



Rupert's Island Institute

Métis Centre of Excellence



ANNUAL REPORT

2013-2014

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Message from Rupertsland Institute Board of Governors Chairperson

On behalf of Rupertsland Institute Board of Governors and the MNA Provincial Council, I am pleased to present our 2013–2014 Annual Report to the Community.

As the Acting Chair of the Rupertsland Institute Board of Governors, I represent the Métis Citizens of Alberta, and am proud of the accomplishments made to date by my fellow Board members and the RLI staff in general. Under the umbrella of our mandates in education, training and research, I offer my sincere thanks to the Rupertsland Institute Board of Governors for its service to the Métis Nation and its continued commitment to the advancement of the Métis people in Alberta.

Under our strategic plan, the Rupertsland Institute has continued its mission “To enhance the individual and collective well-being of Métis people through quality education, training and research.” The month-to-month progress achieved by the Métis Training to Employment program, the research pub-

lications released over the past year, and the thousands of dollars of awards given to Métis students through the Métis Education Foundation endowment program are a testament to this. The Rupertsland Institute Board of Governors continues to focus much of its attention on organizational governance to build a strong foundation from which organizational successes will be sustained over the years.

I invite you to review this report and I hope that our activities over the past year will encourage you to promote our services in your own communities and personal networks so that we can increase our reach as broadly as possible. On behalf of the Board, I welcome any questions or comments you may have regarding the information contained herein and I look forward to meeting with Métis citizens across the province as we move forward into the future.

Sincerely,
Audrey Poitras

Message from Rupertsland Institute CEO

On behalf of our clients and staff at the Rupertsland Institute, I would like to thank the Métis Nation of Alberta and our Board of Governors for their commitment to the Métis public service. Our Board's tenacious desire to move forward in the area of corporate governance will serve to ensure that our organization will continue with good guidance and leadership in the years ahead. In particular, I would like to thank our regional staff for its tireless efforts and collective experience in managing regional activities with limited budgets. The Rupertsland Institute mandate could not operate without a dedicated staff; it is their tireless effort that brings a public face to client services across this province.

We believe that the Rupertsland Institute Métis Centre of Excellence is on the leading edge of the Métis public service and we want to express our sincere

appreciation for the trust that has been placed on this organization by the citizens of the Métis Nation through the Rupertsland Institute Board of Governors. We have now served for four years under the Rupertsland mandates handed down to us in 2010, and we will continue to do everything we can to carry these mandates proudly.

This annual report to the community is our opportunity to communicate what we have done over the past year directly to the Métis people, and to remain accountable to our parent and shareholder organization at the Métis Nation of Alberta. I hope that you will enjoy reading our report and that the achievements of the Métis public service instill the same pride that we feel at the Rupertsland Institute.

Sincerely,
Lorne Gladu

Message from Métis Nation of Alberta Minister of Education, Training and Research

As the Minister of Education, Training and Research for the Métis Nation of Alberta, and on behalf of the Métis Citizens of Alberta, I serve in an ex-officio position on the Rupertsland Institute Board of Governors. As much as it is my responsibility to ensure that the Métis Nation of Alberta Provincial Council is kept abreast of the activities of Rupertsland Institute, I strive to ensure that I represent the views of Alberta Métis Citizens to the Rupertsland Institute Board.

Under its mandate of Education, Training and Research, the Rupertsland Institute exists to meet the needs of the Métis people of Alberta. Under its highly qualified leadership representing the Board

of Governors, and the skilled efforts of RLI Staff, I am confident that Rupertsland Institute will continue to live up to its mandate and the expectation of Métis citizens. I am also confident that the contents of this report will reflect the dedication and perseverance of the Board's vision that will drive Rupertsland Institute to greater heights throughout the next year.

In closing, I would like to thank my fellow Board members at RLI for their commitment to the progression of the Métis Nation, and to RLI staff who serve the Métis people of our province.

Sincerely,
Karen Collins



Karen Collins, Lorne Gladu, Audrey Poitras

RLI Governance

The RLI Board provides direction to the CEO through Board policy and strategic priorities arising from the annual planning process. In addition, the Board revisits its mission and vision annually and discusses the long term goals of RLI. The role of the Board is to bring forward a vision and strategic direction for the organization. The role of the CEO is to develop business plan goals and objectives that are measurable and achievable on an annual basis with the view of attaining the Board's long-term objectives. To do this, RLI staff develop workplans and fiscal activities that will be undertaken to achieve those long term goals, along with metrics to measure progress.

In April 2012, the RLI Board conducted its first strategic planning session and identified priorities that were updated in June 2013 and again in April 2014. The following mission, vision and strategic priorities have been identified by the RLI Board:

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

Vision – “A skilled and self-reliant Métis Nation through education, training and research”

RLI Strategic Priorities 2013 – 2016

- ∞ To work towards greater efficiencies in RLI programs and services;
- ∞ To maximize Métis students access to MEF

endowments;

- ∞ To strive towards greater completion rates and employment outcomes for Métis clients;
- ∞ To develop successor strategies for RLI management;
- ∞ To ensure Métis representation in Government policy and processes impacting Métis education, training, and research;
- ∞ To research and explore the establishment of a Rupertsland Academy of Métis Learning;
- ∞ To support the Rupertsland Centre for Métis Research and to promote academic research on Métis education and training; and
- ∞ To investigate, develop and implement policies, programs, and services on the basis of sound decision-making and research.

Values

- ∞ To work together in a spirit of openness, honesty, integrity, accountability, and transparency;
- ∞ To continually improve the quality of programs and services and demonstrate excellence through high performance outcomes;
- ∞ To promote the ideals of self-sufficiency and self-sustainability;
- ∞ To promote and invigorate Métis culture; and
- ∞ To develop collaborative, respectful and relevant partnerships.



Karen Collins, Dr. Ingrid Johnston, Dr. Brendan Hokowhitu, Alex Gordon, Audrey Poitras, Don Sieben, John Phillips

Board of Governors Activities 2013-2014

Over the past year, the RLI Board of Governors (the Board) has spent considerable time developing the foundations of RLI governance and has worked closely with the MNA respecting the bylaws of the Métis Education Foundation. The Board believes that it is important to build a solid foundation for RLI to ensure a lasting legacy in education and training. Earlier this year, the Board appointed three Standing Committees under which a number of governance activities will take place. The three standing committees are:

1. RLI Governance Committee;
2. RLI Human Resources Committee; and
3. RLI Finance and Audit Committee.

While some of the work produced by the Governance Committee remains outstanding or needs Board approval, the Committee did manage to complete its work on a revised set of Articles of Association which were initially incorporated in July 2010. The Articles of Association are the bylaws of RLI. The Governance Committee worked closely with staff and legal counsel to complete the revised Articles and at the time of writing, is waiting to present the Articles to the MNA Provincial Council for review and approval on July 25, 2014. If approved, RLI will register the revised Articles with Alberta Corporate Registry and they will be in effect at that time.

In addition to this, the Governance Committee completed the RLI Board Policies and Procedures manual which outline a) Board Operational policies; b) Board-CEO Relationship policies; and c) CEO Limitations policies. The manual is based on policy governance for RLI, as opposed to administrative governance, which is the general policy application in most Aboriginal communities. Policy governance separates and truly sets the Board apart from administrative duty and, in this case, allows the Board to do its work through one staff - the CEO. We believe that RLI is first among its peers to implement policy governance and is proud of this accomplishment.

The other piece of work completed by RLI is not necessarily under RLI governance, but rather Métis Education Foundation (MEF) governance, where RLI is the facilitator of logistics and actions taken by the MEF Board. The MEF Board (which is the MNA Executive) and its legal counsel has reviewed the outdated bylaws of the MEF and has revised them to bring a more contemporary language and 2014 circumstance to the bylaws, in light of recent activities regarding Métis endowments. At the time of writing, the revised bylaws are close to completion and are scheduled to be presented to the MNA Provincial Council on July 25, 2014.

Rupertsland Institute Board of Governors

RLI Chair – Vacancy

Audrey Poitras – President, Métis Nation of Alberta

Karen Collins – MNA Ministry of Education, Training & Research

Dr. Brendan Hokowhitu – Dean, Faculty of Native Studies, University of Alberta

Dr. Ingrid Johnston – Associate Vice President Research, University of Alberta

Don Sieben (MBA; FCA) – Partner, Peterson Walker

John Phillips (BA; LLB)

Alex Gordon – President, Algor Enterprises

MNA Member – Vacancy

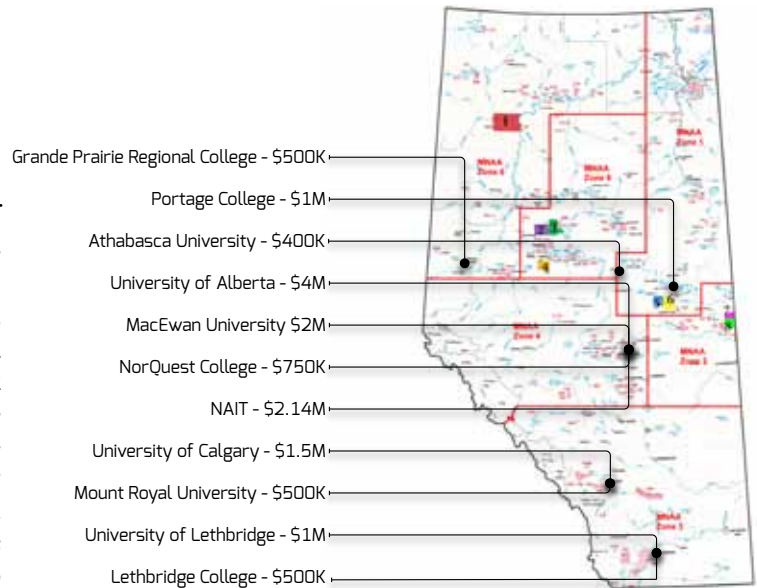
Education

Métis Education Foundation (MEF)

The Métis Scholar Awards were created to assist Métis students who are pursuing full time studies at post-secondary institutions in Alberta. Under RLI administration and through financial transfer agreements from the ASETS agreement to the MEF, a number of Métis specific endowment agreements have been created at post-secondary institutions across the province. As only the interest from the endowments is dispersed in awards to students, these agreements will always retain their principal value and will continue to support Métis students in perpetuity. The Métis Scholar awards bridge the Métis education gap by providing limited funding for Métis students until they reach the final year of their College or University programs, at which point they become eligible for final year funding under the ASETS agreement. Between the MEF Métis Scholar Awards and RLI Métis Training to Employment supports for the final year of studies, the MEF and RLI reduces the overall costs of education and the financial burden of student loans for Métis students.

