter
- Electrician
- Millwright
- Ironworker
- Plumber/Pipefitter
- Insulator
- Welder

Partners in this project include ESDC, Alberta Human Services, Oteenow Employment and Training, Community Futures Treaty 7, and Conoco Phillips.

## KIDS IN THE HALL

This program, for high-barrier out- of- school youth between the ages of 16 – 24, is designed to increase personal development and basic employability skills. RLI has now sponsored this program for 13 years and each year the stories told by the participants, who have overcome drugs/ alcohol or abusive parents to become successful members of society, are inspiring. Partners include E4C, United Way, ESDC, and the Muttart Foundation.

## FACILITATED WORK PLACEMENT PROJECT

This project provided Métis clients with the knowledge, skills and certification to work in the construction industry. The program consisted of four weeks of classroom theory, safety training certification and a six-week practicum placement within the construction field. Partners included NorQuest College, Anderson Builders, Macroe Construction, Synergy Project Ltd., and Simonet Woodwork Ltd.



Graduating from the Medical Office Administration Project are: Luanne Chalifoux, Robin Tremblay, Melissa LaRose, Katherine Forsyth, Blaine Ward, and Amanda Vandale.

## MEDICAL OFFICE ADMINISTRATION PROJECT

This project was designed to provide Métis participants with the skills required to work as a medical receptionist. Partners included, NorQuest College, and six public and two private health care offices that provided our clients with the six-week practicum training.

## PROFESSIONAL BOOKKEEPING PROJECT

This project was designed to link our clients to employment in an office environment as entry level bookkeepers. Partners included NorQuest College, four private business offices and one MMP LLP who provided a six-week practicum.

Graduates of the Professional Bookkeeping Project are from left to right, back row - Instructor Heather Weisser, Cassandra Mailhot-Bischoff, Cheri Anderson, Loretta Gladue, Instructor Alisha Singh, front row- Instructor Domenic Gallance and Richard St.Pierre.





## REGION SOUTH

Region South encompasses all of MNA Region 3 and includes two MTE offices in Calgary and Red Deer. RLI also contracts with SAAMIS Aboriginal Employment and Training Society to deliver services on behalf of Métis clients in Medicine Hat. The South Region is staffed with ten employees and provides monthly services with the RLI Mobile Employment Services unit to the communities of Lethbridge Pincher Creek, Drumheller, Stettler, Olds and Rocky Mountain House.



Red staff participate in the Red Deer College Career Expo.

The Red Deer MTE office provides services to Métis clients and on behalf of Community Futures Treaty Seven (CFT7), to First Nations individuals. CFT7 is an ASETS agreement holder that offers employment related programs and services to First Nation clients and uses the KETO data system to collect and upload client information. Through this partnership RLI offers one stop services to all aboriginal people in Red Deer. With the closure of another aboriginal service provider in Red Deer, the RLI MTE offices noticed a big increase in walk-in clients. Red Deer staff met with local High Schools to provide information on programs and services, participated in the Red Deer Chamber of Commerce meetings, and with the Regional Labour Force Working Group as well as attending the Red Deer College Career Fair.

Calgary staff participated in numerous Region 3 events held throughout the region, attended the Native Information Exchange meetings, a Service Canada Job Boot camp, and an Alberta Economic Development presentation.

The Calgary MTE office moved to a new downtown location after 15 years in NE Calgary and has noticed an increase in the number of job search clients looking for assistance. An Open House held in September was a great success.



Calgary MTE staff attend the Métis Entrepreneurial Awards event



Lethbridge College Métis Scholar Award recipients



Heavy Equipment Operator participants

## HEAVY EQUIPMENT OPERATOR TRAINING

This program, delivered by Interior Heavy Equipment Operator School, provided 15 Métis with the training and knowledge required to pursue employment as a Heavy Equipment Operator. Participants received over 200 hours of real-time operation experience on an Excavator, Grader, Dozer, Loader and Articulated Rock Truck. In addition, individuals received six safety certification tickets.



Power Line Technician program participants.

