Rupertsland Institute Métis Centre of Excellence



ANNUAL REPORT TO THE COMMUNITY 2012 - 2013

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MESSAGE FROM THE CHAIR

n behalf of Rupertsland Institute, I am honoured to present our 2012 – 2013 Annual R e p o r t

to the Community. As a long standing member of the Rupertsland Institute Board of Governors and the Acting Chair, I welcome the opportunity to lead the governing body of the organization to fulfill the mandate given to us by the Métis people through the Métis Nation of Alberta.

I also wish to thank Dr. Tracey L. Friedel, our previous Board Chair who left the position in January of this year. Dr. Friedel served on the Rupertsland Institute Board of Governors since October 2010, and became the Secretary of the Board immediately following her appointment. In February 2012, she accepted the position of Chair for the Rupertsland Institute with "deep humility, profound pride, a n d a great sense of duty."

> soon with someone equally

We hope to fill

the position

RLI Interim Chair Herb Belcourt



dedicated to Rupertsland Institute and the advancement of all Métis people.

The Rupertsland Institute has been conducting business under its Strategic Plan since July 2012. We always strive for service excellence and we will always work towards becoming better at what we do as we move forward. This year, the Board has focused a lot of attention on organizational governance as we see the need for a strong foundation for the Rupertsland Institute, starting from annual planning that is consistent with client and corporate needs, to policies that are consistent with our long-term goals.

I invite you to review this report including the overview of the Rupertsland Institute governance framework, and I hope that our activities over the past fiscal year will inspire you to come forward as a consumer of our services, or to recommend our services to your network of friends and family. The Rupertsland Institute welcomes any questions or comments you have regarding the information contained herein and we look forward to enhanced engagement with Métis citizens across the province in the future as we work together.

Respectfully,

Dr. Herb Belcourt, LLD. (Hon.) Interim Chair, Rupertsland Institute

SSAGE FROM THE CEC

he Rupertsland Institute (RLI) "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 most appreciative of the trust that the RLI Board of Governors has placed on RLI staff, and I am proud to carry my role as the leader of the administrative functions 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. I also want to thank the Staff who works under them and those who work directly with Métis clients and citizens throughout this province. The following pages will report on RLI activities over the past 12 months and will give the reader a brief look at our strategic orientation, organizational governance, and RLI activities stemming from business plan objectives.

In 2010, the MNA Provincial Council gave RLI the mandates for education, training and research, and it is my job is to ensure those mandates transform into actions that address the needs, aspirations, and dreams of the Métis people. At RLI head office, our decision-making process is a consensus-building administrative process inclusive of round-table input from all members of the Senior Management Team. We operate as a close-knit group under the ASETS (labour market agreement) accountability framework and we are fully accountable to funding agencies and our Board of Governors. By way of the Annual General Meeting and our annual report to the community, we are also accountable to our parent and shareholder organization at the MNA and MNA Provincial Council.

Once again, I thank Métis citizens for using RLI services and I look forward to the opportunities that lie ahead as we continue to open the door for Métis people who are in pursuit of Excellence!

Sincerely,

Lorne Gladu CEO Rupertsland Institute

ESSAGE FROM THE MNA

reetings on behalf of the MNA Provincial Council! I think by now most of our citizens know

that the Rupertsland Institute is

a wholly-owned affiliate of the MNA which has been given authority to act on our behalf in the areas of education, training and research. The conceptual de-

A

sign

LBERT would like to begin by thanking the 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 the

keeper of this file on behalf of Alberta Métis Citizens is to hold an ex-officio Board position on the RLI Board of Governors. It is my responsibility to ensure the MNA Provincial Council is fully apprised of RLI activities and I represent the leading to the development of Rupertsland Institute Métis Centre of Excellence can be traced back to MNA Provincial Council motions in the later years of the 1990s and early 2000s including records of discussions held and commitments made by myself at 2007 to 2009 Annual

MNA on other activities that occur at the provincial and national level including MNA representation on the MNC's MHRDA working group.

RLI exists to meet the needs of the Métis people of Alberta within the context of education, training and

INCIAL PRESIDENT

General Assemblies. Governance and institutional development is a key process in the building of a Métis public service and is a vital component in the MNA vision for a selfdetermined 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



Minister Karen Collins

MNA President Audrey Poitras

GE FROM THE MNA MINISTER OF DN TRAINING & RESEARCH

research, and all of RLI's institutional development to date has been undertaken with this in mind. With a highly qualified group representing RLI's Board of Governors, I am confident that our institutional development as a key strategy within the MNA 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. We may be small by comparison to others, but RLI has come a long way in a really short time-frame. 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 – A MÉTIS CENTRE OF EXCELLENICE

upertsland Institute (RLI) is the newest affiliate of the Métis Nation of Alberta and has an assigned mandate in education, training and research.

Beginning in 1996, the Métis Na-

tion of Alberta (MNA) had directly managed and delivered labour market programs under a funding agreement with the Government of Canada. With the creation of Rupertsland Institute in 2010, these responsibilities and the mandate for training were transferred by MNA to the new affiliate, along with additional mandates for education and research. Rupertsland Institute is incorporated as a non-profit section nine company under the Alberta Companies Act and is governed by a professional Board of Governors.

ABORIGINAL SKILLS AND EMPLOYMENT TRAINING STRATEGY (ASETS)

governétis ments and organizations have been active in labour market development since 1996, when the Government of Canada devolved responsibility for the management and delivery of Aboriginal labour market programs to representatives of the Aboriginal peoples of Canada. In 2010, the Government of Canada introduced the Aboriginal Skills and Employment Training Strategy (ASETS) that has a budget of \$1.6 billion over a five year period, distributed among 80 agreement holders across the country of which 5 are for the Métis. ASETS has three main pillars: supporting demand-driven skills development; fostering partnerships with the pri-

TARGET CLIENTELE

The RLI ASETS agreement defines "eligible clientele" as self-identified Métis people residing off-Settlement in Alberta, who demonstrate a barrier to employment and who meet the RLI Métis Training to Employment program eligibility requirements. vate sector and the provinces and territories; and placing emphasis on accountability and results.

The RLI ASETS agreement, covering the period 2010-2015, was signed in October 2010 between the RLI Board of Governors and Human Resources and Skill Development Canada (HRSDC). It provides RLI with \$68 million in funding over four and one half years, with an annual funding budget of \$13.6 million. 99.98% of RLI funding is provided through the ASETS agreement.

RLI GOVERNANCE

he nine-member Board of Governors (BOG) for RLI includes representation from the business community, the public sector, the University of Alberta, and the MNA Provincial Council. The Board of Governors is responsible for setting the strategic policy direction for the organization. While a team of senior RLI staff is responsible for day-today administrative and operationmatters, al the BOG is ultimately responsible for the administrative and financial oversight of RLI to the Métis Nation.

In addition to articulating the strategic priorities of the organization, the BOG also develops the institutional mission, vision and guiding principles. It appoints and conducts regular evaluations of the Chief

Executive Officer (CEO) and reviews and approves administrative documents produced by RLI staff, such as the strategic business plan and the annual operational plan - documents that lay the foundation for activities to take place within a specified period of time. The BOG also reviews the budget and financial statements, and at the end of each operating cycle it reviews and approves reports and annual reports which describe, in detail, what was initially planned and eventu-

and eventually achieved within the reporting timeperiod.

For the 2012-13 fiscal-year, the BOG has focused on developing its policy structures for RLI Governance.

Top: Karen Collins, Bruce A. Gladue, Audrey Poitras — Middle: Don Sieben, Dr. Ingrid Johnston Bottom: Dr. Brendan Hokwhitu, Dr. Herb Belcourt, John Philips

RUPERTSLAND INSTITUTE BOARD OF GOVERNORS

- ∞ Dr. Herb Belcourt (Ph.D. Hon; CM, LLD (hon)) Philanthropist, and Retired Businessman
- ∞ Audrey Poitras President, Métis Nation of Alberta
- ∞ Karen Collins MNA Ministry for Education, Training & Research
- ∞ Dr. Brendan Hokowhitu (Ph.D.) Dean, Faculty of Native Studies, University of Alberta
- ∞ Dr. Ingrid Johnston Assistant Vice President Research, University of Alberta
- ∞ Don Sieben (MBA; FCA) Partner, Peterson and Walker Chartered Accountants
- ∞ John Phillips (BA LLB) Chair, Alberta Law Enforcement Review Board
- Bruce A. Gladue Aboriginal Relations Specialist, Energy Resources Conservation Board

RLI ADMINISTRATION

he RLI administration's primary responsibility is to operationalize the direction and vision established

by the Board of Governors. Senior managers are assigned specific operational tasks and carry out the mandates of Education, Training, and Research through an annual work planning process. While implementing the RLI strategic direction, senior staff must also be aware of the accountability requirements included in the funding agreements with government and other stakeholders.

RLI SENIOR MANAGEMENT TEAM

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

- ∞ 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 BOARD OF GOVERNORS SETS THE STRATEGIC DIRECTION FOR RLI

LI functions through a strategic business planning process. The role of the RLI BOG is to outline a vision and strategic direction for the organization over the long term and set goals to be achieved along the way. From the strategic priorities, RLI staff develop the plans outlining the activities that will be undertaken to achieve

those long term goals, along with metrics to measure progress.

In April 2012, the RLI BOG developed its first strategic plan, which was subsequently updated in early 2013.

RLI STRATEGIC PLAN

VISION

A skilled and self-reliant Métis Nation through education, training and research.

MISSION

To enhance the individual selfsufficiency and the collective wellbeing of Métis people through quality education training and research.

VALUES

- ∞ To work together in a spirit of openness, honesty, integrity, accountability and transparency;
- ∞ To continually improve the quality of programs and

STRATEGIC PRIORITIES 2013 - 2016

- To work towards greater efficiencies in RLI programs and services.
- 2. To maximize Métis students access to MEF endowments.
- To strive towards greater completion rates and employment outcomes for Métis clients.

services and demonstrate excellence through high performance outcomes;

- ∞ To promote the ideals of self-sufficiency and self-sustainability;
- To develop successor strategies for RLI management.
- To ensure Métis representation in Government policy and processes impacting Métis education, training, and research.
- 6. To research and explore the establishment of a

- ∞ To promote and invigorate
 Métis culture; and
- ∞ To develop collaborative, respectful and relevant partnerships.

Rupertsland Academy of Métis Learning.

- To support the Rupertsland Centre for Métis Research and to promote academic research on Métis education and training.
- 8. To investigate, develop and implement policies, programs, and services on the basis of sound decisionmaking and research.

THE BUSINESS PLAN

As part of the ASETS application process in 2010, RLI was required to develop a five year Business Plan for the period July 1, 2010 to March 31, 2015. The RLI business plan describes a logical and systematic response to the labour market challenges faced by Métis people. It identifies specific goals and activities that RLI will undertake during the five year period to overcome labour market challenges, and it also includes measurable outcomes. Federal government approval of the Business plan was a precondition to the signing of a new agreement.

In 2010 RLI was a new entity functioning under an interim structure, and the identification of strategic priorities by a formal Board of Governors had not yet been articulated. The Business Plan document was developed at that time by RLI administrative staff and was focused on program specific goals and strategies. This explains why the challenge for the coming fiscal year will be to integrate existing business plan goals under the strategic priorities recently developed by the BOG, to create one integrated Strategic Business Plan document for the period 2013-2015.

THE RLI ANNUAL OPERATIONAL

nder ASETS RLI is required to develop an Annual Operational Plan (AOP). The AOP includes a de-

tailed description of all the activities that will be undertaken in the fiscal year along with the budget allocated for each activity. The AOP also describes how the proposed activities respond to overall goals identified in the Business Plan. Furthermore, the AOP sets performance targets that will be used, by the administration and eventually by the Government of Canada, to measure progress. The AOP is developed by the RLI Senior Management Team, and must be approved by HRSDC prior to a funding transfer to RLI. The AOP also becomes the framework for financial and activity monitoring by HRSDC officials.

Prior to the development of the AOP, RLI conducts extensive planning. The four Regional Management teams identify labour market priorities for each region while the

GOAL 4 – INNOVATION, AND STRATEGIC LEADERSHIP

"To create, market and develop Métis Training to Employment initiatives that demonstrate a fresh, bold approach to Aboriginal programming" MTE Business Plan 2010-2015

Senior Management Team identifies strategies under the three RLI mandate areas of education, training and research.

The AOP for 2012-13 outlines 40 activities that will be undertaken during the fiscal year. A sample of these includes the following:

- Provide additional funding opportunities for Métis scholars' in post-secondary education programs, by contributing one million dollars to the Métis Education Foundation and creating endowments at two additional postsecondary institutions
- ∞ Investigate the effect the education level of a Métis individual has on

their lifetime earnings by commissioning research through the Rupertsland Centre for Métis Research

- Respond to the high demand for Heavy Equipment Operators by developing two new employer partnerships and offering training to 20 clients
- ∞ Encourage 190 youth throughout Alberta to stay in school and enter post-secondary training through exposure to careers at six career camps
- ∞ Improve staff access to training through the development of training in an on-line format



COMMUNITY ENGAGEMENT

As part of the regional and AOP planning process for the next fiscal year, RLI held a series of community engagement sessions around the province in 11 separate communities, including:

- ∞ Lloydminster
- ∞ Fishing Lake Métis Settlement
- ∞ Lethbridge

- ∞ Pincher Creek
- ∞ Medicine Hat
- ∞ Grande Cache
- ∞ Grande Prairie

- ∞ Peace River
- ∞ High Level
- ∞ High Prairie
- ∞ and Edson

Donate nourish

today at an

Information on RLI programs and services was distributed at the meetings and Métis citizens were asked to provide feedback on what they would like to see in future training and education activities. 180 community members participated in the sessions. Preliminary analysis suggests the Métis community would like to see the education system provide Métis learners with more information and career options earlier than is done at present. The community would also like to see a curriculum that better reflects the needs of Métis learners and that pays particular attention to Métis youth who are disengaged from the education system. While the community

values RLI efforts, they expressed the need to expand education access. Community members also expressed the need for RLI to be more visible, more involved in community events and to reach more people- a significant number of people did not know about RLI. Feedback from the engagement sessions will be incorporated into the AOP for 2013-14.



THE RLI REPORTING CYCLE

nce the AOP is approved by the RLI BOG and HRSDC, staff can begin to implement the activities in the plan. In exchange for ASETS funding the federal government expects that RLI will report results of those activities and the financial expenditures incurred on both a quarterly

and annual basis In the case of financial reporting quarterly claims submitted to HRSDC trigger quarterly advances ensuring RLI operational continuity.