Endowment Partnerships

Through RLI's contributions of \$7.5M dollars, matched by eleven post-secondary endowment partners, RLI has leveraged a total just under \$15M dollars for the MEF. A Terms of Reference and a Memorandum of Understanding with each endowment partner ensures collaboration. Joint partnership committees are created to enhance any initiatives that contribute to positive academic and employment outcomes for Métis people. The post-secondary institutions manage the principal endowment investments, and RLI on behalf of MEF, determines selection criteria and award amounts through the endowment agreement and terms of reference. Both parties jointly market

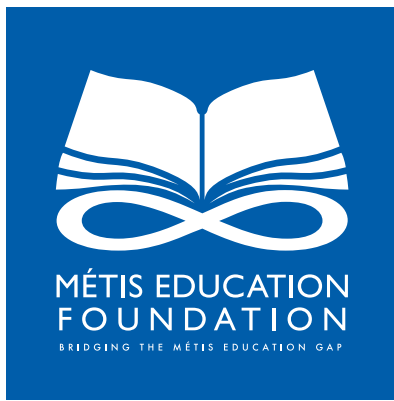


Endowment Amounts At Alberta Post Secondary Institutions

the Métis Scholar Awards and are involved in the selection of the award recipients.

This 2013/2014 Academic year Métis Scholar awards were dispersed to 105 Métis students pursuing full-time post-secondary studies with a total value of \$368,800 (these are all outside of and in addition to the clients funded under the ASETS).

POST-SECONDARY INSTITUTION	AWARDS GIVEN	TOTAL VALUE
Athabasca University	4	10,000
Grande Prairie Regional College	3	4,500
Lethbridge College	3	3,000
MacEwan University	32	84,000
Mount Royal University	5	21,500
NAIT	24	64,300
Norquest College	4	12,000
Portage College	5	7,500
University of Alberta	10	85,000
University of Calgary	5	40,000
University of Lethbridge	10	37,000
TOTAL	105	368,800



BRIDGING THE MÉTIS EDUCATION GAP IN ALBERTA

The Future of the Métis Education Foundation

The MEF, under its new logo, is now in a position to support Métis students well into the future and remains committed to its vision of establishing more endowment agreements until such time the ASETS disallows further investments. In addition to this, the MEF Board felt it was necessary to gauge how well the existing endowments are actually doing before moving on with additional partnerships. It was decided that as part of its management role, RLI should conduct a financial and operational review of the existing agreements and report on their performance. Therefore, at the moment, RLI is conducting a financial and operational audit of each existing endowment partner with the following objectives:

- ∞ Receive, compile and analyze financial data to determine true financial performance;
- ∞ Develop a standard financial reporting template for all endowment partners;
- ∞ Receive, compile and analyze operational data to determine true operational performance;
- ∞ Create a comparative framework template for the Métis Education Foundation;
- ∞ Provide key financial and operational recommendations for continuous improvement for all 11 endowment partners.

RLI has not completed the full scope of the review, however some of the challenges that have been identified to date include:

- ∞ Assisting our endowment partners to reach their targets of student awards to be dispersed annually;
- ∞ Reducing wide ranges in award value to maximize the number of Métis students who can receive access to the awards;
- ∞ Working with institutions who have not fully

matched RLI's contribution to the endowment principle;

- ∞ Standardizing practices, terminology and language used in reporting, including terms such as:
 - ∞ Book value;
 - ∞ Market value;
 - ∞ Expendable balances;
 - ∞ Administration fee;
 - ∞ Rate of Return calculations.

As the MEF looks to the future, the most exciting decision made by the MEF Board was to approve a unique endowment within the MEF itself which will focus on Métis students pursuing a post-secondary education outside the scope of the current 11 endowments. Administered jointly by the MEF and RLI, the challenge will be to raise matching contributions to committed funds from the ASETS agreement.

Alberta Education Funding Cut for K-12

Our presentation last year included a report that we had been cut at 100% of K-12 funding for education policy activities. Alberta Education did not provide any notice to the MNA regarding this decision and, as a result, breached the "Alberta-MNA Framework" Agreement where this obligation exists. RLI is the delivery agent for the MNA on K-12 activity. But in order for RLI and the Métis Nation to have proper representation at the policy tables impacting our children's education, we need to have this funding completely restored and more. We have made numerous attempts both from the MNA and RLI to have this matter dealt with by government officials, including members of the legislative assembly, and we have not been successful. We have met with the Deputy Premier (Thomas Lukaszuk) and we have sent correspondence by letter and email to MLA Maureen Kubinec, Chair of the regulatory and community engagement process, and we communicated with the Deputy Minister of Education, Greg Bass - all to no avail. The Alberta Government simply refuses to engage Alberta Métis on matters related to education and K-12 policies despite its huge machinery to conduct engagement and its grand committee structures seeking viewpoints from every segment of the Alberta population, except the Métis Nation. At this point, we have no activities to report under this area of the RLI mandate other than to say we have received numerous committee invitations from Alberta Education officials to have us participate in consultations despite their knowledge that we have no capacity or staff to do so. Unfortunately, when the funding cut occurred last year, we lost our education staff as well.

Training

The Aboriginal Skills and Employment Training Strategy (ASETS)

The Governing Members of the Métis National Council 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. Following a series of strategies, the Government of Canada introduced the Aboriginal Skills and Employment Training Strategy (ASETS) in 2010. The ASETS carries the same budget of \$1.6 billion over this 4.5 year period and, as in previous strategies, is distributed amongst 80 agreement holders across the country, five of which are Métis agreements.

ASETS has three main pillars:

1. demand-driven skills development;
2. strategic partnerships; and
3. enhanced accountability and results.

The RLI ASETS agreement, covering the period 2010-2015, was signed in October 2010 between the RLI Board of Directors and Human Resources and Skills Development Canada [now renamed Employment and Social Development Canada (ESDC)]. The ASETS provides annual funding to a total of \$13.6 million for RLI.

ASETS Renewal and Engagement at the National Level

The current ASETS agreement is scheduled to sunset on March 31, 2015. Negotiating the terms of a new

strategy and contribution agreement is a long and complex process. The preliminary work by both the federal government and the Métis agreement holders began last year.

As part of the new strategy, ESDC undertakes a consultation process to re-establish the financial distribution model for the ASETS, which in itself is a complex exercise. A national working group is set up to tackle the complex and divisive issue of allocating \$1.6B amongst Aboriginal communities across the country. This group will develop a new distribution formula that the ESDC will use to determine funding allocation levels among Aboriginal groups at the regional and sub-regional levels. The working group includes representation from the five National Aboriginal Organizations and, at present, RLI is one of two Métis representatives appointed to work on this important task.

ESDC also requires that all programs be evaluated prior to their termination as a pre-condition for entering into a renewal process. A consulting company has been contracted by the Government of Canada to conduct an evaluation of the ASETS. As expected, RLI is one of the selected agreement holders to be evaluated – this has been required of RLI in all previous occasions dating back to 1996.

The Métis Human Resource Development Agreement (MHRDA) working group was developed in 1999 to support the labour market activities of provincial Métis service providers, to coordinate policy responses to federal labour market initiatives and to serve as a conduit between ESDC and the Métis agreements. Rupertsland Institute and its predecessor have been part of the MHRDA working group since its creation in 1999; over the years, the Alberta representatives have assumed a leadership role within the working group.

The MHRDA working group is attempting to make “the business case” and to show that funding the Aboriginal Labour Market Program is a good invest-

ment. Meetings with federal government officials have taken place and several reports have been produced and provided to federal politicians and bureaucrats. The MHRDA working group published “Métis Works”, which is now an annual publication, and this year includes extensive reporting on MHRDA accomplishments, including a long list of client success stories as well as salient partnerships.

As a result of collaborative work between RLI and the Rupertsland Centre for Métis Research (RCMR) at the University of Alberta, several research papers relevant to labour market issues have also been produced and widely distributed, culminating in an RLI presentation on one of these reports to the House of Commons Standing Committee on labour market development.

RLI Operational Accomplishments and Challenges

RLI is recognised as a leader among peers in the area of employment and training and has led to RLI inclusion in all national advisory committees set up by ESDC. We are the only ASETS agreement holder in Canada who has developed a client database (KETO Client Data System) recognized by ESDC that is capable of accurately uploading program results to ESDC’s national database. While KETO was developed for RLI reporting purposes, it is now used by 28 ASETS holders to report program results. RLI staff provides training and support to KETO users, and monitors uploaded data to ensure that the national database accurately reflects the results of interventions under ASETS. Over the past year, RLI’s quality assurance of client data has identified several errors in the ESDC database with respect to reported results, which have been brought to the attention of federal government officials and has resulted in improved accountability for the ASETS strategy as a whole.