## POWER LINE TECHNICIAN TRAINING

This program was run in partnership with SAAMIS Aboriginal Training and Employment, Treaty 7 Community Futures, Lethbridge College and the Alberta Government. Upon successful completion of this program the individuals were able to challenge the Alberta Industry and Training exam to become first year apprentices, and entered into a work experience component with a company. Seven Métis participants entered this training, six completed, and three are employed to date.



## PROVINCIAL PROJECTS

Provincial projects are those that are not specific to clients in one particular region and are planned to meet the needs of RLI clients from across the province of Alberta. This project-based training is managed and implemented by the Provincial Program Manager, who consults with all regional managers and relies on regional staff to assist with the recruitment of clients from their respective regions.

In addition to the provincial projects, the provincial program manager is also responsible for organizing the youth event that is run along with the Métis Nation of Alberta's Annual General Assembly. This event provides youth with career exposure as well as information regarding educational opportunities.

### OUTDOOR LEADERSHIP PRACTICUM

Delivered in partnership with Inroads Mountain Sports and Black Cat Ranch, the Outdoor Leadership Practicum program was developed to provide youth with an advanced version of the Environmental Career Program. Seven young adults entered this program, with only one deciding to terminate partway through the program. The youth who successfully completed gained leadership skills, matured, and assisted in the mentorship of the Environmental Career Program participants.



### ENVIRONMENTAL CAREER PROGRAM

This camp-based program is presented in partnership with Inroads Mountain Sports and Black Cat Ranch. Young people, aged 15 to 17, are provided with an opportunity to earn additional high school credits, work experience skills, and a variety of safety tickets. This year, 14 youth entered this program with only one failing to complete. Through discussions with these young people as well as a review of their feedback forms, it was apparent that the participants felt that they learned many valuable skills that they will carry with them into the future.



2015 MÉTIS

## YOUTH CONFERENCE

Youth were provided with an opportunity to build leadership skills, learn about employment opportunities, find out how they could participate in Métis governance, as well as find out more about the Rupertsland Institute programs and services available to them at the 2015 Rupertsland Institute Youth Conference.

At the conference, hosted by Métis singer and actor Andrea Menard, attendees heard presentations from Brian Calliou of the Banff Centre for Management, and Shalene Jobin and Kirsten Lindquist from the University of Alberta's Faculty of Native Studies. Brian Calliou's presentation on leadership brought a greater understanding of what leadership is, how it is studied and the Indigenous perspective. Shalene and Kirsten's governance presentation gave a general understanding of Indigenous governance concepts and models, as well as historical examples of Métis governance and the shaping of the governance structure of the Métis Nation of Alberta. Métis leadership participated in a panel featuring MNA Senior Executive Officer- Aaron Barner, NDP MLA Trevor Horne and MNA President Audrey Poitras. Barner, a past recipient of RLI funding, discussed how his education has led to the various employment opportunities he has since pursued. He urged Métis youth to use the funding available to them to build a solid foundation for future career opportunities.

The event proposed to build the foundation for the next generation of Métis leaders and that promise was fulfilled with a call from the attendees for a Métis Youth Council. At the end of the presentations and activities, youth in attendance wondered aloud how they could create a youth council. With guidance from the speakers, they agreed to present a general resolution to the MNA General Assembly. On Saturday afternoon, with assistance from Shalene, Kirsten, and staff from the MNA and Rupertsland Institute, the young people drafted their resolution. Later that day it was presented to the MNA General Assembly, moved by one of the youth and seconded by President Poitras. The resolution was passed unanimously, giving the youth in attendance a taste of direct governance and paving the way for a Métis Youth Council in Alberta.

Participants also had an opportunity to speak with potential employers at the employer's job fair, and to learn about programs and services by networking with RLI staff.



Métis youth conference participants



## KETO CLIENT DATA SERVICES

The KETO data system was created by Rupertsland Institute to fill a need for a reliable good- quality database that is user friendly and meets the needs of ASETS communities while enhancing accountability with our federal funding partner.

As a web-based program, KETO's on-line reports and queries facilitate information collection and management. Quality Assurance reports available in KETO help users ensure that all relevant client results are being captured and are used to detect errors in data, thus contributing to the production of error-free uploads to ESDC in Ottawa.