Strategic Business Plan [Due: Beginning of the Strategy] Annual Deerational Plan [Due: February 1] Mid-Year Dialogue [Due: July 31] Clients Data Collection [Due Every Quarter]

CLIENT REPORTING – THE KETO DATA SYSTEM

Client information is provided to HRSDC, including results of all clients who enter into an action plan with the Métis Training to Employment program. The information is uploaded to the department through the KETO Client Database (KETO).

Developed in 2006 by RLI staff, KETO is a user-friendly, web based system with multi-level security features that has become one of only two officially sanctioned systems for use under ASETS. KETO is built around quality assurance and is designed to prompt staff to enter accurate client information at each step of the counselling process. Prior to the development of the KETO system, RLI was losing credit for approximately 25% of the results achieved – the old client management systems were unreliable and not conducive to conducting quality assurance on a massive scale. Today, RLI uploads error-free data and client intervention result losses have been reduced to less than 1%. KETO is currently being used by 26 agreement holders and has improved accountability for ASETS funding across the country.

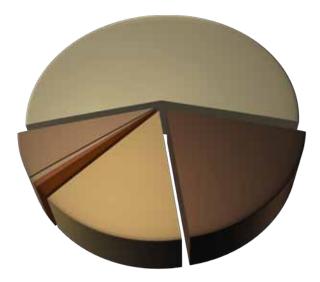
ANNUAL REPORTING

At year end RLI staff prepare annual reports and produce audited financial statements that are used to provide information to shareholders and the community. The Annual Report to HRSDC requires reporting results on each activity in the Annual Operating

Plan as well as the results achieved for the program as a whole over the year.

RESULTS ACHIEVED FOR THE 2012-2013 BLI REGION

	NORTHWEST	NORTHEAST	CENTRAL	SOUTH	TOTAL
Number of clients funded	131	140	353	190	814
Number of interventions completed	104	106	283	152	645
Number of clients employed following an intervention	115	118	244	144	621
Number of clients that return to school following an intervention	10	1	33	14	58
Total Disability Case Files					90



RLI expenditures for the year are depicted in the diagram to the left. (More detailed information is included in the Audited Financial Statements contained in the appendix).

Metis Endowment Program
Clients and Client Projects
Metis Training to Employment Services
Administration
KETO
Education
Research

THE MID-YEAR DIALOGUE (MYD)

In addition to the reporting outlined previously, HRSDC staff engages with RLI on a number of other monitoring activities including the Mid-Year Dialogue (MYD). The Mid-Year Dialogue is a discussion between RLI and HRSDC that takes place in November. Federal officials comment on the successes and challenges of the previous reporting year and their assessment of RLI activities have met the Business Plan goals articulated at the beginning of ASETS. The MYD compares the activities and results that RLI planned in the AOP with actual results reported in the Annual report and those uploaded to the federal ASETS database.

In 2011-2012 RLI noticed significant differences between RLI reported results and those shown in the National ASETS webpage. RLI senior managers raised this anomaly during the MYD and in numerous correspondences with HRSD officials. At the same time, KETO staff worked to pinpoint exactly where the errors were occurring, an effort that required painstakingly identifying file by file the discrepancies in the two sets of data – those uploaded by RLI and those reported by HRSDC. The work of RLI staff led to a validation that the KETO results were correct and the problem originated with the federal government's system in Ottawa. RLI KETO Staff (Jason Chartrand and Lloyd Gwin) were commended by the federal government for recognizing the problem, bringing it to the attention of federal programmers, and identifying the specific issues requiring correction. Programming errors were corrected in time for Year-End reports and led to improvements of the overall accountability reporting of all ASETS holders and the federal government.

REDUCING THE REPORTING BURDEN WORKING GROUP

The planning and reporting requirements imposed by the federal government under the ASETS strategy and the need for HRSDC approval of business and operational plans has significantly increased the workload of ASETS agreement holders. This, combined with the application of a Risk Assessment Management and Mitigation (RAMM) to ASETS agreements in 2010, increased the number of monitors that HRSDC officials are required to conduct – for RLI the risk assessment set a requirement for 36 monitors by HRSDC officials over a five year period. After the first year of the ASETS strategy it became obvious that the reporting requirements were onerous for both ASETS holders and the government, and a national working group was struck to advise on ways of reducing the reporting burden. RLI has two representatives on this working group, the Director of Operations (Joan Isaac) and the Associate Director of Policy and Partnership Development (Guido Contreras). It is expected that the recommendations from this group will have an impact on the reporting required under a new strategy beginning in April 2015.

OPERATIONAL EXCELLENCE – STRIVING FOR CONTINUOUS IMPROVEMENT

LI strives for continuous professional improvement from all levels of staff including front line workers to all levels of management and head office staff. Strategies employed in 2012-2013 to promote continuous improvement include capacity building, qual-

CAPACITY BUILDING

Capacity is defined as the ability of individuals and organizations to perform functions effectively, efficiently and sustainably. Maintaining and improving the skill set of RLI staff to a high standard takes place in two ways- an individual and

GOAL 1 – OPERATIONAL AND ADMINISTRATIVE EXCELLENCE

To ensure that field operations and administrative practices are consistent with professional quality, integrity and results based accountability MTE Business Plan 2010-2015

ity assurance, and development of policies and procedures that clear-

ly articulate the standards to be achieved.

a group approach. In 2012-13 eight RLI individuals were supported in appropriate training when specific needs were identified through performance evaluation or professional designation requirements. Group training activities are determined

when a need exists to advise of corporate policies or to ensure a defined level of knowledge is provided to staff. Three group training events were conducted in 2012-13.

by management and are undertaken

RLI CONFERENCE

The RLI Staff conference was held in Sylvan Lake on June 2012, under the theme of "Together." Workshops were provided on Protection of Private Information, Understanding Aboriginal Diversity, Using Outlook 2010, the Project Planning Cycle, Dealing with Difficult People, and Supervisory Skills.

CAPACITY WEEKS

In 2012 staff attended two training weeks, where in-depth training was provided to individual work groups. In November Employment Counsellors attended a Concordia College credit course called "Work Search Skills", Managers attended "Project Implementation", new Counsellors attended "KETO Data System" and support staff attended "Excel 2010" training.

In March Employment Counsellors participated in another Concordia College credit course entitled "Introduction to Counselling Techniques", Managers and supervisors attended "Performance Management" a course from Grant Mc-Ewan University, and support staff attended a Records Management session.

THE CAPACITY DEVELOPMENT FRAMEWORK

In this fiscal year, RLI staff concluded work in developing a capacity de-

velopment framework. This framework identified curriculum content for a variety of staff positions at RLI. The framework recognized that staff have developed a skill set but may still have gaps in the knowledge required to be effective at their job. It also recognized that capacity development at RLI requires a flexible approach, so that curriculum can be taught individually, in small or large groups, and through different approaches as needed. Developing curriculum in an on-line format, so that it can be accessed anywhere at any time is important, but a blended

Quality Assurance refers to the processes and procedures that systematically monitor different aspects of a service to detect correct and ensure that quality standards are being met. At RLI quality assurance is a multilayered approach that begins with the person originating the file or transaction reviewing it themselves to ensure it is compliant with approach to learning, where on-line curriculum is offered along with workshops that allow group interaction and skill practice, will result in optimum learning.

At the end of the fiscal year, curriculum for the following training is in the final stages of development:

- ∞ RLI Orientation workshop
- ∞ RLI Coaching Program for new staff

- ∞ Foundation Skills
- ∞ Working with Disability clients

RLI intends to partner with the UofA to transfer curriculum to an on-line Moodle format. This is the same tool used by post-secondary education institutions across the globe and will allow RLI to host webinars, virtual classroom teaching, and blended learning options.

QUALITY ASSURANCE

RLI standards, and continues up the supervisory chain to the Senior Management Team level.

This process of checks and balances mean that all RLI staff are involved in ensuring that decision making is appropriate and corresponds to the expectations of the organization. Over the reporting year, thousands of files and transactions are generated by staff across the entire organization. The end result of this quality assurance process when applied to client files and client data is improved client results, and the recognition of RLI as a high functioning organization in the ASETS community.

RLI OPERATIONAL POLICY DEVELOPMENT

In 2012-13, in the spirit of continuous improvement, RLI has continued a review of operations, identifying best practices and areas where improved standards need to be implemented. The Senior Management Team leads this process by articulating the policies and processes that guide the rest of the organization. Over the year 34 operational polices have been developed or revised to better define the standards that RLI feels is critical for a Métis Centre of Excellence. Collegiate decision making is at the centre of a quality assurance process that stands as one of the best in the country.



IMPROVING MÉTIS SELF-SUFFICIENCY

LI provides support to Métis individuals through both it's education and training mandate. RLI staff work to ensure that Métis clients receive access to education, training, and employment interventions that relate to their individual needs and the needs of the future labour market.

GOAL 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"

MTE Business Plan 2010-2015

MÉTIS TRAINING TO EMPLOYMENT SERVICES (MTES)

RLI service delivery to Métis clients is based on a model that divides the province into four geographical regions. Each region is supported by a Regional Manager who is responsible for determining the best way to deliver services throughout their region. This is done by maintaining 10 full-time MTES offices in more populated centers, delivering regular part time service at partner office locations or in more remote locations through a regularly scheduled route by one of the two Mobile Métis Employment Services vehicles.

Regional managers oversee the services offered at all locations in their region. Services provided, either through an office location or a mobile unit include access to job banks and other labour market information, assistance with resumes or job search, referral to a job opportunity, employment assessment and counseling, information on education programs and funding, access to support for persons with disabilities as well as access to RLI programs and funding for eligible Métis clients.

CLIENTS ACCESSING MTE SERVICES

	NORTHWEST	NORTHEAST	CENTRAL	SOUTH	TOTAL
Number of client visits to MTES centers	1236	2059	2445	1702	7742
Mobile Unit – Number of Client Visits	223	207	101	133	664
Total Client Visits					8406

THE MÉTIS TRAINING TO EMPLOYMENT PROGRAM

Labour market self-sufficiency for its clients is one of the RLI strategic goals under its training mandate. This is why MTE Services are designed to assist clients move toward self-sufficiency through training interventions. Employment counsellors work with Métis clients to determine barriers to employment, develop action plans to help them overcome barriers, and access demand-driven training. Ongoing support and follow-up is provided through to completion of training and then to finding employment. Client support and quality assurance are central aspects of the RLI service delivery model that leads to an RLI success rate of 79% of clients funded for training ultimately completing that training and 76% finding employment.

RLI FUNDED CLIENTS

In 2012–13 the RLI Métis Training to Employment Program achieved a success rate of 79% of funded clients completing training and 76% finding employment.

TRAINING PROGRAM TYPE	NUMBER OF CLIENTS
Last two semesters of a University degree program	104
Up to the last 64 weeks of a Diploma program	108
Up to 52 weeks of a certificate program	350
First two periods of an apprenticeship program	98
Support for clients who have a job and need safety ticket, basic tools, or mobility assistance	109
Work Experience through the Targeted Wage Subsidy Program	5
Summer work experience for students returning to school	18
Interventions with clients who have a disability	49

THE MÉTIS SCHOLAR AWARDS

The Métis scholar Awards were created to assist Métis students who would not typically qualify for funding under the RLI Training program. Through financial transfers from labour market agreements to the Métis Education Foundation (MEF), Métis specific endowments have been created at 11 post-secondary institutions to date.

As only the interest from the endowments is disbursed, these agreements will always maintain their principal value and will continue to support Métis students in perpetuity. The value of the awards varies from \$1,500 to \$20,000 depending on the institution and program of study.

MÉTIS SCHOLAR AWARDS

INSTITUTION	NUMBER OF AWARDS	AWARDS VALUE
MacEwan University	30	\$84,000
Norquest College	8	\$15,000
Portage College	13	\$19,500
University of Alberta	10	\$115,000
University of Calgary	9	\$60,000
Lethbridge University	8	\$35,000
Mount Royal University	5	\$17,500
NAIT	8	\$23,500
Grande Prairie College	3	\$4,500
Total	94	\$374,000

Under the RLI education mandate the Associate Director of Métis Education and Advancement (Yvonne Poitras-Pratt) has administered all the post-secondary endowments over the past year, and has sought detailed information on the Métis students attending each institution. 94 Students Received Awards From MEF Endowments in 2013

Technical reports prepared from this information will assist RLI in standardizing endowment terms, improving student access to the awards, and determining specific areas where more support may be warranted.

IMPROVING HIGH SCHOOL OUTCOMES

Increasing participation in post-secondary education requires successful completion of high school. RLI supports the goal of increasing education outcomes and to that extent it undertakes activities at the kindergarten to Grade 12 level under both the RLI training and education mandate. Although human resources are limited, RLI staff continue the work of maximizing opportunities for Métis learners across the education spectrum. The Associate Director of Métis Education and Advancement (Yvonne Poitras-Pratt) has been asked to participate on a number of committees aimed at influencing the Alberta government to develop educational policy that is more relevant for Métis learners.

MÉTIS TRANSITION TO HIGHER LEARNING



Program Runs: Sept 9 2013 - May 26, 2014 Application Deadline: Aug 26, 2013 For more information, contact Métis Training to Employment Services: 1-888-48-MÉTIS www.metisemployment.ca

HEALTH, ENGINEERING, & ENVIRONMENTAL SCIENCE CAREERS ARE IN YOUR REACH

Are you a Métis youth eager to change your life? Are you interested in attending a post-secondary institution to begin that journey? If so, the Métis Transition to Higher Learning program may be for you!

Métis youth participants will be provided academic upgrading in Math, Physics, Chemistry, Biology and English necessary for admission into a full time post-secondary program in Engineering, Health Sciences or Environmental Sciences. Imagine the possibilities – Realize your potential today!

Space is limited, so apply today!

RLI TRAINING PROJECTS

On a more immediate level Métis Training to Employment staff develop projects with the goal of motivating youth to remain in or return to school. These projects for youth (age 15-30) focus on exploring career paths, setting career goals, connecting with employers, and obtaining high school credits, with the objective that students will plan to access further education in the future.

The Métis Transition program is an example of a youth project designed

by RLI staff to overcome the difficult barriers that prevent youth from entering post-secondary training for high demand technology careers.