While RLI can point to many successes this fiscal year, we are not without issues or challenges. As many will believe, the RLI annual budget at \$13.6 million seems large, but it has been frozen under the present distribution formula since 1999; a process that is euphemistically called “funding at historical levels.” This has not only limited RLI’s ability to respond to client needs but has significantly impacted the way in which RLI conducts its operations. The inflationary impact on purchasing power alone has decreased our ability to purchase goods and services by 26.28%. In other words, the \$13.6M dollar budget that RLI has received (since 1999) would need to increase by an additional \$4.6 million in 2014 just to keep up with the pace of inflation. In effect, over the last 5 years, RLI has lost approximately \$23 million due to inflationary pressures. The above calculations do not take into consideration Métis population growth,

which makes the budgetary freeze even more onerous.

To cope with the increasingly reduced purchasing power of the budget, RLI has implemented the following measures:

- ∞ Over time, RLI has decreased its workforce from 80 staff in the 2004-2005 fiscal year to 55 in 2014-2015. This represents a reduction of 31% in staff levels;
- ∞ RLI has decreased the number of full-time Métis Employment Assistance Services offices from 16 in the past to 10 in this reporting year. RLI now utilizes two mobile units to maintain service to those communities affected by a closure and to enhance services to other remote locations. This has resulted in an overall savings in rent and infrastructure costs of \$600,000 under today’s dollar;
- ∞ RLI has re-focused efforts and priorities on short-term training once again over the longer term investments which will impact Métis client skill sets and hence the concept of client-self-sufficiency;
- ∞ RLI has invested in video conference equipment to reduce the travel costs associated with meetings and staff training workshops involving regional and head office staff.

While RLI will continue to monitor operations in an attempt to stream-line or create further efficiencies, more funding is actually needed if we are to continue providing services that the Métis community needs and has come to expect.

Training

Métis Training to Employment (MTE)

At least 85% of the annual RLI budget is allocated to the programs and services offered to clients, all of which are impacted by the cost of doing business mentioned in the previous section of this report. In addition, the Government of Alberta has implemented funding cuts to post-secondary institutions which, in turn, have passed on their deficits to students through increased costs around tuition, books and other fees. RLI has historically provided full funding for eligible Métis clients attending final year of post-secondary schooling and, over the past few years, the training costs per client have risen dramatically. In the past fiscal year (2013-14), for the first time in ASETS history, RLI was forced to turn clients away because regional budgets were fully committed well before fiscal year-end. A subsequent review also showed that RLI funded fewer clients in 2013-2014 as compared to previous years.

The concern with funding fewer clients is that RLI may face a challenge in reaching its targets for the fiscal year for the number of employed clients under the ASETS accountability framework. To maximize its resources, and to ensure an appropriate number of clients will be assisted, RLI has adopted or intends to adopt the following measures for the coming fiscal year:

- ∞ A funding cap of \$8,500 per person has been established to cover tuition, fees, books and equipment. This means that two-year funding will no longer be available and clients in high tuition post-secondary programs may have to assume a portion of their education costs. Income support provided to clients in training will remain at present levels. These measures will keep the average cost per funded client within a more manageable range of \$15,000 per client;
- ∞ Greater diligence will be applied to ensure that future client funding is destined to Métis clientele demonstrating genealogy linkages to the Métis homeland. RLI will now ask clients to provide verifiable genealogy or rationale as to why he/she is self-identifying as Métis;
- ∞ In the past, RLI has made efforts to serve all Alberta Métis and in 2013-14 at least 88 clients living on Métis settlements were funded by RLI. This number has steadily increased to a point of being unmanageable as the demand for off-Settlement client funding is now outpacing the ability of RLI to meet all requests, including clients living on Métis settlements. As such, the RLI Board will need to reconsider its current support of on-Settlement Métis applications and may have to restrict the current access. It should be noted that Métis Settlements have their own ASETS agreement.
- ∞ RLI will need to increase its efforts to report employment results for non-funded clients who did not receive funding assistance but accessed job search and employment referrals to employers from MTE services. While it is often difficult to locate these clients once they are employed, the reporting of non-funded interventions leading to employment will increase our employment results under ASETS. A total of 81 non-funded employment results were reported in 2013-2014, and it is expected that this total will increase to more than 200 in the next reporting year due to enhanced efforts around this priority.

On-line Funding Application.....

As another example of cost-saving initiatives, RLI has embraced the use of technology to create efficiencies in client services. To this extent, RLI is currently

developing an on-line application system for Métis students who are in post-secondary programs and are requesting support for their final year of study. Approximately 30% of MTE clients fit this category and they will now be able to access a stream-lined application process for post-secondary funding. These clients can complete their funding request on a home computer, photograph the required back-up documents, and converse with an employment counselor by e-mail without having to enter an employment centre. If this works well, this may also create other efficiencies and reduce the need for the current infrastructure and the employment centre network that is currently in place under MTES.

A focus group of RLI staff worked directly with a programmer to develop the on-line application, which was tested in June 2014, with province-wide access expected in early July.

Partnership Activities.....

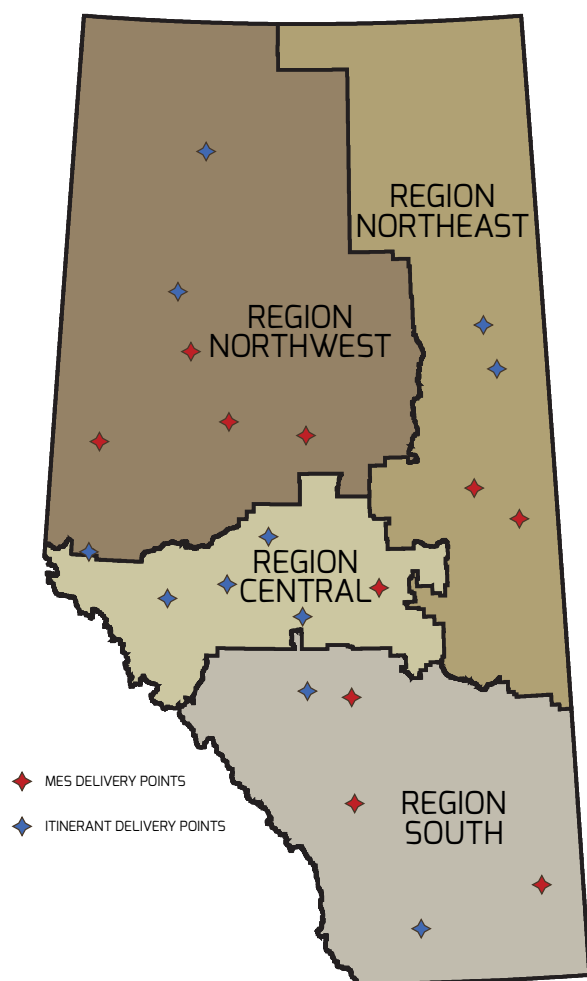
Strategic Partnerships are one of the three pillars under the ASET Strategy. Developing partnerships is a time-consuming endeavour that requires expertise and timing. While most partnerships are developed at the regional level, the Senior Management Team plays a role in guiding these negotiations and ensuring that partnership activities are beneficial to RLI clients. In cases where an employer partnership straddles two or more regions, RLI head office assumes primary responsibility.

Several partnership opportunities were considered during this reporting period. As well, many opportunities were explored outside of the RLI mandate, but do not result in measurable gains for Métis clients. Partnership opportunities that do look promising are in health care including Alberta Health Services, which provides employment in the health fields for Métis clients. Many summer employment opportunities with the Royal Bank of Canada and Alberta Health Services have been explored as well.

Métis Training to Employment Services (MTES).....

The RLI service delivery network 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 client services in their respective region. Client services are provided to the region at full time MTES office locations in more populated centres, or through part-time or Mobile Employment services in more remote locations.

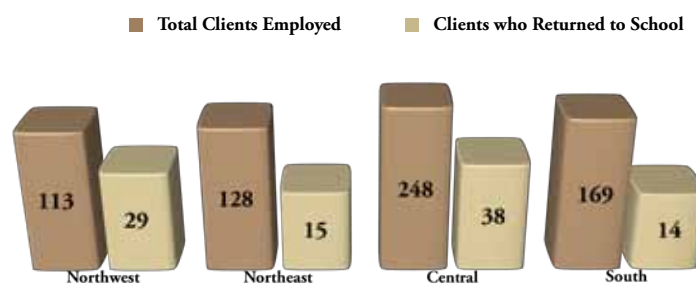
MTE services that are available include: access to job banks and labour market information, assistance



Métis Training to Employment Office Locations

with resumes or job search, referral to a job opportunity, employment assessment and counselling, information on education programs and sources of funding, access to support for persons with disabilities, as well as access to RLI programs and funding for eligible Métis clients.

Labour market self-sufficiency for Métis clients is one of the RLI strategic goals under its business plan. This is why MTE services are designed to assist clients to move toward self-sufficiency through appropriate training interventions. Employment counselors work with Métis clients to determine barriers to employment, develop action plans to help them overcome barriers and access training directly linked to employment. On-going support and follow-up is provided both during training and upon the completion of training by providing job search interventions. 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.