KETO is now the software of choice for 27 Aboriginal organizations across Canada including those in Alberta, Northwest Territories, Saskatchewan, Manitoba and Ontario.

The 2015/16 year was mostly spent helping new customers from last year to build capacity within their organizations. KETO staff conducted 21 training sessions to help agreement

holders understand the data system and the Service Canada accountabilities so they could get the proper credit for the work they do. These training sessions consisted of 19 sessions of Orientation for New Users and 2 Quality Assurance Review training sessions for administrators. Eight of these sessions were conducted in the agreement holder's communities including Fort Simpson, Fort Resolution, Red Deer, Fort Chipewyan, Fort McMurray, Thunder Bay and Sarnia. As part of capacity building, KETO staff follow up on classroom training by monitoring data entries and providing online coaching to build skills, so that data entries present an accurate documentation of activity with the client.

**Total revenue generated in 2015/16 was \$235,216.65.**

### KETO SYSTEM UPGRADES

Last year, some modifications within the database were made to accommodate reporting for two new federal programs, the Skills Partnership fund (SPF) and the First Nation Job Fund (FNJF). The RLI Online application service, allows a person to apply online for apprenticeship and post-secondary training. Once ready, the data can be imported into the KETO data system significantly reducing the amount of time required for data input.

### CONSULTATIONS WITH EMPLOYMENT AND SOCIAL DEVELOPMENT CANADA

KETO staff were invited to a National Data Management meeting in Ottawa in March 2015. The purpose was to review processes used nationally and to discuss ways of overcoming some of the issues with data integrity. In a recent analysis of data compiled nationally, one third of over 440,000 uploaded records had data integrity issues, and had to be excluded. About half of the records required some type of edits. With the quality assurance measures built in to the KETO system, any record sent must meet the criteria established before it would be included in the upload to Service Canada.



**LLOYD GWIN**

ASSOCIATE DIRECTOR  
– KETO Data Services



Staff from Bigstone Cree First Nation attend KETO training in Edmonton

## RESEARCH DIVISION

The Research, Policy and Strategic Partnerships arm of RLI aims to enhance the individual and collective well being of Métis citizens through research and strategic partnerships. Through this division, RLI negotiated the development and formation of the Rupertsland Centre for Métis Research in 2011 at the University of Alberta.



### GUIDO CONTRERAS

ASSOCIATE DIRECTOR  
Research Policy and Strategic Partnerships

The Research, Policy and Strategic Partnership arm of RLI conducts research that contributes to the development of internal policy recommendations and where appropriate these were presented to external stakeholders during the fiscal year.

Last year the development of the “Métis Education in Alberta: K-12 Policy Discussion Paper” was reported. This document included a number of strategic proposals and in support of these policy goals, RLI participated in the College of Alberta Schools Superintendents (CASS) symposium. At the CASS symposium RLI presented at a workshop titled The Missing “M” in FNMI. RLI staff participated in the foundation meeting of the Alberta Métis Education Council (AMEC) in Banff and the development of a strategic initiatives plan that will guide the council in pursuit of Métis K-12 education. These activities led to RLI being officially accepted as a member of CASS, the organization that sets curriculum and policy goals for the public education system in Alberta.

#### *Government of Canada (GOC)*

This reporting period saw a change in government and a perceptible change in the way the federal government seeks to relate to Canada’s Aboriginal people. Prior to the election Aboriginal Agreement Holders were neither informed nor consulted about federal plans to renew ASETS. Work on a new national funding distribution formula was abruptly canceled and the Conservative government seemed to be moving toward including social innovation funding in the next strategy’s cycle. RLI viewed

this development as troublesome as this would mean that private capital would be inserted into a government-to-government process and by virtue of its nature change the relationship between Canada and the Aboriginal peoples of Canada. The ASETS extension process was difficult and represented the culmination of a strategy that began as a partnership between Aboriginal communities and Employment and Social Development in 1996; now in 2016, it is largely an administrative role that has transformed the role with Aboriginal peoples to that of being simply clients of the federal government.