Barriers facing Métis youth often include insufficient knowledge about emerging careers, lack of the academic prerequisites required for entry into technology programs, and the need to meet highly competitive entrance requirements. The eight-month Métis Transition program provides exposure to high demand careers, intense academic study including credit in 20 and 30 level English, Pure math, Chemistry, and Biology or Physics, and guarantees acceptance into technical programs upon successful completion of the transition program. In 2012– 13 twenty two youth, who were unable to access these careers in the past, completed a Métis Transition program and are now registered in a health sciences or engineering technology program at a post-secondary institution commencing in the fall of 2013.

22 Métis Clients Completed Transition Programs in 2012-13

RECOGNIZING MÉTIS EXCELLENCE

ALBERTA ABORIGINAL YOUTH ACHIEVEMENT AWARDS

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. The Awards gala is an annual event typically attracting 1,000 plus guests and community leaders. The program includes award presenta-

tions, live entertainment, reception, and a DJ dance party.

Award categories:

- ∞ Culture and Heritage
- ∞ Academic Achievement
- ∞ Athletic Achievement
- ∞ Career Advancement
- ∞ Walking the Red Road
- ∞ Community Leaders

RLI RECOGNITION DINNER

In November 2012, RLI organized the first RLI Recognition Dinner. The objective of the dinner was trifold: a) build awareness about RLI programs and services; b) recognizing clients and student awards recipients; and, c) showcase RLI partnerships with the public and private sector. The 18 clients featured at this event were selected by RLI staff, or were selected by post-secondary institutions who disburse the Métis Scholar Awards.

As a result of the overwhelmingly positive response to the first RLI Recognition Dinner, another gala event is being planned for Métis Week 2013.

CLIENTS AND SCHOLARS RECOGNIZED IN 2012

CLIENT NAME	PROGRAM OF STUDY
Ajae Benjamin	RLI Transition Program
	Diagnostic Medical Sonography
Faye Partsch	Office Administration – Computerized Accounting
Spenser Partsch	Fitness Leadership diploma
Rachel Thom	Oilfield Office Administration
Terrena Rizzoli	Denturist Technology
Suzanne Hampton	Land Agent Diploma
Natasha Soutar	Social Work Diploma and entering a Degree
Kyle Lafond	Aboriginal Accounting Technician
Brandon Bilinsky	Commerce degree
Greg John	Commerce degree
Shawn Lucier	EMT/Paramedic
Ryan Bilinsky	Bachelor of Art in Psychology
Melissa Daniels	Master of Science in Human Ecology
Ashley Descambault	Nursing Degree
Bridgette Benning	Bachelor of Education
Samantha Pratt	Bachelor of Nursing



Bridget Benning, Métis Scholar Award recipient at RLI Recognition Dinner

PARTNERSHIP DEVELOPMENT

artnerships have always been essential to the operations of Métis labour market programs. RLI is involved in partnerships at the federal and provincial government level as well as with private and public sector employers and institutions.

GOAL 3 - STRATEGIC PARTNERSHIPS

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

MTE Business Plan 2010-2015

PARTNERSHIPS WITH EMPLOYERS

With the ASETS agreement the Government of Canada established demand driven training and partnerships with industry as a main thrust of the strategy. Partnerships with employers are seen as a means to better align training and employment programs with labour market demand. Matching the labour supply with demand is expected to improve employment results.

Métis ASET holders can bring the following benefits to a partnership arrangement:

- Access to a young and growing work force, that with proper training can help employers meet current and impending labour shortages
- ∞ Strong administrative and operational support when working with clients
- ∞ Access to funding for skill development that can support corporate goals

Employers can provide access to job sites, work experience, mentors, assistance in recruiting appropriate clients and additional funding to provide more elements in a training project.

In 2012-213 RLI staff participated in 45 partnerships. Examples of initiatives that leverage contributions from private or public sector employers are included below (see the appendix for detailed information on other partnerships established in the fiscal year).:

- ∞ Cenovous Project to partner with Cenovous Energy to recruit Métis individuals for year-long mentorships at the Christina Lake oilsands project.
- ∞ Trade Winds to Success to partner with trade unions and industry to prepare individuals for a career in the construction trades.
- Aboriginal Job Shadow
 Program to partner with
 organizations in Grande
 Prairie to provide Métis
 youth with a 5 week job
 shadow opportunity.



- ∞ Enhanced Class One Driver Training – to partner with trucking companies who will provide additional on the job training to clients obtaining a Class One license.
- Medical Office Assistant

 to partner with health organizations in Edmonton that will provide one month job placements for clients who have completed training.

PARTNERSHIPS WITH POST-SECONDARY INSTITUTIONS

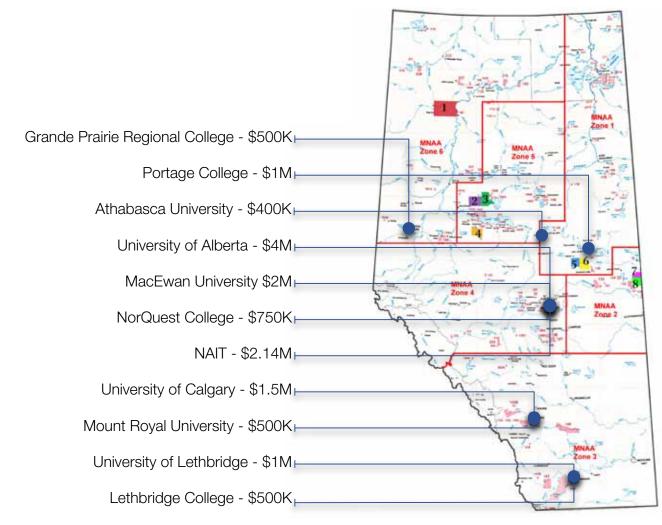
Endowment partnerships have been entered into with eleven post-secondary institutions that contribute matching funds to a long-term program designed to benefit Métis students. Since RLI endowments are established on a matching contribution basis, they are consistent with the ASETS focus of leveraging ASETS resources.

In 2012-2013 RLI created two new endowments at Lethbridge Community College and the Athabasca University. RLI has contributed approximately \$7.5 million, and through matching contributions has increased the value of these endowment funds to approximately \$15 million.

While the post-secondary institutions manage the endowment investment, RLI determines the program priorities and amounts of bursaries at each institution to reflect the needs of Métis students attending the institution, and both parties participate in marketing the awards and selection of students who receive the awards. Joint partnership committees and MOUs with our post-secondary partners ensure collaboration on programs and initiatives that enhance academic and employment outcomes for Métis people in Alberta.

Total Value of the Métis Endowment Awards Program is \$15 million

MEF ENDOWMENT LOCATIONS



THE MHRDA WORKING GROUP: ENGAGEMENT AT THE FEDERAL LEVEL

he MHRDA Working Group includes representation from each Métis National Council governing member (MNA in Alberta) and one ASETS technician from each province. The Associate Director of Policy and Partnership Development (Guido Contreras) and the MNA Training and Employment Portfolio holder (Karen Collins) are the Alberta representatives on the MHRDA working group.

At the national level, the MHRDA working group members meet,

GOAL 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" MTE Business Plan 2010-2015

strategize and interact with government officials on behalf of the Métis in Canada.

Over the past year HRSDC introduced four groups tasked with reviewing the ASETS Accountability Framework, which is the set of regulations and expectations that govern the labour market strategy and the 80 agreements across Canada. Various MHRDA technicians have actively participated on these working groups, and in recognition of its expertise, RLI staff were asked to sit on all of the four of them. Recommendations from the reviews are expected to have an influence on the current ASETS agreement and perhaps its successor strategy.

ASETS SUCCESSOR STRATEGY

The ASETS agreement will expire in March of 2015, and work on the terms of new strategy is currently underway. Negotiating the terms of a post-ASETS agreement on behalf of the Métis people across Canada will take place at the national level through the MHRDA Working Group.

ASETS renewal is a complicated endeavour requiring extensive knowledge and corporate history. Negotiations usually extend over the course of two years and involve multiple players. Proper preparation is fundamental to the outcome desired. In past negotiations, Métis technicians succeeded in negotiating the "Métis Clause", which allowed ASETS funds to be used for the development of Métis endowments. Previously they had also succeeded in ex-

tending training program options from 52 to 64 weeks, thus allowing RLI to extend its funding to support two-year programs. Important matters will have to be debated in the upcoming months – the work on the next strategy has barely begun. Yet, RLI has already mobilized an impressive list of resources in preparation for what will likely be a highly interesting set of negotiations.

THE NATIONAL ABORIGINAL RESOURCE ALLOCATION MODEL (NARAM)

The National Aboriginal Resource Allocation Model, or NARAM, is the tool used by the Government of Canada to distribute funding for the Aboriginal labour market strategies at the national and regional levels. NARAM is composed of nine variables, each containing different weights and adding up to 100%.

NARAM VARIABLES

NAME	WEIGHT %
Not in the Labour Force plus Unemployed	25
Working Age Population	15
Without Employment Income	15
Some High School	15
Education less than Grade 9	5
Lone Parent	5
Mother Tongue (Aboriginal Language)	5
Remote Far (Zone A)	7
Remote Near (Zone B)	3

Information gathered through the Census process is filtered through NARAM to determine the provincial allocation (Alberta's share)

NARAM RESEARCH STUDY

RLI has undertaken a research study to examine the possible changes to NARAM and the impact of those changes on funding and, ultimately, the sub-regional allocation (the Métis share). At present the national allocation for this program is \$1.6 Billion over a five-year period. Given the magnitude of the budget, modest shifts to NARAM can have significant repercussions at the regional and sub-regional levels.

In 2004-2005, and faced with strong opposition from First Nations to using the latest Census information (the Métis population experienced a significant increase in the new Census data), the Government of Canada proposed a change to NARAM using only 6 of 9 variables and shifting the weights assigned to the remainder. The proposed changes would have drastically decreased the funding allocation for Alberta Métis. This proposed idea was eventually terminated and the subsequent ASETS agreement maintained the same level of funding as in previous agreements.

In 2010, the Government of Canada eliminated the Census and replaced it with the National Household Survey. Data gathering methods changed, as did the questions and their wording. As a result of this change, the Government of Canada is no longer able to collect data on two NARAM variables (Some High School and Education less than Grade 9), and this will require a new allocation process. Unless there is an increase in overall program funding, some communities stand to have their funding increased; while others will see theirs decreased by an equal or greater amount depending on how the variables are changed. RLI has in the past and expects that it will in the future participate in meetings with federal officials and other Métis representatives to discuss the mechanisms by which NARAM negotiations will take place for a post 2015 agreement.

levels. The research will aid RLI in formulating a policy position on NARAM models that is congruent with the labour market needs of Métis in Alberta, and to ensure that Métis will have equitable access to the funding needed to maintain quality services.

THE FNMI PROCESS — ENGAGEMENT AT THE PROVINCIAL LEVEL

Framework he Agreement between the Government of Alberta and the MNA provided funding in 2012 for a staff position focused on Métis education. The Associate Director of Education and Métis Advancement (Dr. Yvonne Poitras- Pratt) developed an ambitious work plan, designed around participation in various First Nation, Métis, and Inuit (FNMI) initiatives. The committees and stakeholders engaged by RLI staff in 2012-13 include the:

- ∞ High SchoolCredentialing Review
- ∞ Alberta Workforce Strategy
- ∞ FNMI Professional
 Development Committee
- ∞ Education Act Regulatory Review
- ∞ Alberta School Boards Association
- ∞ Ministerial Staff

Education and education policy is under provincial jurisdiction, and one of the major tasks accomplished in 2012-13 was an intensive litera-



ture review of past education policies and how well they have served the Métis learner population. A summary document, spanning the period 2002 to 2012, was completed and it examines provincial policies aimed at the FNMI K-12 learner from a Métis perspective. Part of the information gathering exercise included attending several provincial government and other affiliated committee meetings that focus on FNMI education.

Access to appropriate, reliable and quantifiable Métis student data has been a major challenge. While the provincial government collects selfreported Aboriginal information, it holds a policy of aggregating all FNMI Learner data. Since this data is not separated out for Métis, setting measurable goals for improving Métis student outcomes remains, at least for the time being, an intangible goal.

THE ALBERTA WORKFORCE STRATEGY

The Alberta Workforce Strategy (AWS) is a policy response by the Government of Alberta to issues raised in a report by a committee of provincial MLAs titled "Connecting the Dots". The AWS is part of a collaborative effort that seeks to increase Aboriginal labour market participation in the province. The Government of Alberta forecasts a deficit of 114,000 workers over the next 10 years and the Aboriginal community is seen as a natural target to help ease the expected shortfall.

RLI has participated in the provincial workforce strategy process since its inception in 2003. The strategy has failed to materialize twice since that time and the current AWS process is the third attempt by the GOA

AB ABORIGINAL WORKFORCE STRATEGY

Bring together representatives from the five orders of government (First Nations, Métis, Government of Alberta, Government of Canada and Municipal Government), as well as representatives from an urban Aboriginal organization and industry association to identify policies, actions and initiatives to increase the participation of Aboriginal people in the labour market economy.

Determine funding commitments from different stakeholders to implement initiatives under the Aboriginal Workforce Strategy.

Develop and pilot innovative projects that will improve education, training and employment outcomes for Aboriginal people in Alberta.

Align provincial actions with local initiatives determined through the updated community plans.

Support Collaborative community planning committees to implement the actions identified in the Aboriginal Workforce Strategy.

(Draft Aboriginal Workforce Strategy, 2012-13)

to move this workforce agenda forward. While the intent and spirit behind the AWS steering committee work-plan is a good one, it lacks measurable outcomes, performance indicators, an implementation strategy, and, most notably, a total lack of funding. RLI is the only organization with ASETS staff at the table and they continue to remind the committee from time to time that the Métis need to be considered in the planning and objectives of this initiative.

ENGAGEMENT AT THE MUNICIPAL LEVEL

THE CALGARY CHAMBER OF COMMERCE

In the spring of 2012, the Calgary Chamber of Commerce published "Closing the Gap: Partnering for Métis Labour Market Success". RLI staff participated as advisors in this study. Late in 2012, the Chamber began work on a follow up report and asked RLI to be part of the advisory body again. The new report, titled "Building the Workforce of Tomorrow: Employment and career

directions for the Métis" was released in the spring of 2013.

RLI representatives challenged early drafts of the report on methodological principles and because the writers did not properly reflect the reality of Métis in the labour market. The end result, however, is a palatable report and the Chamber should be commended for conducting Métis research. Among other recommendations, the report calls on government and industry to support Métis organizations to fulfill their mandates and to partner on Métis training efforts. In the area of education the report calls for policies to improve school retention rates, develop mentorship programs and to improve career counselling efforts beginning in the early school years.