Annual Results Achieved by Region

Annual Results Achieved: April 1 2013 – March 31 2014

	NORTHWEST	NORTHEAST	CENTRAL	SOUTH	RLI TOTALS
Clients Served under Action Plans	128	141	290	159	718
*Some Action Plans have more than one intervention below:					
Clients with Funded Interventions	92	130	266	135	623
Clients without Funded Interventions	40	12	25	31	108
Total Funded and Non-funded Clients	132	142	291	166	731
Clients Employed who were EI eligible (EI)	39	50	99	71	259
Clients Employed who were not EI eligible (CRF)	74	78	149	98	399
Total Clients Employed	113	128	248	169	658
Clients who Returned to School	29	15	38	14	96

TOTAL EMPLOYED AND RETURNED TO SCHOOL

754

Northeast Region

The Northeast Region encompasses both MNA's Region 1 and Region 2 and includes two MTE offices located in Lac la Biche and in Bonnyville. The Northeast Region is staffed by seven employees and provides bi-weekly service to Conklin and Ft McMurray and utilizes the RLI Mobile Employment unit to provide services to Cold Lake, St. Paul and Lloydminster.

Labour market activity throughout the region is focused heavily on the oil and gas industry, with the Conklin/Janvier area currently showing the highest level of oilfield activity. Employers in the area are very committed to hiring local labour first, and Métis individuals wanting to secure employment often

higher skilled employees with certification in power engineering, administration or management.

The Region has many large employers who are concerned with the impact of retirement on their workforce. If only 6% of their company employees retire annually, retirement alone will create demand for hundreds of highly skilled workers in the region each year.

Regional Projects

Based on the unique labour market opportunities in each area of the Region, Northeast regional staff offered the following projects in the 2013-2014 fiscal year:



Camp Cook Project Participants

only need RLI assistance with preparing a resume, or funding for safety tickets. Jobs in the Lac la Biche area are high paying and fairly secure as the demand for labour far outstrips the supply.

Employment in the Bonnyville area is also oil and gas related but especially strong in the Cold Lake, St Paul and Lloydminster area. Highest demand is for

Construction Safety Training project

This project located in Lac la Biche was designed to provide safety certification and personal protective equipment for Métis individuals wishing to gain entry level employment in the oil and gas industry.

Partners include: MNA Region 1, Local 2097 in Lac la Biche, and the Construction Labour Union 92.

Camp Cook project

The goal of this project was to train Métis individuals as Camp Cook Assistants to enable them to gain employment with PTI. While this project was specific to the Ft McKay area, PTI offers employment opportunities across the province as a whole.

Partners include: The provincial government and PTI.

Oilfield Administration Assistant Project

This project located in Bonnyville was designed to prepare women for administrative employment or



Camp Cook Project

contract work in the oil and gas sector. The program includes:

- ∞ Computer skills;
- ∞ Accounting certification;
- ∞ Office administration;
- ∞ Employability skills;
- ∞ A three week practicum placement.

Region 2 Youth Conference

Held in conjunction with the MNA Annual Assembly in Cold Lake, 40 youth participated in a variety of workshops from career planning, exposure to careers in the firefighting and broadcast industry and



Sash Weaving at Zone II Youth Conference

other topics designed to encourage youth to stay in school.

In conclusion, through RLI involvement, the Northeast region assisted 128 clients become employed and 15 clients return to school following an intervention in the 2013-2014 fiscal year. The Northeast region has a very active labour market and many opportunities exist for Métis clients to gain employment. Regional staff will continue to support Métis individuals in obtaining lucrative employment through short term interventions, while at the same time encouraging clients to consider the post-secondary certification that will provide access to the highly skilled employment opportunities becoming available within the region.



Youth Speaker at Zone II Youth Conference



Zone II Youth Conference

Northwest Region

The Northwest Region encompasses both MNA's Region 5 and Region 6 and includes four MTE offices located in Slave Lake, Grande Prairie, Peace River and High Prairie. The region is staffed by eight people and provides monthly service to High Level, Fort Vermillion, and Slave Lake through the RLI Mobile Employment unit.

Consultations held in communities throughout the region in late 2012 provided input from Métis communities relating to the local employment and training needs. Using feedback from these meetings, regional staff planned the training projects and marketing efforts to be implemented in 2013-14. Some highlights for the 2013-14 fiscal year included:

- ∞ A Marketing tour to High Level, Fort Vermillion, Manning and Cadotte Lake. These largely isolated communities were presented with targeted presentations and information to create awareness of RLI programs and services. Participation in several career fairs enabled staff to connect with Métis students, teachers, community members, and employers.
- ∞ Regional involvement with the Métis community and with other community-based institutions included work with: interagency committees, Region 6, the Elder's centre in Grande Prairie, and participation in youth conferences in communities throughout the Region.
- ∞ A visit to the Grande Prairie office by Thomas Lucaszuk, the Provincial Minister of Jobs, Skills, Training and Labour provided an opportunity to highlight RLI accomplishments and the services provided to the community.

Regional Projects

As with the rest of Alberta, the Northwest region is experiencing a very tight labour market, and region-

"I want to thank Rupertsland for the opportunity to attend the Industrial Readiness program in 2013. I have since been hired by Frontier Technologies as an Installation Technician installing Eastlink cable, phone, and internet services for the Grande Prairie and surrounding area. This is a field I have tried and tried for many years to be hired into. The Industrial Readiness program, gave me the edge over the competition to have my resume placed on the top of the interview pile. I thank you once again for helping me get noticed in a field of work that I love.

~Andrew Bellam



al staff follows the labor market supply and demand as a basis for planning training projects and providing the best possible advice to clients.

Thus, in response to existing labour market conditions and community input, the NW region launched the following successful training projects during 2013-2014:

Industrial Readiness Project

This project was designed to link clients to employers in the local community. Clients were provided with:

- ∞ Basic employability skills for industry;
- ∞ 12 safety tickets, as well as Chainsaw Safety for 6 clients;
- ∞ An introduction to the trades.

Aboriginal Student Job Shadow Youth Project

This five week project was designed for Métis youth ages 15-17 to gain certification and explore careers

Minister Lukaszuk visits the RLI Grande Prairie Office



with local employers. This popular project has been recognized provincially as a best practice and each year improvements suggested by employers and clients make it even better. Students are provided with:

- ∞ Safety ticket training;
- ∞ High School Credits;
- ∞ Drivers training Class 7;
- ∞ Experience living on campus;
- ∞ 3 weeks job shadow with an employer/partner

Partners included: the City and Country of Grande Prairie, the Alberta Government, WCTC, Northern Alberta Development Council, Weyerhaeuser, Ainsworth, Pennwest, Alberta Health Services, Aquatera & Devon.

Trades Work Project

A ten week apprenticeship program, open to clients throughout the region, is designed to assist participants in gaining an apprenticeship opportunity in their home community. The project included:

- ∞ An introduction to the trade of choice through work exposure;
- ∞ Safety ticket certification required for the trade of choice;
- ∞ Trade specific academic upgrading to successfully challenge the Alberta Apprenticeship Entrance Exam;
- ∞ Workplace culture, building confidence and

I was funded by Rupertsland Institute to complete my final year in the Bachelor of Science in Nursing Degree program at Grande Prairie Regional College. The support I was given allowed me to finish my four year program in three and a half years while being able to make it on the Dean's list. I have completed my degree program and am employed with Alberta Health Services at the U of A Hospital and the Royal Alexandra Hospital. I have finally reached the career I have been so passionate for. ~Kayla Glas



personal strength as well as the basic skills required to succeed in an employment setting;

- ∞ Resume development, job search skills and referrals to employers;
- ∞ A two week work experience job placement in the client's home community.

Partners include: Employment and Social Development Canada, and 18 local employers offering work experience in eight apprenticeship trade areas.

Exploring Future Careers Camp

A one week camp for female Métis youth designed to encourage them to stay in school and pursue a science and technology career. The program included:

- ∞ Exposure to health, science, technology and engineering careers through tours and talks with career professionals;
- ∞ Career planning resources and funding information;
- ∞ An understanding of Métis history and relationship to the land.

Partners include: Métis Local 1990, and the Canadian Paraplegic Association.

Class 1 Truck Driver

The Enhanced Class 1 Driver Project was offered to Region 5 and 6 clients and included accommodation and training from the Capilano Truck Driver Training Institute.

In conclusion, overall 2013-2014 was a successful year. Through RLI involvement, the Northwest Region helped 113 clients achieve employment, and 29 return to school following an intervention. The RLI Northwest Region remains committed to maximizing resources in tandem with the economy and desires of the Métis community in this Region.



"The Trades Work Program was available at a time in my life where I needed to make a career change so that I could better provide for myself and my family. The skills and experience I obtained helped me to decide what trade I wanted to pursue. After my work experience at Canyon Technical Services, I was offered full time employment as an Apprentice Parts Technician. I am very happy with my career change and appreciate Rupertsland Institute for providing me support, above and beyond what I imagined." ~ Tracy Fiddler

South Region

The South Region encompasses all of MNA Region 3 and includes two MTE offices in Calgary and Red Deer. RLI also contracts with SAAMIS Aboriginal Employment and Training Society to deliver services on behalf of Métis clients in Medicine Hat. The South Region is staffed with 10 employees, and provides monthly services with the RLI mobile employment unit to the communities of Lethbridge, Pincher Creek and Crowsnest Pass.

The RLI Red Deer MTE office provides services to Métis clients and, on behalf of Community Futures Treaty Seven (CFT7), to First Nations individuals. CFT7 is an ASET holder that offers employment related programs and services to First Nation clients and uses the KETO data system to collect and upload client information. Through this partnership, RLI offers efficient one stop services to all aboriginal people in Red Deer, and benefits from a CFT7 contribution to the Red Deer centre's operational costs.