There is hope that the new Liberal government wants to move towards a better relationship with Canada’s Aboriginal peoples. Prime Minister Trudeau mandated his ministers to implement the renewal of ASETS, and it is anticipated that renewal work on a new strategy will be underway by the time this report is made public.

Unlike other agreements across the country, RLI maintains direct communication with senior officials of the Government of Canada. At several meetings with these officials RLI reinforced the need to return to a partnership with the federal government, and offered ways in which this renewed partnership might be structured.





#### Government of Alberta (GOA)

It is worth noting that the change of government at the federal level was preceded by a change of government in Alberta. The new provincial government campaigned to recognize and accept the UNDRIP as a cornerstone of its relations with Métis and First Nations communities. In tandem with this goal, Premier Notley ordered her ministers to undertake a review of provincial programs to ensure that they are compliant with UNDRIP principles. As a result, government officials advised RLI that the long awaited AWS, (a policy the previous government had failed to implement since its formulation in the year 2000), was cancelled. The provincial government has yet to announce the results of the departmental reviews and how the provincial labour market policy is going to engage Aboriginal peoples in the future.

## THE RUPERTSLAND CENTRE FOR MÉTIS RESEARCH (RCMR)

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

Prior to the last provincial election RLI and the Rupertsland Centre for Métis Research collaborated and ultimately produced a research document titled *Métis Self-Determination and Capacity Building: Implementing the UNDRIP in Aboriginal Workforce Strategic Approaches in Alberta*. The UNDRIP refers to the United Nations Declaration on the Rights of Indigenous People, and this document calls for, among other things, the development of a strategic and cooperative framework similar to the one implemented by the Government of New Zealand in its relations with the Māori

people. This process should include dedicated funding and must contain transparent reporting and evaluation mechanisms. Above all, the framework must be based on the premise that as Aboriginal peoples, Métis should be in control of the design and implementation of provincial programs targeting Métis.

During Métis Week the RCMR held “MÉTIS Talks” the first in a series of public events intended to highlight research on topics of interest to Alberta Métis.

**MÉTIS Talks**

**KINSCAPES:**  
Using the Digital Humanities  
to Track an In Situ Plains Métis Nation

**Dr. BRENDA Macdougall**  
Chair of Métis Research,  
Associate Professor of Geography  
University of Ottawa

**&**

**Dr. NICOLE St-Onge**  
Director of the Institute  
of Canadian and Aboriginal Studies,  
Professor, Department of History,  
University of Ottawa

**RESPONDING**  
to the Urban Housing Needs  
of the Métis in the 1970-80s:  
The Canative Example in Edmonton

**Dr. NATHALIE Keramoal**  
Professor,  
Faculty of Native Studies  
University of Alberta

**NOVEMBER 17, 2015**  
**2-06 PEMBINA HALL 1:00 - 3:30**

**JOIN US For LUNCH!**  
12:00 pm, 2-06 Pembina Hall  
**RSVP TO:**  
KEWRAY@UALBERTA.CA

**Rupertsland Institute**  
Métis Centre of Excellence

**UNIVERSITY OF ALBERTA**  
FACULTY OF NATIVE STUDIES

# RUPERTSLAND INSTITUTE

## FIRST ALUMNI GATHERING

Former recipients of Rupertsland Institute and the Métis Nation of Alberta Labour Market Development program funding gathered in Edmonton during the MNA Annual General Assembly to celebrate their shared accomplishments. Rupertsland Institute also used the event to announce its intention to create an RLI Alumni Association.

After an informal dinner and networking session, Rupertsland Institute alumni were treated to a presentation from prominent Métis authors and performers. Métis singer and actor Andrea Menard started the program with a musical performance and hosted the remainder of the evening. Dr. Chris Anderson, Director for the Rupertsland Centre for Métis Research and Interim Dean of the Faculty of Native Studies at the University of Alberta, gave an engaging and often humorous talk on what it means to be Métis and to be accepted as part of the Métis community. Following this presentation award winning Métis poet Marilyn Dumont gave a well-received reading of her work. Joseph Boyden, professor, novelist and short story writer presented several readings from his books, interspersed with musical interludes on the mouth harp and harmonica. Finally, Andrea Menard led a question and answer session with the authors and capped the night off with another musical performance.