RLI RESEARCH AND THE RUPERTSLAND CENTRE FOR MÉTIS RESEARCH (RCMR)

he Rupertsland Centre for Métis Research was formed in 2011 by the University of Alberta in a joint venture with the Rupertsland Institute. As Canada's first Métis-specific academic research center, the RCMR will focus research on current education issues and policy areas of general concern to the Métis Nation. Research activity will be directed by an Executive Council and flow through the UofA Ethics Review and institutional standards will always apply as they do for all academic centres.

In 2012 RLI commissioned a research study called "Closing the Education Gap" through the RCMR. The RCMR engaged Dr. Eric Howe from the University of Saskatchewan to carry out the study. While Howe's study will not be published and released until September 2013, the preliminary drafts and data paints a compelling picture of the impact that education has on a Métis' lifetime earnings as well as impacts on other related and external social benefits.

A Métis woman who does not drop out of school, and who achieves a university degree, will increase her lifetime earnings by 716%

The link between education and earnings is not surprising. What is surprising however is the extent to which the level of education actually determines poverty, instability and social dependence. As the table below indicates, Métis who drop out before completing high school are destined, by and large, to a life of poverty. The average Métis female with less than high school can expect to earn \$395,523 over the course of her working life. If she stays in the workforce for 20 years, she is likely to earn less than \$20,000/year, or slightly more than \$1,600/month. Assuming there is a family of two or three children, the income she will earn means that she is not likely to own a house, or involve her children in extra-curricular activities.

However, as education levels increase, so do the earnings potential and the contributions a Métis can make to the province in terms of higher tax contributions and lower dependence on provincial programs.

LIFETIME EARNINGS OF A MÉTIS ALBERTAN¹

EDUCATIONAL LEVEL	MALE	FEMALE
Drops out of school prior to receiving a high school diploma, and does not subsequently obtain high school equivalency	\$766,932	\$395,523
Obtains a high school diploma either by graduation or by subsequently completing high school equivalency, with no further formal education	\$1,549,384	\$1,081,538
Receives a postsecondary certificate or diploma below the Bachelor's degree level (e.g., completes a technical school program) without further education	\$2,331,381	\$1,521,836
Receives a Bachelor's degree or higher	\$2,988,194	\$2,833,092

THE IMPACT OF THE RLI MÉTIS TRAINING TO EMPLOYMENT PROGRAM (MTE)

r. Howe's research then goes on to assess the economic impact of RLI's client funding component of the MTE program. Using KETO data that was collected from individuals funded through the MTE program since 2006, (the year RLI client data was first entered into the KETO system), Dr. Howe calculated that 1,496 individuals

have had their post-secondary education credentials earned through MTE program funding

ADDITIONS TO EDUCATIONAL CREDENTIALS FOR THOSE IN THE MÉTIS TRAINING TO EMPLOYMENT PROGRAM SINCE 2006¹

EDUCATIONAL LEVEL	MALE	FEMALE	TOTAL
Obtained a high school diploma either by graduation or by completing high school equivalency with no further formal education	94	88	182
Received a postsecondary certificate or diploma below the Bachelor's degree level (e.g., completes a technical school program)	358	623	981
Received a Bachelor's degree or higher	118	215	333
Total:	570	926	1,496

For those 1,496 individuals who completed a post-secondary education credential through the MTE program since 2006, Dr. Howe found that their lifetime earnings will have increased by a collective total of \$1.2 billion dollars.

The increase in lifetime earning comprises only a part of the social benefit which results from higher levels of education. When external social benefits are added to increased earnings for the 1,496

Since 2006 the RLI Métis Training to Employment Program has funded 1,496 clients in post- secondary training, and has increased their potential lifetime earnings by \$1.2 billion, the total social benefit by 6.9 billion and Alberta's tax revenue by \$267.9 million funded clients, the value is \$6.9 billion, or a per person social benefit increase of more than \$4.0 million.

The increase in earnings from the MTE program (shown to be at \$1.2 billion) is estimated to increase the revenue of the provincial government by \$267.9 million, or a per person increase in tax revenue of \$179,075.

These figures leave out the impact of MTE clients completing an educational credential prior to 2006, (the first ten years programming through the labour market agreements). In addition it does not include the value of RLI services provided to youth to prepare them for their working lives, the clients participating in training projects or shorter interventions such as safety ticket training, or training on the job initiatives. Including the value of those activities, and the awards students receive through endowment agreements would further illustrate the amazing social benefits of the MTE program for the Métis Community.

Unlike other Aboriginals, Métis do not have access to legislated education funding. Since there is no alternative funding for education, protecting the significant gains made through federal labour market strategies is of paramount importance to RLI and to the Métis community,

It is hoped that Dr. Howe's research will not only inspire Métis youth to pursue higher levels of education, but will also help formulate the RLI position in our negotiations for the next federal Aboriginal labour market strategy.



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ANNUAL REPORT TO THE COMMUNITY APPENDICES

THE MÉTIS PEOPLE

he 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 propemmican vided to the Fur Trade; a remarkable energygiving 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 ma-

jority 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 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 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.



APPENDIX B NATIONAL DEFINITION OF MÉTIS

n 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

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.

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 policymaking 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: Apeetogosan Métis Development Inc., which is a lending and business development organization; Métis Urban Housing Cor-

MNA GUIDING PRINCIPLES

The MNA believes in:

- ∞ The national definition of Métis
- ∞ Continuing to build the foundation for future generations

MNA VISION:

A strong Métis Nation embracing Métis rights

MNA MISSION:

To pursue the advancement of the socio-economic and cultural wellbeing of the Métis people in Alberta poration, 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.

- ∞ 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.

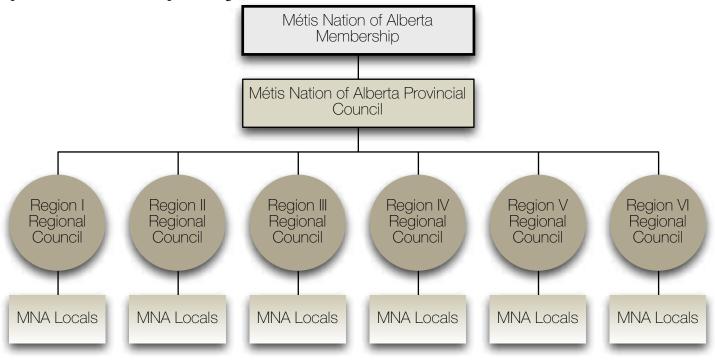
- ∞ Honesty, integrity and professionalism.
- ∞ Achieving Métis self-government.
- Métis rights as recognized and affirmed in Section
 35 of the Canadian Constitution.

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.



APPENDIX C RUPERTSLAND INSTITUTE

he 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):

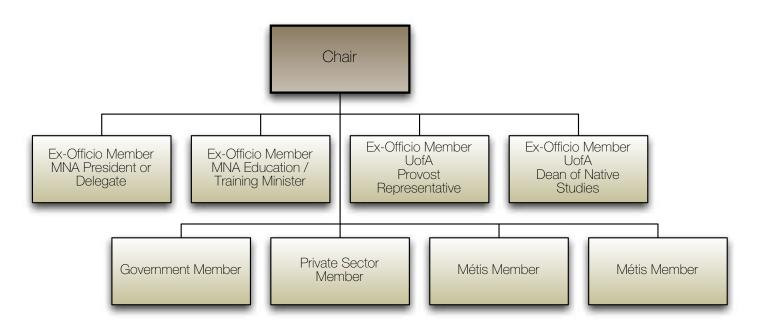
- ∞ To educate and increase the public's appreciation of the Métis culture, and Métis educational attainment, and labour market outcomes;
- ∞ To create a forum and institute for the exchange of ideas about the Métis;
- ∞ To conduct research into all matters affecting the

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;

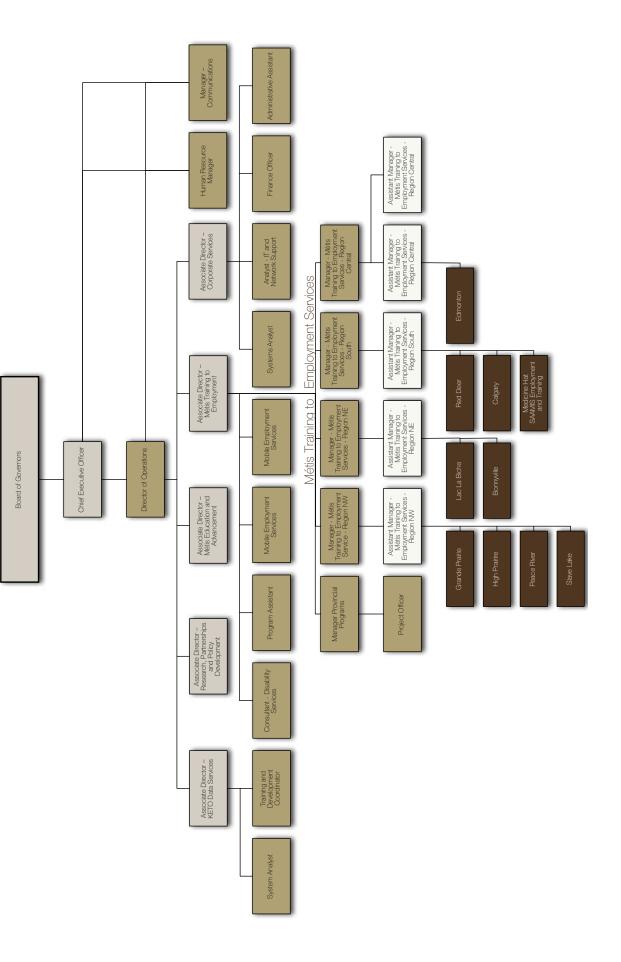
 To develop, manage and deliver programs that assist Métis achieve their educational and employment goals;

 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







APPENDIX E SERVICE DELIVERY STRUCTURE



38 – Rupertsland Institute, Métis Centre of Excellence

Mobile MTES Office

RUPERTSLAND CENTRE FOR MÉTIS RESEARCH



n May 31 RLI, the MNA and the University of Alberta (UofA) formally announced the creation of

Canada's first Métis-specific academic research centre called the Rupertsland Centre for Métis Research (RCMR).

The announcement of RCMR, which is the MNA-RLI 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 the RCMR.

The Working Groups proposal for an academic centre, as submitted to the UofA Strategic Initiatives Group, the 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 concerns. A leading priority for the RCMR will include the development of a policy think tank. Additionally, the goals and objectives of the academic research centre will include: the formation of local, provincial and national connections with Métis communities; building research capacity to advance Métisspecific research; and training and employing student researchers.

To date, the Working Group has identified five broad research themes for the RCMR:

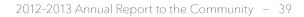
- 1. Historical Research and Métis Rights
- 2. Institutional Deficit in Métis Education
- 3. Research and Analysis Capacity on Current Topics and General Policy Areas
- 4. Land Use and Resources
- 5. Contemporary Métis Issues

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 of Native Studies and one who is part of the Faculty and has Métis ancestry; one undergraduate or graduate student of Métis ancestry; and a Research Director with ex-officio non-voting status. This make-up essentially provides for a majority Métis presence on the Executive Council.

The RLI members will be the Chair of RLI or designate and the CEO of RLI. Two members will be chosen by RLI Board of Governors to represent the Métis community. The appointment terms for the community representatives will be two and three years respectively.

Under the guidance of RCMR's Executive Council the MNA, RLI, and UofA will be able to address the institutional deficit in research for Métis people in this province. The full Executive Council will be named mid way through the 2012 – 2013 f i s c a l year.



APPENDIX G RUPERTSLAND INSTITUTE PARTNERSHIPS FOR 2012–13

artnerships have always been essential to the operations of Métis labour market programs. RLI is involved in partnerships at the federal and provincial government level as well as with private and public sector employers and institutions.

With the ASETS agreement the Government of Canada established demand driven training and part-

nerships with industry as a main thrust of the strategy. Partnerships with employers are seen as a means to better align training and employment programs with labour market demand.

CLASS ONE ENHANCED DRIVERS PROJECT

DATE ESTABLISHED: 2012 - DATE TERMINATED: ONGOING

PROJECT	ORGANIZATIONS	TYPE OF	MONETARY	IN KIND	RESULTS ACHIEVED
DESCRIPTION	INVOLVED	ORGANIZATION	CONTRIBUTION	CONTRIBUTION	
To provide Métis individuals with the knowledge and skills to pass the class one license. The client will be provided with Air Brakes Endorsement Professional Driver's improvement certification hours of in-truck training to obtain a Class one licence. An additional 35 hours provided by transportation sector employers	Rupertsland Institute Ashton Transport OJT Action Express Highland Moving GCL	Aboriginal Industry Industry Industry Industry Industry	\$50,900	\$900 \$900 \$900 \$900 \$900	6 clients successfully completed training and went to additional hours of on the job training

TARGETED WAGE SUBSIDY

DATE ESTABLISHED: 2003 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
This Program offers	Rupertsland Institute	Aboriginal	\$60,259.00		• 5 employed
a wage subsidy to	Calahoo Waste Disposal	Employer	\$14,538.68		1 in progress
employers who hire Métis individuals with	Rock Hill Contracting	Employer	\$8,640.00		 6 funded
skills but lack on-the-job	Foss Driven Inc.	Employer	\$10,368.00		
experience, required	Alberta Bins Services	Employer	\$8,905.00		
to access full time, permanent employment	Koinoina Christian School	Education	\$6,367.00		
	Claud De Monkoi Welding	Employer	\$11,440.00		

HEALTH SCIENCE TRANSITION PROJECT

DATE ESTABLISHED: 2007 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide Métis youth with the academic prerequisites to enter most post-secondary programs. Clients receive safety certification, inoculations, life and employability skills, opportunity to job shadow a professional in the career area of their	 Alberta Health Services East Edmonton Public Health Centre Royal Alexandra Hospital University of Edmonton Hospital Stollery NE Public Health Centre General Hospital 	Provincial Government		\$31,240.00	11 funded10 in progress
interest. Participants whom are successfully achieving academic prerequisites by midterm are conditionally accepted to a NAIT health related program pending successful completion of the program components. Alberta Health Services provides job shadow opportunities that give students an overview of selected high demand careers	Rupertsland Institute	Aboriginal	\$151,101		