Throughout the year, the South Region staff have attended many events where there was an opportunity to network and form relationships with agencies and post-secondary institutions. Attendance at MNA Region 3 meetings and bi-weekly Senior's Lunches keep RLI staff in Calgary well connected to the Métis Community. Red Deer staff have participated in Chamber of Commerce meetings and attended career fairs in Central Alberta, Rocky Mountain House and at Red

Deer College. Red Deer staff are also active in two employer community events related to Aboriginal Recruitment and Retention.

Regional Projects

Large post-secondary institutions in southern urban areas collectively offer a wide variety of programs and training options to the public. South Region staff therefore find it difficult to design projects that meet the diverse needs of clients spread throughout the remaining south region, and often depend on bulk seat purchases in existing training programs to meet needs of individual Métis clients. Two successful projects that were held in 2013-2104 were:

Health Care Aid Project

This project was designed to assist clients in the Medicine Hat area access employment as a Health Care Aid. All Métis clients in the project completed the program and are employed. The project included:

- ∞ Health Care Aid certification;
- ∞ Grade 12 Equivalency Diploma;
- ∞ Safety certification;
- ∞ Two uniforms.

Heavy Equipment Operator training

A nine week program delivered by the Interior Heavy Equipment School in Innisfail was designed to train eleven Métis clients to safely operate heavy equipment. Employers looking for skilled workers approach the school for candidates and, as a result,

Health Care Aid project participant Tristan Williams obtained her certification plus her GED, and was offered full time employment upon completion. When asked to describe how her situation has changed since completing the program she says

"My husband got sick last September and was off work for five months. My income as a Health Care Aide was able to support our family. It was huge for me to know that I can support my family in an emergency. The GED helped improve my basic education and I feel I have grown as an individual. I am more confident and feel that I am a better person for having completed this project.





Heavy Equipment Operator Project

all the clients trained found employment. The project included:

- ∞ 205 hours of equipment training on five pieces of equipment;
- ∞ Safety tickets;
- ∞ Protective equipment;
- ∞ Support in finding a job.

In conclusion, the South Region staff assisted 169

clients to gain employment and 14 return to school following an RLI intervention in the 2013-2014 fiscal year. The South Region covers a large geographic area that includes major urban centres, making it difficult to market RLI services effectively. South Region staff will continue to inform clients of opportunities for Métis clients by strategically approaching schools, Métis locals, and agencies that can help spread the word about RLI programs and services.

Michelle Dennis is an alumna of Mount Royal University's Bachelor of Communications – Public Relations program graduating as a Valedictorian and Centennial Medal winner. During her time at Mount Royal, Michelle served as a member of General Faculties Council and Vice-President External for the Students' Association of Mount Royal University. She also served as president founding of the Mount Royal Métis Student Club and volunteered as an Aboriginal student mentor with the Iniskim Centre.

In the Spring of 2013, Michelle joined Suncor Energy in stakeholder and Aboriginal relations as a co-op student extended to a new role as Communications Advisor for Stakeholder and Aboriginal Relations. She is a council member of the first Métis Women's Economic Security Council for the Government of Alberta, volunteers as a panel speaker and mentor for Aboriginal youth, and is a proud member of Métis Nation Region III.

Michelle's involvement with Rupertsland Institute started while volunteering at a recruitment fair for Mount Royal's Iniskim Centre, where she met employment counsellor, Nash. Their evolving discussions over the next year eventually lead to Michelle completing her degree with support and guidance from Nash, and funding from Rupertsland Institute for her final year.

She says that Rupertsland Institute Métis Training to Employment financial support enabled her to reach her dream of achieving a 4.0 GPA in her final semester. "It's amazing the personal potential all students can achieve without financial stress weighing them down," says Michelle.



Central Region

The Central Region encompasses all of MNA Region 4, and includes eleven staff who work out of the MTE office in Edmonton. One staff member delivers regular part-time services to Whitecourt and Edson, and the Mobile MES unit is also utilized to provide monthly services to Grande Cache and Hinton.

The Edmonton office is the busiest RLI office and had 2,453 Métis clients walk through the door in 2013-2014. At least half of the Central Region clients, even though they may have come from other regions, are currently in post-secondary programs and they come to the Edmonton office seeking funding for the last year of school. For this reason, the on-line client application process, which is targeted to meet the needs of a final year post-secondary client, will be piloted out of Central Region.

Edmonton staff have access to many agencies and training institutions in Edmonton and are kept busy attending meetings to ensure these organizations are aware of the services RLI can provide to Métis individuals. Throughout the year, staff are called upon to represent RLI at multiple career fairs and events, and to meet with employers to discuss potential partnerships that may be beneficial to selected groups of clients. In the 2013-2014 year, Central Region staff worked with DESCA to provide training and support to clients with a disability, and hosted federal government employees from Ottawa who wanted to see an ASETS holder in action. ESDC officials also used the Edmonton MTE office to conduct an activity monitor of RLI client services.

Central Region Projects

Central Region staff review the needs of the clients currently coming into the centre and local employment opportunities before determining the projects to be offered in the coming year. Staff also attempt to find partners who will provide work experience and commit to hiring clients following training completion. Five projects were offered in 2013-2014 that provided training to 51 Métis individuals.

Tradewinds to Success Project

This project, offered in both Edmonton and Calgary, is designed to provide entry to an apprenticeship position in one of the Boiler Maker, Iron Worker, Pipefitting/Steamfitting, Plumbing, Electrician, Millwright or Insulator trade. There were 13 Métis people who participated in the program and 11 are now employed in the trades. The program includes:

- ∞ Assistance in selecting a trade;
- ∞ Trades related upgrading to pass the trade



TWTS Participant Andrew Stockell

entrance exam;

- ∞ Assistance in finding employment as a first year indentured apprentice.

Partners include: Service Canada, Alberta Employment and Immigration, Ottenow, Treaty 7 Economic Development Corporation, Enbridge, Conoco Phillips, Shell Canada, and the trade unions.

Medical Office Administration Project

This project was designed to assist Métis clients develop the skills and attitudes required to pursue employment as administrative support in a health care environment. Clients receive certification and then enter a six-week practicum with a health care employer.

Partners include: Norquest College, Alberta Health Services and medical clinics.

Youth Employment Skills project

This program was designed to provide in school youth living in Grande Cache with assistance in career development and career research and included:

- ∞ Guest speakers on career choices;
- ∞ Resume development;
- ∞ Drivers licence – Class 7.

Kids in the Hall Project

This program for high-barrier out of school youth between the ages of 16-24 is designed to increase personal development through career planning, upgrading and basic employability skills. RLI has been



Medical Office Administration Grads

sponsoring Métis clients in the Kids in the Hall program for more than 12 years and have heard amazing stories of how the project has changed the lives of some participants.

Partners include: United Way, Alberta Children's Services, Butler Foundation, Muttart Foundation, Kipness Foundation, Wildrose Foundation, Foote Foundation.

Employability Skills Project.....

This five month project is designed to provide high barrier disabled clients with job readiness skills, computer training and specialized support. All par-

ticipants have secured employment after project completion.

Partner: Employabilities

In conclusion, 291 central region clients found employment and 38 returned to school following an RLI intervention in the 2013-2014 fiscal year. Central region had a great year and looks forward to an even better year ahead. Staff will continue to seek community feedback to provide Métis people with the training and skills needed to achieve self-sufficiency.



"You can never know what curveballs life will throw you. I was entering the final year of my degree in 2010 for biology when I ran into the biggest obstacle of my degree. I had recently started to receive funding from Rupertsland when an autoimmune disease led me to being put on the transplant list for a new liver. I spent two years unable to attend school due to my illness. I received a new liver January of 2012 and was able to return to school the following September to complete my degree. Throughout the entire ordeal Jessica Andrews of Rupertsland kept in contact with me, making sure I was ok and finally assisting me to apply for funding once I was able to return to my studies. I faced some of the most difficult times of my life over the past few years and thankfully I had amazing people to help me through them." ~ Jarl Edinger

Provincial Highlights

Provincial projects are those that are not specific to clients in one particular region, but are planned to meet the needs of RLI clients across the province wherever they are located. Projects are developed and implemented by the Provincial project team but all regional staff market provincial projects and recruit clients from their respective region. Regional staff provide support and on-going case management while the client is in training.

Provincial projects serve one of two purposes:

1. to create career awareness and goal setting among youth with the goal of encouraging youth to stay in school and pursue post-secondary education or;
2. to provide supports and certification that will allow clients to transition into strategic high demand career fields.

The Provincial project team includes three staff based out of the RLI head office. This fiscal year, the project team worked with many potential employers, ranging from the resource industry sector to the public sector (Edmonton Police Services and the City of

Edmonton, among others) and from post-secondary institutions to trade related training providers. The end result is projects that will benefit Métis people and that will allow for a speedy integration into the labour market.

Provincial Projects

The Provincial Project team was responsible for organising the RLI Métis Recognition Dinner and implemented the following projects during this reporting year:

Exploring College and Career Options

This project is targeted to youth who may come from rural areas or those who have not experienced a post-secondary environment. The ECCO conference allows youth to explore their options following high school, by experiencing new careers areas through Interactive sessions and to gain an understanding of student life at the post-secondary level. Careers explored this year included Editor and Producer, Professional Artist, Social Worker, Chef, Emergency Services careers, Edmonton Police Service, the Canadian Forces, Radio Announcer, Photographer, Nurse, Hairstylist, Construction Trades, Personal Trainer, and Animation. 67 youth from across the province participated in this conference.