The Rupertsland Institute 2015 Alumni Gathering was well-received by the alumni who displayed a real enthusiasm for being involved in the Métis community and the work that RLI continues to do.

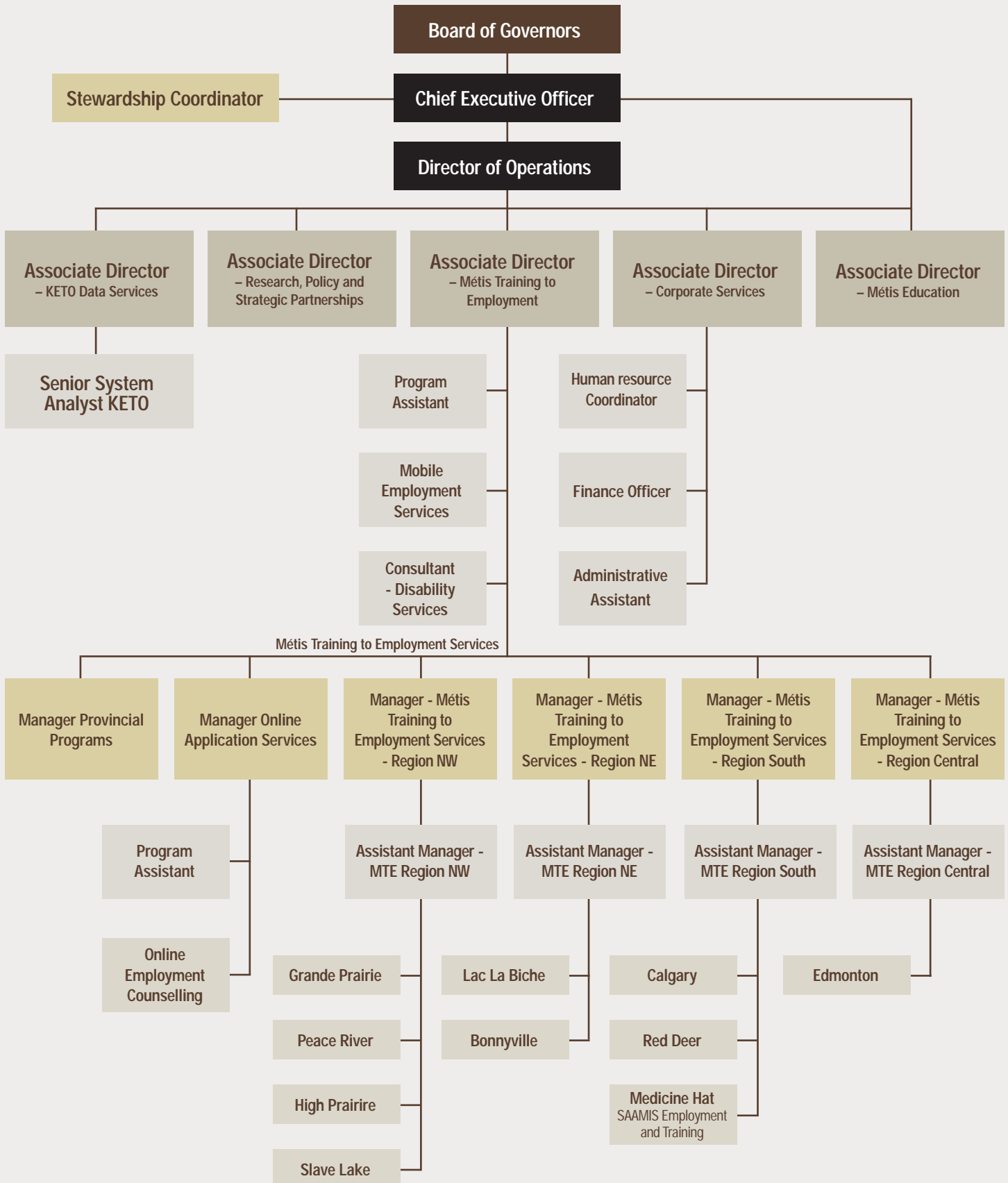


Métis authors Joseph Boyden, Marilyn Dumont, and Chris Anderson present at the RLI Alumni Gathering