KIDS IN THE HALL

DATE ESTABLISHED: 2003 - DATE TERMINATED: ONGOING

PROJECT	ORGANIZATIONS	TYPE OF	MONETARY	IN KIND	RESULTS ACHIEVED
DESCRIPTION	INVOLVED	ORGANIZATION	CONTRIBUTION	CONTRIBUTION	
To help At Risk youth between 16- 24 gain knowledge and skills necessary to be successful in an educational or employment setting. Youth entering the program typically come from unstable homes and have many barriers to being productive members of society including; addictions, homelessness, cognitive impairments, victims of abuse, criminal/gang involvement, minimal educational achievement, low self-esteem/ sense of self-worth.	HRSDCUnited Way Grants AlbertaChildren ServicesButler FoundationMuttart FoundationKipness FoundationRupertsland InstituteWildrose FoundationFoote Foundation	Federal Government Community Service Government of Alberta Charitable Organization Charitable Organization Charitable Organization Aboriginal Community Service Community Service	\$70,000 \$27,000 \$5,000 \$140,000 \$20,000 \$87,550 \$25,000 \$35,000		The clients that come in for this program are at risk youth. The challenges we encounter with this program is due to the life these kids have lead many leave the program and return to their home community without a forwarding phone number. • 10 funded clients • 4 completed • 1 employed • 3 return to school • 6 in progress

TRADE WINDS TO SUCCESS

DATE ESTABLISHED: 2006 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide Métis people with assistance in career	Alberta Employment and Immigration	Provincial Government	671,562.00		 19 clients funded 17 completed training
decision making resulting	Conoco Phillips	Employer	\$225,000		12 employed
in an informed career choice and to prepare	Oteenow	Aboriginal	\$57,188.00		 1 in job search
for and find employment as a first year apprentice	Community Futures Treaty 7	Aboriginal	\$57,188.00		
within the following trade	Rupertsland Institute	Aboriginal	\$53,100.00		
clusters; boilermaker,	Enbridge	Employer	\$80,000		
Ironworker, Carpenter, Pipefitter/Steamfitter, Plumber, Electrician or Millwright, welder	Trade Union	Carpenters Union 1325; Millwright Union 1460; Electrician Union 424; Pipefitters Union 488; Boilermakers Union 146 & Ironworkers Union 720		\$240,000.00	

WAREHOUSING PROJECT

DATE ESTABLISHED: 2012 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
The goals of this	Rupertsland Institute	Aboriginal	136,906.00		Clients will be provided with a two week on the
program are to provide participants with: the	Habitat for Humanity	Community Service organization		\$1200.00	job training as an in kind
necessary personal development and	RGO Office products	Employer		\$1200.00	contribution by public or private sectors within
employability skills to	Active Warehousing	Employer		\$2400.00	the community. To date
secure and keep a full time job; the necessary safety certification required for industry (First Aid & CPR, Forklift Training, WHMIS, TDG, and other identified by industry); warehousing/ material technician theory; employers will provide 2 weeks of work experience that may lead to full-time employment	Cummins	Employer		\$1200.00	these employers have not been selected, the proponent is currently working on this to ensure all clients attending have a site to attend.

SUMMER STUDENT PLACEMENTS

DATE ESTABLISHED: 2012 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
This program offers	Rupertsland Institute	Aboriginal	\$42,416.00		18 Funded
a wage subsidy for employers to provide an	University of Alberta Chemistry Dept.	Education	\$5,273.00		16 Return to school1 Employed
employment opportunity; for in-school Métis Youth between the	City of Edmonton Composting Dept.	Municipal Government	\$1,968.00		
ages of 15 to 30 to gain full-time, quality work experience; during the	City of Edmonton Assessment and Taxation Branch	Municipal Government	\$6262.19		
summer months.	City of Edmonton Community Relations Branch	Municipal Government	\$3,034.00		
	Trax Outdoors	Employer	\$2,058.35		
	Intervarsity Christian Fellowship	Non-Profit	\$983.93		
	Hideaway Studio Ltd.	Employer	\$8,245.74		
	Just The Bakery	Employer	\$1,567.45		
	Métis Calgary Family Services	Employer	\$7,848.11		
	Diamond 8 Cattle Co. Ltd.	Employer	\$3,3600.00		
	Keay Farms	Employer	\$900.00		
	High Prairie & District Golf Club	Employer	\$3,645.00		
	Northern Lakes College	Education	\$2,900.00		
	Slave Lake Native Friendship Centre	Aboriginal	\$2,961.00		
	Faust Community League	Non-Profit	\$3,762.00		

OIL & GAS LAND ADMINISTRATION PROGRAM

DATE ESTABLISHED: APRIL 2006 - DATE TERMINATED: ONGOING

PARTNERSHIP DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
train individuals as oil and Communit	Alberta Human Services Community Futures Treaty 7	Provincial Government Aboriginal Organization	\$250,000.00		9 funded9 completed6 employed
	SAIT	Educational Institute		Classroom space and Computer Lab.	3 in active job search
to land practices including mineral lease documentation and surface land practices.	RU	Aboriginal Organization	\$6,587.00		

HEAVY EQUIPMENT OPERATOR TRAINING

DATE ESTABLISHED: JANUARY 28, 2013 - DATE TERMINATED: SEPTEMBER 2013

PARTNERSHIP DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A nine week project that will train Métis clients	Interior Heavy Equipment School	Education/Training			11 Clients Completed7 Employed
who want to secure employment as a Heavy Equipment Operator. Duration of Course: Equipment . 205 Hours of training on various equipment including Excavator, Grader, Dozer; Loader; and Articulated Rock Truck Certification in First Aid Level 1; Ground Disturbance; Petroleum Safety Training; WHMIS; Oil Sands Regional Orientation; and H2S	Rupertsland Institute	Aboriginal Organization	\$114,156.40		

MEDICAL OFFICE ASSISTANT PROJECT

DATE ESTABLISHED: 2011 - DATE TERMINATED: ON-GOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide Métis	Rupertsland Institute	Aboriginal Organization	\$118,000		• 9 Funded
individuals with the knowledge, skills and attitudes in the medical office skills, computer skills, soft skills in preparation for careers as Medical Office	Insite Medical Imaging Meadowlark			\$3,000	7 Completed5 Employed
	Alberta Health Services Glenrose			\$3,000	 2 In Active Job Search
	Edmonton West Family Physicians Group NPC				
Assistants. Each medical	Team Medical			\$3,000	
office organization will provide 150 hours of on-the-job training.	Millbourne Mall Medical Centre			\$3,000	
	Sphinx Medical Group			\$3,000	
	Boyle McCauley Health Centre			\$3,000	

SAAMIS EMPLOYMENT & TRAINING SERVICES

DATE ESTABLISHED: 2006 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To operate a Métis Employment Services	SAAMIS Employment & Training	Aboriginal Organization		Computer Lab	 23 Funded Métis Clients
Centre that provides	Alberta Works	Provincial Government	\$74,595.86		21 Employed
the Aboriginal community	Community Futures Treaty 7	Aboriginal Organization	\$74,595.86		 1 RTS 12 Non-Funded Métis Clients 11 Employed
	Rupertsland Institute	Aboriginal Organization	\$80,344.00		

CENOVUS CHRISTINA LAKE ABORIGINAL EMPLOYMENT PREPARATION PROGRAM

DATE ESTABLISHED: OCTOBER 2011 - DATE TERMINATED: ON-GOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide Métis in Conklin and Janvier area safety and workplace orientation, in order to gain a one –year internship with Cenovus on the Christina Lake site.	Cenovus	Employer		\$774,676.00 Transportation to site, housing, lunch at site, PPE, marketing, internship (wages), site training, learning modules	4 funded4 employed.
	AEI	Provincial Government	\$38,859.19		
	Rupertsland Institute	Aboriginal Organization	\$11,299.50		
	Athabasca Tribal Council	Aboriginal Organization	\$10,299.50		

HEALTH CARE AIDE PROJECT

DATE ESTABLISHED: JULY 1, 2012 - DATE TERMINATED: APRIL 26, 2012

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
This unique program	Medicine Hat College	Educational Institute	\$85,354.43		• 7 Funded
will include numerous	Alberta Works	Provincial Government	\$43,000.00		 7 Employed
workplace skills development	Community Futures Treaty 7	Aboriginal Organization	\$19,850.00		
	Saammis Employment and Training Association	Aboriginal Organization		Office space and Computer Lab	
individuals who are seeking employment in the health care field.	Rupertsland Institute	Aboriginal Organization	\$25,111.73		

INDUSTRIAL WORKERS PROGRAM

DATE ESTABLISHED: JANUARY 5, 2012 - DATE TERMINATED: AUGUST 1, 2012

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
Provides basic employability skills in	GPRC	Education/Training Institution			11 Clients funded9 completed/
the oil and gas labour industry, and safety tickets including First Aid with CPR, WHMIS, Fall Protection, H2S Alive, Confined Space, TDG, Ground Disturbance, Aerial Lift Systems, Chainsaw Safety, Flagging certification, Skid Steer, Fork Lift. Also includes one month of work experience, and links to employers to provide entry level employment in the oil and gas industry.	Rupertsland Institute	Aboriginal Organization	\$75,066.49		employed

CARPENTRY PROJECT

DATE ESTABLISHED: DECEMBER 1, 2011 - DATE TERMINATED: AUGUST 1, 2012

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
Upon completion of training, clients	Northern Lakes College	Education/Training Institution			13 clients funded6 completed/
will write exam for 1st year Carpenter apprenticeship Clients will be provided with opportunities to meet with employers during training.	RU	Aboriginal Organization	\$145,245.37	Marketing and recruitment from RLI staff (estimate \$1200.00 value)	employed

BOW VALLEY COLLEGE

DATE ESTABLISHED: APRIL 1, 2006 - DATE TERMINATED: ON-GOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
The program offers;	Bow Valley College	Educational Institute	\$333,523		• 5 Funded
Academic upgrading and college prep; Skills for working, learning and living; Career Goal Clarification and employment preparation; Computer applications; Aboriginal culture.	RLI	Aboriginal Organization	\$15,000		5 Completed5 RTS

ABORIGINAL STUDENT JOB SHADOW

DATE ESTABLISHED: MARCH 2009 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
Partner with organizations in Grande Prairie including City of Grande Prairie, Provincial Government and local businesses to provide youth with job shadow opportunities within	Rupertsland Institute	Aboriginal Organization	\$15,000	Marketing and recruitment from RLI staff (estimate \$1200.00 value)	 5 youth funded 5 Returned to school 100% completion 100% return to school
	Grande Prairie Regional College	Education Institute	\$5,000	Use of educational facility from GPRC (estimated \$2400.00 value)	
their organizations; 7 week project during	Alberta Human Services	Provincial Government	\$45,000		
the summer months, accommodations on	Northern AB. Development Council	Provincial Government	\$25,000		
campus and three	Ab. Health Services	Employer	\$7,500		
safety tickets included.	Aquatera	Employer	\$7,500		
	Devon	Employer	\$7,500		
	City of Grande Prairie	Employer	\$7,500		
	Weyerhauser	Employer	\$5,000.00		
	Western Cree Tribal Council	Aboriginal organization	\$10,000.00		
	Ainsworth	Employer	\$7,500		
	Petrowest	Employer	\$7,5000.00		

RED DEER MÉTIS AND FIRST NATIONS TRAINING TO EMPLOYMENT SERVICES

DATE ESTABLISHED: 2010 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide employment services to all Métis,	Community Futures Treaty 7	Aboriginal Organization	\$61, 984.00		Funded services provided to 6 First
First Nation and Inuit individuals. To assist Métis, First Nation and Inuit people to attain self-sufficiency.	Rupertsland Institute	Aboriginal organization			Nation clients and 37 Métis individuals.

OILFIELD SAFETY ORIENTATION

DATE ESTABLISHED: AUGUST 2012 - DATE TERMINATED: OCTOBER 2012

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
Provides basic employability skills in the oil and gas labour industry, and obtain	GPRC	Education & Training		Use of educational facility from GPRC (estimated \$2400.00 value)	12 funded10 completed7 employed
safety tickets in First Aid with CPR, WHMIS, Fall Protection, H2S Alive, Confined Space, TDG, Ground Disturbance, Aerial Lift Systems, Chainsaw Safety, Flagging certification, Skid Steer, Fork Lift.	RLI	Aboriginal Organization	\$68,259.43	Marketing and recruitment from RLI staff (estimate \$1200.00 value)	

INDUSTRIAL READINESS PROGRAM

DATE ESTABLISHED: OCTOBER 2012 - DATE TERMINATED APRIL 2013

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To Provides basic employability skills in the oil and gas labour industry, and	GPRC	Education & Training		Use of educational facility from GPRC (estimated \$2400.00 value)	 12 completed 8 employed 4 actively job searching
to obtain safety tickets including First Aid with OPR, WHMIS, Fall Protection, H2S Alive, Confined Space, TDG, Ground Disturbance, Aerial Lift Systems, Chainsaw Safety, Flagging certification, Skid Steer, Fork Lift.	RU	Aboriginal Organization	\$106,588.91	Marketing and recruitment from RLI staff (estimate \$1200.00 value)	

ABORIGINAL YOUTH CAREER PARTNERSHIP

DATE ESTABLISHED: SEPTEMBER 2012 - DATE TERMINATED: OCTOBER 2012

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To assist the Métis youth to continue with high school, and to prepare for and seek further	Sagitawa Friendship Centre	Aboriginal organization		Planning, preparing, and closure of career fair (estimate of \$500.00 value)	 200 students attended 50 Self-identified Métis Students
training and employment ; To provide Métis Youth with career options that will provide them with	Rupertsland Institute	Aboriginal Organization	\$5000.00	Marketing and recruitment from RLI staff (estimate \$1200.00 value)	participated
an understanding of occupations available to	Little Buffalo/MNP	Municipality	\$1500.00		
them, what to expect on the job, encouragement	Northern Sunrise Country	Municipality	\$500.00		
to complete high school and to consider post-	Diashowa Maurbeni International	Industry	\$3000.00		
secondary education.	Country of Northern Lights	Municipality	\$750.00		
	Peace River School Division	Education & Training	\$1,000.00		
	Region 6 Métis	Aboriginal Organization	\$250.00		
	Shell Canada	Employer	\$1000.00		
	Town of Grimshaw	Municipality	\$500.00		
	Trans Canada Pipeline	Employer	\$1,500.00		