Emergency Service Preparation Program

This program was designed to give Métis clients an edge in gaining employment in the highly competitive field of Fire and Rescue, City Police or Emergency Services. Clients determine their career goal early on and take the courses appropriate to that goal. It can take several years to gain employment as a firefighter or policeman in a large city, but the other training the participants receive, enables them to seek



Tom Helten (right) and Blair Troock (left) completed the Emergency Services Métis Class 2008/2009. Both young men have now completed all the necessary tests and interviews and graduated with the Edmonton Fire Rescue Services #140. Tom Helten also won the "Leadership Award" for EFRS Recruit Class #140, equivalent to "Overall Best Recruit". He was chosen by his peers as well as the Training Officers for this very prestigious award.

employment with industry in the interim. This program provides:

- ∞ Class 2 Drivers training with Airbrake certification;
- ∞ Physical conditioning and training;
- ∞ Firefighting and Policing career orientation and threshold exam preparation;
- ∞ Emergency Medical Responder training;
- ∞ Safety tickets;
- ∞ Canadian Firearms Safety course;
- ∞ ACP test preparation, refresher and exam;
- ∞ Post-program support.

Environmental Camp

This five week camp takes place near Hinton and is designed to assist youth from across the province with personal development and overcoming challenges while participating in hands- on environmental

projects. Youth gain certification and high school credits and learn about careers in the environmental area. This camp has become an annual RLI event since 2000, and is so popular it is oversubscribed every year. The project includes:

1. Camp maintenance, cooking, and cleanup;
2. Certification in First Aid, Whims and H2S Alive;
3. Mapping, Compass and GPS, and Canoeing certification;
4. Climbing, horseback riding and canoeing activities;
5. Trapping, storytelling and other cultural activities;
6. Participating in environmental activities such as building dams, clean-up, and trail maintenance.



Environmental Career Camp 2013 Participants

Mobile Métis Training to Employment Services

RLI operates two custom designed Mobile Employment Services units in addition to the MTE offices located in various communities. The Mobile MTE units provide services all over the province, from High Level and Fort Vermillion in the North, Lethbridge and Pincher Creek in the South, Cold Lake and Lloydminster in the east, Hinton and Grande



Historical Recreationst Visits the Mobile MTES



Mobile MTES In Bonnyville

Cache to the west and many other communities in between.

The Mobile MTE team includes two drivers with RLI staff in every region going “on the road” from time to time to work one on one with clients from communities throughout the province. Many of the Mobile Employment Services clients in remote areas would not be able to access RLI assistance without the services coming to them.

The mobile units serve as “one big billboard” and draws attention at schools, colleges, local events, and anywhere they are parked. One of the mobile units is often seen at community events to announce RLI’s presence and encourage clients to come in and find out more about our services.

During 2013-2014, over 25 RLI regional and head office staff spent time working from a Mobile MTE office. The two RLI units travelled over 80,000 km in the past year and had more than 1200 visitors.

The Mobile MTE offices spend time in each of the RLI regions on a regular schedule that is published on the website www.métisemployment.ca.



Mobile MTES in Cold Lake



KETO Data Services

As a result of marketing efforts by KETO staff and referrals from existing KETO clients, RLI added four new ASETS agreement holders to the RLI customer list in 2013-2014. The new users were organizations in Ontario and Manitoba, and that now brings the total number of KETO Client Data customers to 7 clients in the Northwest Territories, 8 in Ontario, 2 in Saskatchewan, 1 in Manitoba and 9 in Alberta.

Two KETO staff provide data support services to RLI staff and to KETO customers. To ensure data accuracy and an understanding of ESDC accountabilities, KETO staff conducted 19 Orientation training sessions, 13 of which involved travel to other communities. KETO staff follows up on the classroom training by monitoring data entries especially with new users, and providing on-line coaching to ensure the users develop skills that accurately reflect the activity with the individual client.

Total KETO revenue from licensing and training was \$238,037.00 in 2013/2014. The money earned pays for KETO staff salaries and other extraordinary expenses that may be encountered and are outside the realm of the ASETS agreement.

KETO System upgrades

KETO completed revisions to comply with recent changes to the ALMP - XML data exchange which

allows all Aboriginal Labour Market Programs to upload results of interventions through the gateway. This includes Aboriginal Skills and Employment Training Strategy (ASETS), Skills Partnership fund (SPF) and now First Nation Job Fund (FNJF), a partnership between Aboriginal Affairs and Northern Development Canada (AANDC) and Employment and Social Development Canada (ESDC).

A feature was added to KETO this year that will allow users to scan and attach documents to a client file. These attachments could be resumes, receipts, transcripts, etc. Data searches and reporting features were enhanced and the system was modified to enable users to enter "Non-Funded" client files for services such as Career

Research, Resume Assistance, Referral to Employment, etc. This feature enables the user to enter only the mandatory information required for a data upload thereby reducing data entry time and capturing results for the other work that is done with the client.

Quality Assurance reports available in the KETO system assist KETO users to detect data errors prior to upload and thereby continue to enjoy error-free data uploads.

Consultations with Employment and Social Development Canada

RLI staff continues to work with the ESDC staff at the national level to resolve issues in the Data collection and reporting cycle. Early in the year, some of the records in the data uploads were being reported as *data integrity* errors thereby reducing credit for employment results achieved by users. Through RLI efforts with ESDC staff in Ottawa, we were jointly able to improve the overall results reporting system by finding and bringing irregularities in the coding and addressing issues with how data is processed. These were brought to the attention of key managers at ESDC Ottawa.

Data integrity issues reduce the results reported for all ASETS Agreement Holders.

Research

Along with education and training, the Rupertsland Institute has a mandate in research and it carries this mandate out in two ways:

1. Some basic research is conducted internally for the purpose of labour market analyses and may be used to develop policy papers for RLI purposes. RLI draws from local, regional and national issues to conduct research and is responsible for engaging partners from industry and government when is necessary or appropriate. At the national level, RLI staff works with the MNC Métis Human Resources Development Agreements (MHRDA) working group, and plays a key role in MNC responses to the next round of Aboriginal labour market programming.
2. Peer-reviewed academic research is commissioned by RLI and is conducted in partnership with the Rupertsland Centre for Métis Research (RCMR) at the University of Alberta.

Rupertsland Centre for Métis Research

The 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 centre, the RCMR focuses its research on current education issues and policy areas of general concern to RLI and the MNA. Research activity is directed by an Executive Council and flows through the Ethics Review process at the U of A. Dr. Chris Andersen is an Associate Professor in the Faculty of Native Studies at the U of A and he is the current Associate Dean of Research, Chair of Graduate Studies and Director of the Rupertsland Centre for Métis Research.

Research Projects

In this reporting period, RLI commissioned four research projects which were conducted by the RCMR. As a result of some of this work, RLI and the RCMR were invited to make a presentation to a House of Commons



Standing Committee reviewing the renewal of federal labour market programming. Below is a synopsis of the four research projects that RLI and the RCMR worked on during 2013–2014.

Bridging the Aboriginal Education Gap in Alberta...

While the connection between education and earnings has been analyzed in previous studies, this is the first research to focus on Alberta Métis. Eric Howe, an internationally recognized economist, using widely accepted economic methods, proved that the more Métis people learn, the more they earn. The research found that Métis men and women stand to benefit from improving their education level.

In the case of Métis women, the increase in the earning potential brought about by education is simply staggering. A Métis woman who drops out of high school is expected to earn \$395,523 over 50 years of employment. The same individual could earn close to \$3 million (\$2,833,092) if she completes a university degree. In other words, for every dollar that she earns as a high

school dropout, she can expect to earn more than 7 times that amount as a university graduate.

Eric Howe studied, among other variables, the impact of the Métis Training to Employment (MTE) program in the earning potential of Métis clients. Based on a sample of 1498 clients, Howe found that these clients' income expectation increased by more than \$250 million following an MTE intervention. It is generally agreed that the net effect of education is far more than increased earnings, since it reduces the need for social service programs, increases personal savings and results in government savings. All told, Howe claims that by not investing in Métis education, the province of Alberta foregoes over \$1 trillion of unrealized economic potential.

Painting a Picture of the Métis Homeland: Synthesizing Knowledge About Métis Education, Employment and Training

A grant from the Social Sciences Humanities Research Council (SSHRC) enabled RLI and the RCMR to conduct research about the state of education and training in the Métis homeland. The research included interviews with Métis and provincial policy actors from Ontario to British Columbia. The primary conclusion of this research is that Métis operate in a First Nations policy world, and that there is an uneven playing field – some provinces are more willing to cooperate with Métis while others are reluctant to do so. In terms of education, the Province of Ontario funds Métis-specific initiatives to the tune of \$800 thousand annually; while the Province of Alberta provides zero funding for Métis education initiatives.

The research found that provincial governments consider Métis within three policy stances:

1. They prefer to ignore Métis altogether and treat them as regular citizens;
2. Whenever Métis can access programs, these programs are not Métis specific but are pan-Aboriginal in approach;
3. Programs are designed for First Nations and don't meet Métis needs particularly well.

Sudden Labour Market Displacement for Métis in Alberta

Reviewing past practices is an important aspect of RLI operations. The Slave Lake fire in 2011 and the 2008 economic crisis were catastrophic events that resulted in an abrupt interruption of the labour market and a significant loss of employment. This research project had three goals:

1. reviewing the RLI response to these events;
2. understanding best practices from Canada and abroad; and,

3. providing RLI a toolset for consideration in a future event.