Andrea Menard and Joseph Boyden

# RLI ORGANIZATIONAL CHART



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## IN MEMORIAM



Wayne Morin worked with Rupertsland Institute as the Mobile Employment Services operator since 2006, bringing employment services to all corners of the province. Along with our services, Wayne brought a certain charm and warmth and made everyone feel welcome wherever he went. His generosity and compassion for others set the example for the public service and his spirit will embody the Rupertsland Institute in the years ahead. We will always remember Wayne through his work but more importantly we will remember him as everyone's friend.

Wayne passed away on December 23, 2015. Those of us who were fortunate to know and work with Wayne have lost a dear friend and an inspiring co-worker.

Wayne was always associated with the first RLI Mobile Employment Services unit (a black Winnebago) which he treated as his baby; always clean and shiny, through rain and snow, on backroads and the highway.

His black mobile unit has been retired from service and is now a permanent fixture at Métis Crossing.



2015

## STAFF CONFERENCE



Ft Edmonton Park Trading Post

The RLI staff conference, held in September 2015, focused mainly on the updated *RLI Administrative Policy and Procedure Manual*. The new policy manual consists of 67 revised or new policies covering Planning, Employment, Compensation and Benefits, Staff Management, Health and Safety, Finance, Communications and Technology. To introduce the policies to employees, teams of RLI staff were assigned certain policies and asked to present the key points to their colleagues. Various communication strategies were used by each team to communicate the material and a quiz at the end of the day demonstrated the effectiveness of the presentations. Two days of the conference were held at Fort Edmonton Park and

to break up the intensity of the policy discussions, two cultural presentations by Fort Edmonton interpreters were also held. The first session focused on life at Fort Edmonton in the 1700's and the roles Métis played in the fur trade. The second session focused on York boat construction and the life of a courier de bois. Staff simulated loading a canoe with bundles of fur and freight, followed by paddling, unloading, portaging the canoe and freight, reloading, paddling the canoe upstream etc. Although staff members only performed the role for 20 minutes they gained an appreciation of the heavy work performed for 16 to 18 hours for days on end by the Métis Courreur de Bois.





RLI Staff 2015



RLI staff attend the NAIT presentation of the Senator Chalifoux Award to Rupertsland Institute for "consistently demonstrating commitment to Aboriginal student success"

For more information and to keep up to date with the latest news from Rupertsland Institute, visit us on the web at [www.rupertsland.org](http://www.rupertsland.org)





## Charles the Second



By the Grace of God, King of England, Scotland, France and Ireland, ... &c. To ALL to whom these Presents shall come, greeting:

WHEREAS Our dear and entirely beloved Cousin, Prince Rupert Count Palatine of the Rhine, ... Christopher, Duke of Albemarle, William, Earl of Craven, Henry, Lord Arlington, Anthony, Lord Ashley, Sir John Robinson, and Sir Robert Vyner, ... Sir Peter Colleton, ... Sir Edward Hungerford, ..., Sir Paul Neele, ... Sir John Griffith and Sir Philip Carteret, ... James Hayes, John Kirke, Frances Millington, William Prettyman, John Fenn, ... and John Portman, have, at their own great Cost and Charges, undertaken an Expedition for Hudson's Bay in the North-west Part of America, for the Discovery of a new Passage into the South Sea, and for the finding some Trades for Furs, Minerals, and other considerable Commodities, ... NOW KNOW YE, that We being desirous to promote all Endeavours tending to the publick Good of our People, and to encourage the said Undertaking, HAVE confirmed, and ... Do give, grant, ratify and confirm ... that they ... shall be one Body Corporate and Politique, in Deed and ... by the Name of The Governor and Company of Adventurers of England, trading into Hudson's Bay ... and DO give, grant, and confirm, unto the said Governor and Company ... 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. ...





## Traditional Homeland of the Métis Nation



## Rupert's Land Territory 1670