ENHANCED CLASS 1 DRIVER TRAINING

DATE ESTABLISHED: OCTOBER 2012 - DATE TERMINATED: JULY 2013

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide Métis clients with the skills,	Capilano Truck Driver Training Institute	Education/Training			6 completed3 employed
knowledge, and certification to apply for employment as Class 1 Truck Drivers.	Rupertsland Institute	Aboriginal Organization	\$71,057.00	Marketing and recruitment from RLI staff (estimate \$1200.00 value)	 4 actively job searching 1 in training

ALBERTA ABORIGINAL YOUTH ACHIEVEMENT AWARDS

DATE ESTABLISHED: 2005 - DATE TERMINATED: ONGOING

The Aboriginal Achievement Awards CTV Employer Media coverage and exposure. Activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities completed with over 550 people from across the Province activities and Elders. would be across the province activities completed with province activities completed with over 550 people from across the province activities across the province activities completed with province activities completed with province activities completed with province activities activies activities activities activities activities	PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
to recognize and promote Aboriginal youth role models. CFWE Employer Employer Aboriginal youth role models. CFWE Employer Employer Aboriginal youth role models.	0	CTV	Employer		0	
promote Aboriginal youth role models. CFVVE Employer Employer regarding the nomination process as well as AAYAA gala	to recognize and Cf promote Aboriginal	NAIT	Education	\$10,000	Monetary Sponsorship	
Rupertsland Institute Aboriginal Organization \$230,462.73		CFWE	Employer		regarding the nomination process as well	including government
		Rupertsland Institute	Aboriginal Organization	\$230,462.73		

EXPLORING COLLEGE AND CAREER OPTIONS CONFERENCE

DATE ESTABLISHED: 2007 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
The ECCO youth conference provides hands on workshops in selected career areas and encourage youth to stay in school and pursue a post- secondary education	Rupertsland Institute Concordia University College	Aboriginal organization Education	13,537.27	Set up booths in the afternoon to showcase their institution and recruit students. Representatives were on hand to answer all questions and supply applications.	Activities complete with 86 youth from across the Province attending.
	U of A				
	Norquest				
	Canadian University College				
	CFWE Radio				
	Belcourt Brosseau Awards				
	Grant MacEwan				
	St. Mary's University College				
	Canadian Forces				
	Edmonton City Police				
	Pixel Blue College				
	Guru Digital Arts College				
	Alberta Health Services				

ENGINEERING TECHNOLOGY TRANSITION PROJECT

DATE ESTABLISHED: OCTOBER 2010 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide Métis youth with employability skills and intense upgrading in math,	Dow Chemical P: 780.998.8329	Employer		Provided tours and career exposure in Engineering careers valued at \$2,300.	 11 funded 6 complete, Return to school 2 Employed
physics and chemistry.	EPCOR Waters Services				
Successful students will be able to enter any Engineering Technology or University program in Alberta. Housing is included for youth from outside Edmonton. Delivered by NAIT.	Enbridge	Employer		Provided tours and career exposure in Engineering careers valued at \$2,300.	
	WorleyParsons	Employer		Provided tours and career exposure in Engineering careers valued at \$2,300.	
	Rupertsland Institute	Aboriginal organization	\$156,286		
	NAIT	Education			

ENVIRONMENT CAREER YOUTH CAMP

DATE ESTABLISHED: 2004 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide Métis youth with career exposure in environmental areas, fish	Inroads Mountain Sports C: Jerry Fochler P: 780.817.1512	Youth leadership		Youth development and training valued at approximately \$2,000	18 funded16 Return to school1 employed
& wildlife officer, forest	Rupertsland Institute	ASET holder	\$193,531		
technician, ecotourism guide and park warden careers. Provide safety	Black Cat Guest Ranch	Employer		Valued at approximately \$1,500	
certifications; provide	Western Conservation	Employer			
Alberta High school	Helmig Fire and Safety	Employer			
career & technology	Barrhead High School	Education			
study credits related to environment &	Switzer Park - Hinton	Federal Government			
work experience.	RCMP	Federal Government			

INTERNATIONAL YOUTH INTERNSHIP

DATE ESTABLISHED: 2005 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
To provide 6 international youth placements to	P: 403.270.9351	Community Service			 5 funded 3 still in progress
develop employment a		ASET holder	\$140, 401		
leadership skills, and to share and promote Métis culture with indigenous host communities.	is Divadio bez Domova	Community Service - Slovakia			
	Circle of Life Rediscovery	Community Service - United Kingdom			
	Associazione Culturale Jump In	Community Service - Italy			

EMERGENCY SERVICES PROJECT

DATE ESTABLISHED: 2010 - DATE TERMINATED: ONGOING

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
Provides Métis clients	Rupertsland Institute	Aboriginal organization	\$131,261.35		• 8 funded
with the attitude, skills, knowledge and physical	Capilano Truck Driving Academy				8 complete7 employed
ability to apply for the position of a Professional	Kokotilo Holdings Inc.	Education/Training			
Firefighter or Police	Vital Signs Health	Employer			
Officer at most major departments in Alberta.	Alberta Health Services	Provincial Government			
	City of Edmonton Police	Employer			
	Alberta Sheriffs	Employer			

MÉTIS YOUTH EMPLOYMENT AND EDUCATION POWER TRAINING

DATE ESTABLISHED: 2013 - DATE TERMINATED: 2013

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
This project assisted Métis youth develop education and	Sun and Moon Aboriginal Artisans Visionary Society	Community Service			13 Funded11 Completed8 Employed
employment strategies that are effective, viable and targeted, designed to achieve the greatest benefit for each Métis Youth participant in achieving their goal of individual self-sufficiency through education and employment.	Rupertsland Institute	Aboriginal Organization	\$61,052.12		• 5 Job Search

GRANDE CACHE MÉTIS YOUTH LEADERS

DATE ESTABLISHED: 2012 - DATE TERMINATED: ONGOING

PROJECT	ORGANIZATIONS	TYPE OF	MONETARY	IN KIND	RESULTS ACHIEVED
DESCRIPTION	INVOLVED	ORGANIZATION	CONTRIBUTION	CONTRIBUTION	
To provide Métis youth with leadership training, career planning, First Aid & WHMIS, clas 7 licenses, bursary info, Information on Alberta post- secondary institutions	Rupertsland Institute Grande Cache Métis Local	Aboriginal Organization Aboriginal organization	\$24,991	Supplies, administration, recreational passes, healthy snacks for youth valued at approximately \$800.	10 funded5 Employed1 RST

PARTNERSHIPS WITH PC Y INST

for Métis students. Endow- program designed to benefit Métis of leveraging ASETS resources. ment partnerships have students for generations. Since RLI been entered into with eleven post- endowments are established on a

LI has been successful in secondary institutions that contrib- matching contribution basis, they establishing endowments ute matching funds to a long-term are consistent with the ASETS focus

OWMENT FUND – UNIVERSITY OF ALBERTA

DATE ESTABLISHED: AUGUST 2008

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A \$4 Million endowment fund for full-time Métis students studying at the University of Alberta was created by contributing \$2 million of LMD funds and leveraging \$2 million from the U of A. The endowment will exist in perpetuity as only the interest	University of Alberta Rupertsland Institute	Post-Secondary Institute ASET Holder Aboriginal Organization	\$2,000,000	\$100,000	Last year the endowment paid out 10 awards ranging from \$5,000 to \$20,000 for a total of \$115,000.
earned on the principal is paid out annually.					

ENDOWMENT FUND – MACEWAN UNIVERSITY

DATE ESTABLISHED: JANUARY 2008

PROJECT	ORGANIZATIONS	TYPE OF	MONETARY	IN KIND	RESULTS ACHIEVED
DESCRIPTION	INVOLVED	ORGANIZATION	CONTRIBUTION	CONTRIBUTION	
A \$2 Million endowment fund for full-time Métis students studying at MacEwan University was created by contributing \$1 million of LMD funds and leveraging \$1 million from the MacEwan University. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	MacEwan University Rupertsland Institute	Post-Secondary Institute ASET Holder Aboriginal Organization	\$1,000,000 \$1,000,000	\$100,000	Last year the endowment paid out 30 awards ranging from \$1,500 to \$4,000 for a total of \$84,000.

ENDOWMENT FUND - NAIT

DATE ESTABLISHED: MAY 2009

PROJECT	ORGANIZATIONS	TYPE OF	MONETARY	IN KIND	RESULTS ACHIEVED
DESCRIPTION	INVOLVED	ORGANIZATION	CONTRIBUTION	CONTRIBUTION	
A \$2.14 Million endowment fund for full-time Métis students studying at NAIT was created by contributing \$1.07 million of LMD funds and leveraging \$1.07 million from the NAIT University. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	NAIT Rupertsland Institute	Post-Secondary Institute ASET Holder Aboriginal Organization	\$1,070,000 \$1,070,000	\$100,000	Last year the endowment paid out 18 awards at \$5,000 each for a total of \$23,500.

ENDOWMENT FUND – PORTAGE COLLEGE

DATE ESTABLISHED: JULY 2009

PROJECT	ORGANIZATIONS	TYPE OF	MONETARY	IN KIND	RESULTS ACHIEVED
DESCRIPTION	INVOLVED	ORGANIZATION	CONTRIBUTION	CONTRIBUTION	
A \$1 Million endowment fund for full-time Métis students studying at Portage College was created by contributing \$500K of LMD funds and leveraging \$500K from Portage College. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	Portage College Rupertsland Institute	Post-Secondary Institute ASET Holder Aboriginal Organization	\$500,000 \$500,000	\$100,000	Last year the endowment paid out 13 awards at \$1,500 each for a total of \$19,500.

ENDOWMENT FUND - NORQUEST COLLEGE

DATE ESTABLISHED: AUGUST 2008

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A \$750K endowment fund for full-time Métis students studying at NorQuest College was created by contributing \$375K of LMD funds and leveraging \$375K from NorQuest College. The endowment will	NorQuest College Rupertsland Institute	Post-Secondary Institute ASET Holder Aboriginal Organization	\$375,000 \$375,000	\$100,000	Last year the endowment paid out 8 awards for a total of \$15,000.
exist in perpetuity as only the interest earned on the principal is paid out annually.					

ENDOWMENT FUND – GRANDE PRAIRIE REGIONAL COLLEGE

DATE ESTABLISHED: JULY 2009

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A \$500K endowment fund for full-time Métis	Grande Prairie Regional College	Post-Secondary Institute	\$250,000		Last year the endowment paid
students studying at Grande Prairie Regional College was created by contributing \$250K of RLI funds and leveraging \$250K from Portage College. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	Rupertsland Institute	ASET Holder Aboriginal Organization	\$250,000		out 3 awards for a total of \$4,500.

ENDOWMENT FUND – UNIVERSITY OF CALGARY

DATE ESTABLISHED: 2011

PROJECT	ORGANIZATIONS	TYPE OF	MONETARY	IN KIND	RESULTS ACHIEVED
DESCRIPTION	INVOLVED	ORGANIZATION	CONTRIBUTION	CONTRIBUTION	
A \$1.5 million endowment fund for full-time Métis students studying at the University of Calgary was created by contributing \$750K of RLI funds and leveraging \$750K from the University of Calgary. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	University of Calgary Rupertsland Institute	Post-Secondary Institute ASET Holder Aboriginal Organization	\$750,000 \$750,000		Last year the endowment paid out 9 awards for a total of \$60,000.

ENDOWMENT FUND - UNIVERSITY OF LETHBRIDGE

DATE ESTABLISHED: 2011

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A \$1 million endowment	University of Lethbridge	Post-Secondary Institute	\$500,000		Last year the
fund for full-time Métis students studying at the University of Lethbridge was created by contributing \$500K of RLI funds and leveraging \$500K from the University of Lethbridge. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	Rupertsland Institute	ASET Holder Aboriginal Organization	\$500,000		endowment paid out 8 awards for a total of \$35,000.

ENDOWMENT FUND – MOUNT ROYAL UNIVERSITY

DATE ESTABLISHED: 2011

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A \$500K endowment fund for full-time Métis students studying at Mount Royal University was created by contributing \$250K of RLI funds and leveraging \$250K from Mount Royal University. The endowment will exist in perpetuity as only the interest earned	Mount Royal University Rupertsland Institute	Post-Secondary Institute ASET Holder Aboriginal Organization	\$250,000 \$250,000		Last year the endowment paid out 5 awards for a total of \$17,500.
on the principal is paid out annually.					

ENDOWMENT FUND – LETHBRIDGE COMMUNITY COLLEGE

DATE ESTABLISHED: 2013

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A \$500K endowment fund for full-time Métis	Lethbridge Community College	Post-Secondary Institute	\$250,000		
students studying at Lethbridge Community College was created by contributing \$250K of RLI funds and leveraging \$250K from Lethbridge Community College. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	Rupertsland Institute	ASET Holder Aboriginal Organization	\$250,000		

ENDOWMENT FUND - ATHABASCA UNIVERSITY

DATE ESTABLISHED: 2013

PROJECT DESCRIPTION	ORGANIZATIONS INVOLVED	TYPE OF ORGANIZATION	MONETARY CONTRIBUTION	IN KIND CONTRIBUTION	RESULTS ACHIEVED
A \$400K endowment	Athabasca University	Post-Secondary Institute	\$250,000		
fund for full-time Métis students studying at Athabasca University was created by contributing \$200K of RLI funds and leveraging \$200K from Athabasca University. The endowment will exist in perpetuity as only the interest earned on the principal is paid out annually.	Rupertsland Institute	ASET Holder Aboriginal Organization	\$250,000		



FINANCIAL STATEMENTS

MARCH 31, 2013



Quality In Everything We Do

INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Rupertsland Institute

We have audited the accompanying financial statements of **Rupertsland Institute** which comprise the statements of financial position as at March 31, 2013, March 31, 2012, and April 1, 2011, and the statements of operations, changes in net assets and cash flows for the years ended March 31, 2013 and March 31, 2012, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we obtained in our audits is sufficient and appropriate to provide a basis of our audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of **Rupertsland Institute** as at March 31, 2013, March 31, 2012, and April 1, 2011, and the results of its operations and its cash flows for the years ended March 31, 2013 and March 31, 2012 in accordance with Canadian accounting standards for notfor-profit organizations.