Researchers found that MTE staff and its predecessor acted within expected parameters and changed their plans appropriately to meet the needs of the Métis population in Slave Lake. For example, the Mobile Employment RV supported the population by providing all citizens access to internet and phone services and MTE staff cancelled plans to train clients to work in the service industry. The research paper includes a number of useful recommendations for future consideration, including the need to reflect the psychological effects of displacement in the population. The report also recommends that staff consider the role gender plays in the aftermath of a sudden labour market displacement.

Client Labour Market Self-Sufficiency

For years the Métis Training to Employment program has had the goal of creating client self-sufficiency through training interventions. While RLI has a good employment record directly following a client labour market intervention, staff did not know if this initial success was sustained over time. This research project had two goals: 1) to define labour market self-sufficiency and 2) interview past clients to determine whether they felt they had achieved self-sufficiency.

Researchers found that the concept of self-sufficiency is complex and has several dimensions, including: psychological (do clients feel well about their work); economic (are clients able to meet their economic needs); career related (are clients able to advance in the industry and are they using the skillset they acquired following an intervention); and others.

The research found that RLI is helping to create labour market self-sufficiency. A significant number of clients have been able to create a career following an intervention and they feel well about their work and their future. According to the research, RLI clients report a high level of satisfaction with the MTE program and with what they have been able to accomplish after they enter the labour force.

While the initial research was qualitative in nature, future efforts may include more clients and track their progress over time. This is part of an ongoing RLI strategy to "prove the business case"; an oft-repeated phrase stated by federal officials every time there is a renewal of the labour market program.

These four research initiatives position the RCMR and RLI at the forefront of labour market research under the ASETS and this is something that has not gone unnoticed by senior federal officials. Métis are fortunate to have such a unique partnership with the U of A where we can commission scientific, peer reviewed research through the RCMR.

Rupertsland Institute Métis Recognition Dinner

In November 2013, RLI organized the second Rupertsland Institute Métis Recognition Dinner. The objectives of the dinner were to:

1. Recognize the achievement of Métis Scholars who received awards under MEF endowments;
2. Recognize the achievement of Métis Clients who received assistance under the ASETS agreement;
3. Recognize the success of a past client who is successful in their chosen career or business.
4. Recognize the work and/or the achievements of a selected partner from the private or public sector;
5. Create awareness about RLI and its achievements in supporting Métis citizens of Alberta.

The 20 clients featured at this event were selected by RLI staff, or were selected by post-secondary institutions who disburse the Métis Scholar Awards.

During the dinner, attendees were given a presentation by Dr. Eric Howe from the University of Saskatchewan. Dr. Howe presented his research paper commissioned by the Rupertsland Centre for Métis Research entitled *Bridging the Aboriginal Education Gap in Alberta*, underscoring the value of Education to the Métis people of Alberta and the theme of the event.

The event was hosted by Graham Neil of CTV Edmonton, with musical performances by Canadian Country Music Award winning *Hey Romeo*.



As a result of the overwhelmingly positive response to the RLI Recognition Dinner, another gala event is being planned for Métis Week 2014.

Recognized Métis Training to Employment Clients:

CLIENT NAME	PROGRAM OF STUDY
Shauna Taylor	Bow Valley College Practical Nurse
Janelle Therien	University of Alberta Education
Lisa Wipf	Keyano College / University of Alberta Bachelor of Science – Nursing
Rebecca Resendes	NAIT Medical Transcription Program
Nicole Kostrosky-Wareham	University of Alberta Elementary Education Degree
Seifert Chenée	Concordia University College of Alberta Bachelor of Education – After Degree
Ron Melnyk	Portage College Power Engineering 4 th and 3 rd Class
Caroline Angret	Mount Royal University Business – General Management
Cheri Konsmo	Mount Royal University Bachelor of Arts – Policy Studies
Alice McDougall	University of Calgary Bachelor of Communication and Culture
Annalise Shewchuck	University of Alberta Medical Doctor



Musical Guests: Hey Romeo

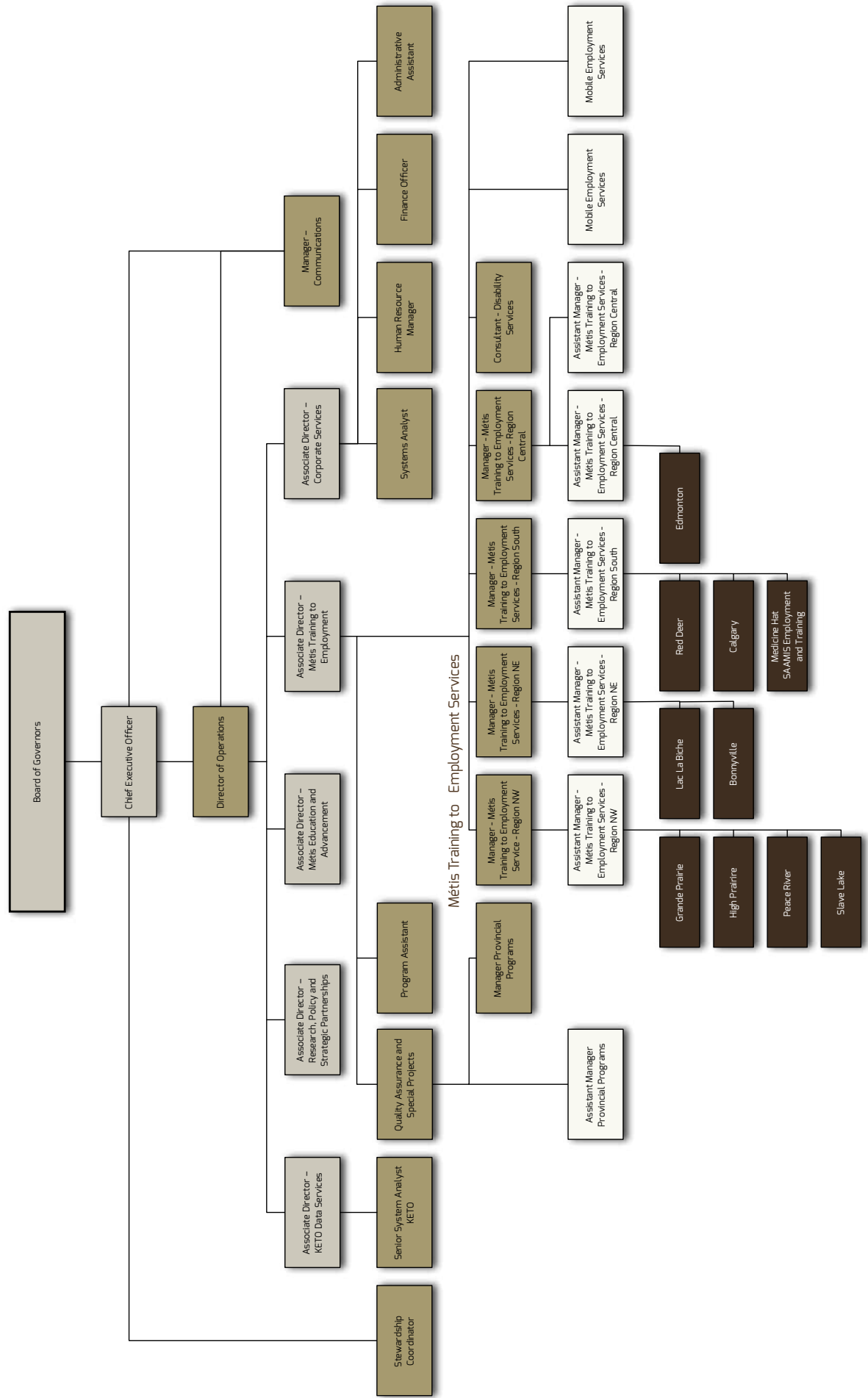


Recognized Métis Education Foundation Award Recipients:.....

CLIENT NAME	PROGRAM OF STUDY
Janine Tine	University of Alberta Education – PhD
Andrew Bolton	MacEwan University Police and Investigations
Sherri Murray	MacEwan University Legal Assistant
Alyssa-Lyn Perry	MacEwan University Bachelor of Arts
Allan Pickard	University of Alberta Medical Doctor
Gina Gobin	University of Alberta Bachelor of Education
Jeff Chalifoux	NorQuest College Social Work
Shannon Kraichy	University of Alberta / University of BC Bachelor of Science & Masters – Museum Education
Velma Bouvier	NorQuest College Social Work



RLI Organizational Structure



Rupertsland Institute Staff



Central Region

Roxanne Hall – Manager
Meghan Stover – Assistant Manager
Derek Williams – Employment Services Advisor
Steven Graham – Employment Counselor
Jessica Andrews – Employment Counselor
Shawna McCarty – Employment Counselor
Lori Menzak – Employment Counselor
Barbara Beauchamp – Employment Counselor
Jessica Beamish – Client Support Advisor
Carol Waselenchuk – Client Resource Assistant
Kathleen Bellerose – Client Resource Assistant

Northwest Region

Michèle McCullough – Manager
Winona Lafreniere – Employment Counselor
Nancy Sloat – Employment Counselor
Lori St. Cyr – Client Resource Assistant
Donna Evans – Assistant Manager
Marlene Klassen – Employment Counselor
Triston Rohde – Client Resource Assistant

Northeast Region

Belle Dy-Reyes – Manager
Betty Desjarlais – Assistant Manager
Shelley Lynn Angus – Employment Counselor
Tara Everett – Client Resource Assistant
Marilyn Gordey – Employment Counselor
Bella Brereton – Employment Counselor
Shelly Paradis – Client Resource Assistant