Edmonton, Alberta July 9, 2013

Ernst + young LLP

Chartered Accountants

RUPERTSLAND INSTITUTE STATEMENTS OF FINANCIAL POSITION AS AT MARCH 31, 2013

ASSE	TS		
	March 31, <u>2013</u>	March 31, <u>2012</u>	April 1, <u>2011</u>
Current Cash Accounts receivable Prepaid expenses	\$ 1,278,780 215,215 <u>44,997</u>	\$ 1,546,008 146,399 <u>56,397</u>	\$ 157,932 2,285,192 <u>19,401</u>
	1,538,992	1,748,804	2,462,525
Capital assets [note 7]	353,896	435,936	113,697
	\$ <u>1,892,888</u>	\$ <u>2,184,740</u>	\$ <u>2,576,222</u>
LIABIL	ITIES		
Current Accounts payable and accrued liabilities [note 8] Deferred contributions [note 9]	\$ 1,479,126 <u>68,456</u>	\$ 615,361 	\$ 1,430,400
	1,547,582	1,849,311	2,560,419
NET AS	SETS		
Deficit	(100,507) 91,917	(100,507)	(97,894)
Internally restricted fund [note 10] Investment in capital assets	353,896	435,936	113,697
Total net assets	345,306	335,429	15,803
Commitments [note 11]	\$ <u>1,892,888</u>	\$ <u>2,184,740</u>	\$ <u>2,576,222</u>

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See accompanying notes

Approved by the Board:

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__Chair Herb Belcourt, CM, LLD (Hon)

___ Treasurer Don E. Sieben, MBA, FCA

RUPERTSLAND INSTITUTE STATEMENTS OF OPERATIONS FOR THE YEAR THEN ENDED MARCH 31, 2013

	<u>Page</u>	Total <u>revenue</u>	2013 Total <u>expenses</u>	Operating Surplus <u>(deficit)</u>	2012 Operating Surplus (deficit)
Consolidated revenue funding Employment insurance Other Education	6 11 13 14	\$ 10,241,902 4,617,743 222,439 103,661	\$10,180,601 4,617,742 365,780 103,661	\$ 61,300 - (143,340) 	\$ 418,487 (98,861)
TOTAL		\$ <u>15,185,745</u>	\$ <u>15,267,784</u>	\$ <u>(82,040</u>)	\$ <u>319,626</u>

See accompanying notes

RUPERTSLAND INSTITUTE STATEMENTS OF CHANGES IN NET ASSETS FOR THE YEAR THEN ENDED MARCH 31, 2013

		<u>2013</u>		<u>2012</u>			
OPERATING DEFICIT							
Net deficit, beginning of year	\$	(100,507)	\$	(97,894)			
Transfer to net assets invested in capital assets		82,040		(322,239)			
Operating (deficit) surplus for the year	_	(82,040)	_	319,626			
Net deficit, end of year	-	<u>(100,507</u>)	_	(100,507)			
INTERNALLY RESTRICTED FUNDS [note 10]							
Balance, beginning of year	\$	-	\$	-			
Increase in internally restricted funds	_	91,917	_				
Balance, end of year	\$	91,917	\$	-			
INVESTMENT IN CAPITAL ASSETS							
Net assets, beginning of year	\$_	435,936	\$_	113,697			
Assets purchased		61,300		418,487			
Amortization of capital assets	_	(143,340)	_	<u>(96,248</u>)			
Net change for the year	-	(82,040)	_	322,239			
Net assets, end of year	\$_	353,896	\$_	435,936			
See accompanying notes							

RUPERTSLAND INSTITUTE STATEMENTS OF CASH FLOWS FOR THE YEAR THEN ENDED MARCH 31, 2013

		<u>2013</u>		<u>2012</u>
OPERATING ACTIVITIES Operating (deficit) surplus for the year Add item not affecting cash: Amortization	\$	(82,040) <u>143,340</u>	\$	319,626 <u>96,248</u>
Changes in non-cash working capital (Increase) decrease in accounts receivable Decrease (increase) in prepaid expenses Increase (decrease) in accounts payable and accrued liabilities (Decrease) increase in deferred contributions Increase in internally restricted funds	(<u>61,300</u> (68,816) 11,400 863,765 (1,165,494) <u>91,917</u>		<u>415.874</u> 2,138,793 (36,996) (815,039) 103,931 <u>-</u>
	_	(267,228)		<u>1,390,689</u>
Cash (used in) provided from operating activities	_	(205,928)		<u>1,806,563</u>
INVESTING ACTIVITIES Additions to capital assets	_	<u>(61,300</u>)		<u>(418,487</u>)
Cash used in investing activities	_	<u>(61,300</u>)		(418,487)
Net (decrease) increase in cash during the year		(267,228)		1,388,076
Cash, beginning of year	_	1,546,008	_	157,932
Cash, end of year	\$	1,278,780	\$	1,546,008
See accompanying notes				
Supplementary information: Interest earned	\$	24,904	\$	17,834

	<u>2013</u>	<u>2012</u>
Revenue		
Federal funding Interest revenue Red Deer contract Deferred contributions - prior year Deferred contributions - current year	\$ 9,136,752 24,904 51,930 1,045,403 (17,087)	\$ 9,136,752 17,834 54,902 1,128,969 (1,045,403)
_	<u>10,241,902</u>	9,293,054
Expenses		
Region North East Client assistance		
Books, tuition, and student fees	317,298	173,145
Student allowance	338,330	396,823
Summer students	2,500	4,555
Employment support program	20,573	15,430
Projects		
Cenovus aboriginal employment preparation	7,665	-
Consultation	10,299	-
Chainsaw safety	-	6,888
Youth conference - Region 1	40,866	-
Camp cook project	-	56,879
Oilfield administrative assistant	82,560	96,181
Syncrude aboriginal trades preparation	-	85,845
Security officer basic training	20,160	-
Bonnyville security officer basic training	23,870	-
Youth utility exposure program	29,763	21,230
Carry forward project from 2012-13		10.000
Oilfield administrative assistant program	-	10,209
Cenovus aboriginal employment preparation project	2,585	-
	896,469	867,185
Subtotal carry forward	\$ <u>896,469</u>	\$ <u>867,185</u>

Expenses - continued		<u>2013</u>		<u>2012</u>
Subtotal carried forward	\$	896,469	\$	867,185
Region South				
Client assistance				
Books, tuition, and student fees		453,304		582,508
Student allowance		804,977		988,668
Summer students		13,392		14,732
Employment support program		-		2,422
Projects				10.000
Class 1 driver training - Lethbridge		(18,744)		18,983
Admin office technology certification		-		17,964
Aboriginal adult upgrade		15,000		15,000
Health sciences transition 2010		1,894		10,564
Heavy equipment operator		114,156		-
Introduction to warehousing		1,211		-
Métis youth summer camp - 2011 Pre-employment parts and material technology		- 162		6,713 16,004
Health care aide certificate 2012-2013		25,112		16,004
Oilfield office administration program		8,831		-
Carry forward projects from 2012		0,031		-
Aboriginal adult upgrade		_		3,000
Administrative office technology training		6,820		5,000
Community consultation		26,170		_
Safety ticket training		9,001		_
Health sciences transition 2010				105,070
Office technology program		-		3,767
Oilfield office administration program		115,184		
Métis job preparation training		1,301		-
Industrial training certification		16,792		-
······································		1,594,563	-	1,785,395
Marketing				
Client recruitment and project marketing	_	150,000	_	126,803
Red Deer contract expenses		49,843		44,257
Carry forward Red Deer contract expenses	-	10,645	_	_
· ·	_	60,488		44,257
Subtotal carry forward	\$ <u>_</u>	<u>2,701,520</u>	\$ <u>2</u>	2,823,640

Expenses - continued	<u>2013</u>	<u>2012</u>
Subtotal carried forward	\$ <u>2,701,520</u>	\$ <u>2,823,640</u>
Region Central		
Client assistance		
Books, tuition, and student fees	828,320	656,592
Student allowance	1,552,074	1,235,072
Summer students	16,972	59,448
Employment support program	6,239	4,779
Targeted wage subsidy	17,447	-
Projects	(
Calahoo waste disposal summer student	10,038	2,900
Community consultation	13,809	-
Enhanced class 1 driver training	5,096	-
Health science transition	126,583	140,074
Introduction to warehousing	56,773	-
Kids in the hall	87,550	78,955
Medical office skills	12,237	102,532
Métis apprenticeship project	74,987	13,426
Métis safety ticket training	4,377	-
Trade winds to success	26,923	27,341
Youth leadership camp	1,404	25,711
Carry forward projects from 2012		07.440
Health science transition central	-	27,418
Admin support	-	78,346
Enhanced class 1 driver training	45,864	-
Métis apprenticeship project	-	74,221
Métis safety ticket training	2,845	-
Trade winds to success	-	(678)
Medical office administration	<u> </u>	-
	2,998,038	2,526,137
Urban Mobile recreational vehicle contract expenses	70,000	<u> </u>
Rural Mobile recreational vehicle purchase	-	30,561
Goods and Services Tax	-	358
Carry forward Rural Mobile recreational vehicle contract expenses	6,152	
	6,152	30,919
Subtotal carry forward	\$ <u>5,775,710</u>	\$ <u>5.380.696</u>

Expenses - continued	<u>2013</u>	<u>2012</u>
Subtotal carried forward	\$ <u>5,775,710</u>	\$ <u>5,380,696</u>
Region North West		
Client assistance		
Books, tuition, and student fees	219,103	107,959
Student allowance	347,755	256,995
Summer students	8,361	3,762
Employment support program	9,503	4,468
Targeted wage subsidy	6,366	-
Projects Crando Brairia bariginal Student Job Shaw 2012	15 000	
Grande Prairie boriginal Student Job Show 2012 Grande Prairie Aboriginal Student Job Show 2011	15,000	- 11,600
Health science transition 2010 Northwest	-	6,215
Industrial readiness program	37,879	- 0,210
Carpenter first year 2012	-	103,831
Aboriginal industrial worker project	-	100,000
Annual youth conference	-	39,605
Youth career exposure tour 1	5,185	-
Youth career exposure tour 3	4,085	-
Carry forward project from 2012	- 000	
Aboriginal youth career workshop	5,000	-
Capilano truck driver Community consultation	30,450 16,487	-
Health science transition 2010 Northwest	23,105	73,579
Carpenter first year 2012	26,244	-
Aboriginal industrial worker project	75,066	-
Oilfield safety orientation project 2012	68,259	
	897,848	708,014
Provincial		
4E Summer Camp	62,019	-
Business basics transition	-	5,880
Emergency services preparation	110,599	137,471
Engineering technology transitions	118,675	158,484
Environmental career camp	179,015	134,458
Grande Cache youth leadership project	-	2,499
International youth internship	105,697	75,498
Métis youth spring camp	(25,597)	32,006
Métis youth spring camp - High Level	413	-
Other expenses Alberta Aboriginal Youth Achievement Awards	286 231,386	999 19,387
University preparation project	(350)	- 19,507
Carry forward projects from 2012	(000)	
Accounting and management	-	6,690
Engineering technology transitions	-	21,574
International leadership project	-	20,124
Grande Cache youth leadership project	19,993	-
International youth internship	24,546	-
Environmental camp	-	5,968
Métis youth employment project	53,076	- 156,540
Alberta Aboriginal Youth Achievement Awards Rupertsland Institute recognition dinner		100,040
	958,098	777,578
Subtotal carry forward	\$ <u>7,631,656</u>	\$ <u>6,866,288</u>

Expenses - continued	<u>2013</u>	<u>2012</u>
Subtotal carried forward	\$ <u>7,631,656</u>	\$ <u>6,866,288</u>
Partnership development Goods and Services Tax Travel Wages and benefits	867 30,302 <u>118,831</u> <u>150,000</u>	626 21,022 <u>128,352</u> 150,000
Labour market research	85.000	
Bursary scholarship program Carry forward bursary scholarship program	751,755 <u>216,298</u> <u>968,053</u>	400,000
Program administration Advertising recruiting Board expenses Capacity Marketing Equipment purchase Office supplies Other administration expenses Professional fees Region administration Relocation expenses Rent Telephone and utilities Travel Wages and benefits Carry forward administration	25,470 20,783 149,303 156,999 (20,855) 31,903 62,139 37,619 55,905 - 189,336 47,236 82,230 342,646 <u>165,178</u> <u>1,345,892</u>	10,554 21,240 115,000 167,679 37,559 27,983 71,605 46,993 103,676 2,900 203,231 50,997 50,340 311,421 <u>237,100</u> 1,458,278 <u>8,874,566</u>
Operating net surplus	\$ <u>61,300</u>	\$418,487

During the year, \$61,300 (2012 - \$418,487) of consolidated revenue funding was spent on capital purchases; this amount is not reflected above.

RUPERTSLAND INSTITUTE STATEMENTS OF OPERATIONS EMPLOYMENT INSURANCE FOR THE YEAR THEN ENDED MARCH 31, 2013

Revenue	<u>2013</u>	<u>2012</u>
Federal funding Deferred revenue - prior year Deferred contributions - current year	\$ 4,478,516 178,547 (39,320)	\$ 4,478,516 (<u>178,547</u>)
	4,617,743	4,299,969
Expenses		
Region North East Client assistance Books, tuition, and student fees Employment support program	54,108 <u>16,795</u> 70,000	80,004 <u>6,206</u>
Region South Client assistance Books, tuition, and student fees Employment support program Targeted wage subsidy	<u>70,903</u> 247,616 721 	<u>86,210</u> 210,127 85 <u>1,997</u> 212,209
Region Central Client assistance Books, tuition, and student fees Student allowance Carry forward student allowance Employment support program Targeted wage subsidy	238,707 16,627 59,699 5,148 <u>10,368</u> <u>330,549</u>	267,240 - - 4,653 - - 271.893
Region North West Client assistance Books, tuition, and student fees Student allowance Employment support program Targeted wage subsidy	60,180 - 4,737 <u>11,440</u> <u>76,357</u>	84,214 5,206 3,421
Core program services Wages and benefits Carry forward wages and benefits	754,433 <u>59,377</u> <u>813,810</u>	637,834
Subtotal carry forward	\$ <u>1,539,956</u>	\$ <u>1,300,987</u>

RUPERTSLAND INSTITUTE STATEMENTS OF OPERATIONS EMPLOYMENT INSURANCE FOR THE YEAR THEN ENDED MARCH 31, 2013

Expenses - continued	<u>2013</u>	2012
Subtotal carried forward	\$ <u>1,539,956</u>	\$ <u>1,300,987</u>
Métis training to employment services Advertising and promotions Mobile office gas/fuel Casual labour Equipment purchase Insurance Office maintenance	2,037 27,622 24,990 4,602 7,000 22,626	1,545 21,428 10,387 13,793 4,667 24,445
Office supplies Other administration expenses Rent Employment Medicine Hat and Lethbridge Shared utilities Telephone Travel iterant Travel Wages and benefits	29,061 61,317 485,564 75,950 31,689 81,118 14,226 117,481 <u>1,192,048</u> <u>2,177,331</u>	30,870 48,367 446,810 82,566 27,850 81,117 12,492 64,065 <u>1,296,377</u> <u>2,166,779</u>
Carry forward - Métis training to employment services Equipment purchase Goods and Services Tax Office maintenance Wages and benefits	15,377 512 6,781 <u>17,938</u> 40,608	- -
Persons with disability program Client costs Other expenses Travel Wages and benefits	13,800 9,425 21,353 <u>66,103</u> 110,681	22,724 2,296 9,180 <u>67,701</u> 101,901
Carry forward - Persons with disability program Client costs Conferences Goods and Services Tax	14,870 3,750 <u>244</u> 18,864	- -
Partnership development Wages and benefits	58,525	58,525
Program administration Rent Wages and benefits	45,000 <u>626,777</u> <u>671,777</u>	45,000 <u>626,777</u> <u>671,777</u>
	4,617,742	4,299,969
Operating net surplus	\$	\$

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RUPERTSLAND INSTITUTE STATEMENTS OF OPERATIONS OTHER FOR THE YEAR THEN ENDED MARCH 31, 2013

Revenue	<u>2013</u>	<u>2012</u>
Balance transfer from Métis Nation of Alberta - Labour Market Development Revenue license fee Revenue host fee Revenue training Revenue travel Revenue user fee Revenue data conversion	\$ - 82,000 45,000 37,955 16,484 26,600 14,400 222,439	\$ 500 - - - - - - - - - - - - - - - - - -
Expenses		
Advertising Amortization Board fees Board meeting travel Board chair expenses Equipment purchase Goods and Services Tax Legal fees Professional fees Promotion and advertising Training costs Keto Data Services Wages and benefits	1,726 143,340 2,400 4,232 5,598 - 171 91,917 26,854 1,204 3,585 <u>84,753</u> <u>365,780</u>	96,248 - - 300 - - - 2,813 99,361
Operating net deficit	\$ <u>(143,340</u>)	\$ <u>(98.861</u>)

RUPERTSLAND INSTITUTE STATEMENTS OF OPERATIONS EDUCATION FOR THE YEAR THEN ENDED MARCH 31, 2013

Revenue	<u>2013</u>	<u>2012</u>
Federal funding Provincial funding	\$ 29,250 <u>74,411</u> <u>103,661</u>	\$
Expenses		
Equipment purchase Community consultation Goods and Services Tax Office supplies Professional fees Salaries and benefits Telephone, fax and internet Training and staff development Travel	1,569 6,038 303 229 24,050 63,052 568 850 7,002	- - - - - - - - - - -
Operating net surplus	\$	\$

Overview

Aboriginal Skills & Employment Training Strategy agreement (ASETS) funds have supported the ongoing management of the nine post-secondary endowments agreements held by the Métis Education Foundation as well as the creation of two new endowments for 2012-13. These funds have also supported travel costs by the Associate Director, Métis Education to participate in six of 11 community engagement sessions as well as a number of out-of-town post-secondary visits in the fall of 2012.

In 2012-2013 the Métis Nation of Alberta transferred responsibility for the K-12 mandate to Rupertsland Institute. Provincial grant monies totaling \$75,000 have helped to support activities targeted at Métis learners in the K-12 realm.

RUPERTSLAND INSTITUTE NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2013

1. Nature of operations

Rupertsland Institute (the Institute) was incorporated as a not-for-profit organization on July 8, 2010 under the Alberta Business Corporations Act. The Institute began operations on October 1, 2010.

On October 1, 2010 a new Aboriginal Skills & Employment Training Strategy agreement (ASETS) was signed by Rupertsland Institute (the "Institute") with the government of Canada. The agreement is effective from October 1, 2010 to March 31, 2015.

The Aboriginal Skills & Employment Training Strategy agreement (ASETS) agreement has given the Institute the opportunity to design and deliver Métis-specific labour market programming for off-settlement Métis people residing throughout the province, and its mandate provides for assistance to Métis clients to prepare for, obtain and maintain employment within the realm of community-based priorities, while reaching out to targeted youth, women and people with disabilities.

The funding for the Aboriginal Skills & Employment Training Strategy agreement (ASETS) was granted by two funding authorities: the Aboriginal Labour Market Program, which provides the funding under the Consolidated Revenue Fund, and Section 63 of the Employment Insurance component of the Aboriginal Skills & Employment Training Strategy agreement (ASETS).

The main components of the Aboriginal Skills & Employment Training Strategy agreement (ASETS) agreement include the following:

1. The Aboriginal Skills & Employment Training Strategy agreement (ASETS) is designed to help improve the employment opportunities of Aboriginal peoples and enable them to fully participate in the Canadian economy in a relationship based on mutual trust, respect and openness.

2. To provide funding to support the costs of programs, services, and other activities undertaken to increase the participation in the Canadian labour market. A long range strategic plan aligns the programming, services and other activities with the needs of the labour market and is responsive to the skill demands of employers while promoting strategic partnerships with the private sector and other governments.

The Institute is considered to be a non-profit organization and is exempt from income taxes under paragraph 149(1)(I) of the Income Tax Act (Canada).

2. First-time adoption of accounting standards for not-for-profit organizations

These financial statements are the first financial statements which the Institute has prepared in accordance with Part III of the CICA Handbook – Accounting, which constitutes generally accepted accounting principles for not-for-profit organizations in Canada. First-time adoption of this new basis of accounting had no impact on excess of revenue over expenses for the year ended March 31, 2012, or net assets as at April 1, 2011, the date of transition.

RUPERTSLAND INSTITUTE NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2013

3. Economic dependence

The Institute is dependent on on-going funding from the federal government. The external funding provided by the government allows the Institute to deliver the various programs described in these financial statements and without this funding many of the program operations would be reduced or cancelled.

4. Significant accounting policies

These financial statements were prepared in accordance with Part III of the Canadian Institute of Chartered Accountants ["CICA"] Handbook - Accounting Standards for Not-for-profit Organizations, which sets out generally accepted accounting principles for not-for-profit organizations in Canada and includes the significant accounting policies summarized below.

(a) Cash

Cash consists of balances with banks.

(b) Amortization

Capital assets are recorded at cost less accumulated amortization. Amortization is provided annually at rates calculated to write-off the assets over their estimated useful lives as follows:

Leasehold improvements	straight line, over the term of the lease
Equipment	20% diminishing balance
Mobile office	30% diminishing balance
Computer equipment	100% diminishing balance

The Institute capitalizes and amortizes assets with a purchase price of greater than \$5,000 in accordance with the terms of the Aboriginal Skills & Employment Training Strategy agreement (ASETS) agreement

(c) Revenue recognition

The Institute follows the deferral method of accounting for contributions from the Aboriginal Skills & Employment Training Strategy agreement (ASETS). These contributions are recognized as revenue in the year in which the related expenses are incurred. Restricted contributions for which a related expense has not been incurred are recorded as deferred contributions on the balance sheet. If contributions are received that do not have a funding agreement, revenue is recognized to the extent that expenses related to the funding have been incurred to the fiscal year, with the balance being deferred to the subsequent year.

(d) Expenses recognition

Expenses relating to funding which covers the fiscal year are matched against the funding received. Expenses relating to funding which covers a period extending beyond the end of the fiscal year, or to funding which covers no specific period, are recorded in the period for which the goods are received or services rendered.

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4. Significant accounting policies - continued

(e) Financial instruments

Financial instruments of the Institute include cash, accounts receivable and accounts payable and accrued liabilities. Cash is carried at fair value due to its short-term and highly liquid nature while the carrying value of the Institute's other financial instruments approximate fair values.

The Institute's exposure to credit risk, which is represented by the carrying amount of accounts receivable results from the possibility of default on required payments.

Liquidity risk is the risk that the Institute will encounter difficulty in meeting obligations associated with financial liabilities. The Institute is exposed to this risk mainly in respect of its accounts payable and accrued liabilities.

(f) Use of estimates

The preparation of the financial statements in conformity with Part III requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Significant management estimates include, but are not limited to, the collectibility of accounts receivable, the determination of the useful lives of property and equipment for depreciation purposes and the determination of the amount of accounts payable and accrued liabilities. Actual results could differ from these estimates.

5. Management of capital resources

The Institute manages its capital to ensure that it will continue to effectively operate under its funding arrangements and deliver services to the Institute's membership. The capital structure of the Institute consists of its net assets, comprised of equity in capital assets and its operating surplus/deficit.

6. Authorized overdraft

The Institute has an authorized overdraft of \$500,000 (2011 - \$500,000) available from Servus Credit Union which bears interest at prime (effective rate at year end of 3.00%), (2011 - prime). No amounts have been drawn against this authorized overdraft at year end.

The authorized overdraft for \$500,000 is secured by: General Security Agreement, Borrowing Resolution and Certificate of Non-Restriction.

RUPERTSLAND INSTITUTE NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2013

7. Capital assets

	2013		2012	
	Cost \$	Accumulated amortization \$	Cost \$	Accumulated amortization \$
Leasehold improvements Equipment Mobile office Computer equipment	77,618 181,346 297,259 59,037	47,796 51,193 121,930 40,445	77,618 157,230 297,259 21,854	27,713 21,669 46,789 21,854
	615,260	261,364	553,961	118,025
Net book value	35	3,896	435	,936

8. Related party transactions

Related party transactions occur in the normal course of business and are recorded at the exchange amount, which is the amount established and agreed to between the parties.

a) During the year ended March 31, 2013, the Institute made a contribution of \$968,053 (2012 - \$400,000) to the Métis Education Foundation for the Bursary Scholarship Program. The board of the Métis Education Foundation is comprised of Métis Nation of Alberta executive. The Métis Education Foundation was formed by the Métis Nation of Alberta.

b) During the year ended March 31, 2013, the Institute incurred \$25,000 (2012 - \$71,874) of administration expenses to the Métis Nation of Alberta. The Métis Nation of Alberta holds in trust 100% of the common shares and appoints five of the nine board members of the Institute.

c) During the year ended March 31, 2013, the Institute incurred nil (2012 - \$55,671) of rent expense to Métis Nation Holdings. The Métis Nation of Alberta owns 100% of Métis Nation Holdings Ltd.

d) During the year ended March 31, 2013, the Institute incurred \$119,471 (2012 - \$129,068) of rent expenses to 854528 Alberta Ltd. Métis Nation Holdings is a 50% joint venture participant together with 571978 Alberta Ltd., a wholly owned subsidiary of Apeetogosan (Métis) Development Inc., of 854528 Alberta Ltd. The Métis Nation of Alberta owns Apeetogsan (Métis) Development Inc.

RUPERTSLAND INSTITUTE NOTES TO THE FINANCIAL STATEMENTS MARCH 31, 2013

9. Deferred contributions

Contributions carried forward represent unspent contributions that are externally restricted for various purposes and have been carried forward to the 2013/2014 fiscal year when the required expenses will be incurred.

2013 2012	
Carryforward Consolidated Revenue Fund surplus - Labour Market Research \$ 15,000 \$ Carryforward Consolidated Revenue Fund surplus -	-
Red Deer contract 2,087 10,6	45
Carryforward for Consolidated Revenue Fund -	~~
mobile office purchases - 81,8	
Carryforward Consolidated Revenue Fund surplus Admin - 165,1	78
Carryforward Consolidated Revenue Fund surplus - North West program - 283,5	53
Carryforward Consolidated Revenue Fund surplus South program - 196,1	
Carryforward Consolidated Revenue Fund surplus -	02
North East program - 2,5	86
Carryforward Consolidated Revenue Fund surplus Central program - 48,7	09
Carryforward Consolidated Revenue Fund surplus -	
Provincial program - 256,7	78
Carryforward Employment Insurance surplus Core program - 59,3	77
Carryforward Employment Insurance surplus -	
Persons with Disability program 39,320 48,0	
Carryforward El surplus Métis Employment Centre 71,0	72
56,407 1,223,9	50
50,407 1,225,5	50
Deferred Revenue Keto Data Services 12,049	-
Carryforward Alberta Aboriginal Youth Achievement Awards 10,0	00
\$ <u>68,456</u> \$ <u>1,233,9</u>	50

10. Internally restricted fund

The Institute established an internally restricted fund for unforeseen or extraordinary expenses.

11. Commitments

The Institute has a rent sub-lease for its head office which expires in July 2014. The Institute also has several lease commitments for employment assistant centres. The total annual lease commitments are as follows:

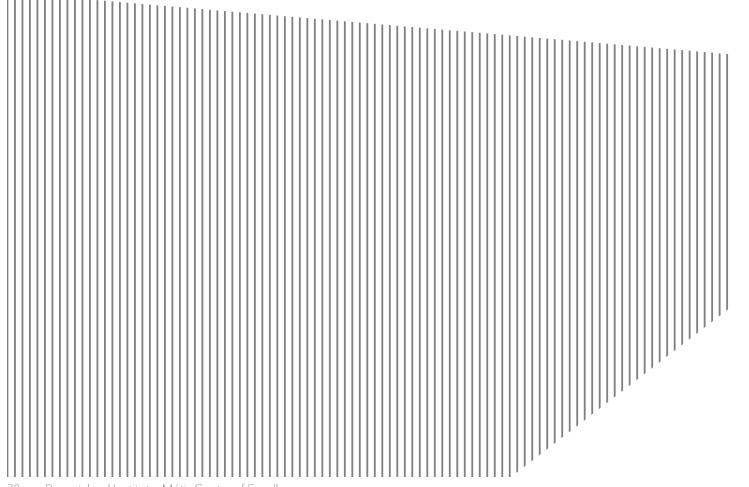
2014 2015 2016 2017	\$ 423,492 117,252 34,200 <u>19,950</u>
	\$ 594,894

12. Pension plan

The Institute sponsors a defined contribution pension plan for certain employees. The Institute contributes an amount equal to 5% of employee earnings. In addition, the employees are required to contribute an amount equal to 3% of their earnings. During the year, the Institute contributed \$141,025 (2012 - \$97,987) to the pension plan.

13. Comparative figures

Certain comparative figures have been reclassified to conform to the financial statement presentation adopted by the Institute in the current year.



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