South Region

Trevor Freeman – Manager
Shannon Wells – Assistant Manager
Jacquie Gesyler – Employment Counselor
Nashir Jiwani – Employment Counselor
Paul Lee – Employment Counselor
Diane Fehr – Client Support Advisor
Kathleen Jocko – Client Resource Assistant
Dawn Reid – Employment Counselor
Jasmine McBride – Employment Counselor
Liane Watson – Client Resource Assistant
Anita Neefs – Executive Director
Leona Moriarty – Career Counselor
Jack Noskey – Client Services Assistant

RLI Head Office Staff

Lorne Gladu – CEO

Joan Isaac – Director of Operations

Lorna Lang – Associate Director,
Métis Training to Employment

Lloyd Gwin – Associate Director,
KETO Data Services

Trish Gooz – Associate Director,
Corporate Services

Guido Contreras – Associate
Director, Research, Policy and
Strategic Partnerships

Bonnet Svy – Human Resources
Coordinator

Louise Karchie – Disability
Services Consultant

Ian Horner – Communications
Manager

Gerrie Barros – Quality Assurance
and Special Projects

Shawna Serniak – Provincial
Programs Manager

Kristena Belcourt – Assistant
Manager

Shawn Foisy – Systems Analyst

Jason Chartrand – Senior Systems
Analyst, KETO Data Services

Wayne Morin – Operator - Mobile
Employment Services (RV 1)

Bernie Joly – Operator - Mobile
Employment Services (RV 2)

Cindy Ziorio – Program Assistant

Michelle Ingham – Finance

Officer

Lisa Savill – Stewardship

Coordinator

Nina Keschew – Administrative

Assistant

Anita Chauvet – Receptionist

Senior Management Team



Guido Contreras, Lloyd Gwin, Joan Isaac, Trish Gooz, Lorna Lang, Lorne Gladu

RUPERTSLAND INSTITUTE
FINANCIAL STATEMENTS
MARCH 31, 2014



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, 2014 and the statements of operations, changes in net assets and cash flows for the year then ended, 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 audit. We conducted our audit 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 audit 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, 2014 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Ernst & Young LLP

Chartered Accountants

Edmonton, Alberta
July 25, 2014

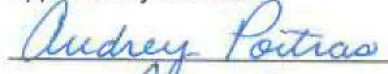
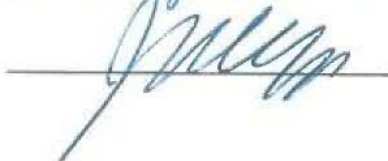


**RUPERTSLAND INSTITUTE
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2014**

ASSETS		
	<u>2014</u>	<u>2013</u>
Current		
Cash	\$ 1,657,878	\$ 1,278,780
Accounts receivable	80,666	215,215
Prepaid expenses	<u>123,495</u>	<u>44,997</u>
	<u>1,862,039</u>	<u>1,538,992</u>
Capital assets [note 5]	<u>301,462</u>	<u>353,896</u>
	<u>\$ 2,163,501</u>	<u>\$ 1,892,888</u>
LIABILITIES		
Current		
Accounts payable and accrued liabilities [note 6]	\$ 1,828,920	\$ 1,479,126
Deferred contributions [note 7]	<u>-</u>	<u>68,456</u>
	<u>1,828,920</u>	<u>1,547,582</u>
NET ASSETS		
Deficit	(128,122)	(100,507)
Internally restricted [note 8]	161,241	91,917
Investment in capital assets	<u>301,462</u>	<u>353,896</u>
Total net assets	<u>334,581</u>	<u>345,306</u>
	<u>\$ 2,163,501</u>	<u>\$ 1,892,888</u>
Commitments [note 9]		

See accompanying notes

Approved by the Board:

 Acting Chair
 Audrey Poitras
 Board Member
 John Phillips, BA, LLB

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
FOR THE YEAR ENDED MARCH 31, 2014**

		<u>2014</u>			<u>2013</u>
	<u>Page</u>	<u>Total revenue</u>	<u>Total expenses</u>	<u>Operating deficit</u>	<u>Operating deficit</u>
Consolidated revenue funding	6	\$ 9,235,578	\$ 9,288,011	\$ (52,433)	\$ (82,040)
Employment insurance	11	4,517,836	4,517,836	-	-
Other	13	273,073	273,073	-	-
Education	14	<u>589</u>	<u>28,205</u>	<u>(27,616)</u>	<u>-</u>
TOTAL		<u>\$ 14,027,076</u>	<u>\$ 14,107,125</u>	<u>\$ (80,049)</u>	<u>\$ (82,040)</u>

See accompanying notes



**RUPERTSLAND INSTITUTE
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
OPERATING DEFICIT		
Net deficit, beginning of year	\$ (100,507)	\$ (100,507)
Transfer to net assets invested in capital assets	52,434	82,040
Operating deficit for the year	<u>(80,049)</u>	<u>(82,040)</u>
Net deficit, end of year	<u>\$ (128,122)</u>	<u>\$ (100,507)</u>
INTERNALLY RESTRICTED NET ASSETS [note 8]		
Balance, beginning of year	\$ 91,917	\$ -
Increase in internally restricted net assets	<u>69,324</u>	<u>91,917</u>
Balance, end of year	<u>\$ 161,241</u>	<u>\$ 91,917</u>
INVESTMENT IN CAPITAL ASSETS		
Net assets, beginning of year	\$ <u>353,896</u>	\$ 435,936
Assets purchased	107,247	61,300
Amortization of capital assets	<u>(159,681)</u>	<u>(143,340)</u>
Net change for the year	<u>(52,434)</u>	<u>(82,040)</u>
Net assets, end of year	<u>\$ 301,462</u>	<u>\$ 353,896</u>

See accompanying notes



**RUPERTSLAND INSTITUTE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
OPERATING ACTIVITIES		
Operating deficit for the year	\$ (80,049)	\$ (82,040)
Add item not affecting cash:		
Amortization	<u>159,681</u>	<u>143,340</u>
	<u>79,632</u>	<u>61,300</u>
Changes in non-cash working capital		
Decrease (increase) in accounts receivable	134,549	(68,816)
(Increase) decrease in prepaid expenses	(78,498)	11,400
Increase in accounts payable and accrued liabilities	349,794	863,765
Decrease in deferred contributions	(68,456)	(1,165,494)
Increase in internally restricted net assets	<u>69,324</u>	<u>91,917</u>
	<u>406,713</u>	<u>(267,228)</u>
Cash provided from (used in) operating activities	<u>486,345</u>	<u>(205,928)</u>
INVESTING ACTIVITIES		
Additions to capital assets	<u>(107,247)</u>	<u>(61,300)</u>
Cash used in investing activities	<u>(107,247)</u>	<u>(61,300)</u>
Net Increase (decrease) in cash during the year	379,098	(267,228)
Cash, beginning of year	<u>1,278,780</u>	<u>1,546,008</u>
Cash, end of year	\$ <u>1,657,878</u>	\$ <u>1,278,780</u>
<i>See accompanying notes</i>		
Supplementary information:		
Interest earned	<u>\$ 19,938</u>	<u>\$ 24,904</u>

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
CONSOLIDATED REVENUE FUNDING
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Revenue		
Federal funding	\$ 9,136,752	\$ 9,136,752
Interest revenue	19,938	24,904
Red Deer contract	60,733	51,930
Other revenue	1,068	-
Deferred contributions - prior year	17,087	1,045,403
Deferred contributions - current year	-	(17,087)
	<u>9,235,578</u>	<u>10,241,902</u>
Expenses		
Region North East		
Client assistance		
Books, tuition, and student fees	254,383	317,298
Student allowance	351,638	338,330
Summer students	6,759	2,500
Employment support program	16,156	20,573
Projects		
Camp cook project	88,496	-
Construction safety training	31,315	-
Oilfield administrative assistant	10,685	82,560
Youth conference - Region II	37,598	-
Bonnyville security officer basic training	-	23,870
Cenovus aboriginal employment preparation	-	10,250
Consultation	-	10,299
Security officer basic training	-	20,160
Youth conference - Region I	-	40,866
Youth utility exposure program	-	29,763
	<u>797,030</u>	<u>896,469</u>
Subtotal carry forward	\$ 797,030	\$ 896,469

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
CONSOLIDATED REVENUE FUNDING
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Expenses - continued		
Subtotal carried forward	\$ <u>797,030</u>	\$ <u>896,469</u>
Region South		
Client assistance		
Books, tuition, and student fees	427,467	453,304
Student allowance	748,586	804,977
Summer students	11,487	13,392
Employment support program	509	-
Projects		
Aboriginal adult upgrade	15,000	15,000
Entry to trades program	12,866	-
Health sciences transition 2010	4,044	1,894
Heavy equipment operator	113,764	114,156
Industrial training certification	(9,542)	16,792
Oilfield office administration program	(10,931)	8,831
Safety ticket training	(4,609)	9,001
Administrative office technology training	-	6,820
Class 1 driver training - Lethbridge	-	(18,744)
Community consultation	-	26,170
Health care aide certificate 2012-2013	-	25,112
Introduction to warehousing	-	1,211
Métis job preparation training	-	1,301
Oilfield office administration program	-	115,184
Pre-employment parts and material technology	-	162
	<u>1,308,641</u>	<u>1,594,563</u>
Marketing		
Client recruitment and project marketing	<u>111,055</u>	<u>150,000</u>
Red Deer contract expenses	70,489	49,843
Carry forward Red Deer contract expenses	<u>17,087</u>	<u>10,645</u>
	<u>87,576</u>	<u>60,488</u>
Subtotal carry forward	\$ <u>2,304,302</u>	\$ <u>2,701,520</u>

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
CONSOLIDATED REVENUE FUNDING
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Expenses - continued		
Subtotal carried forward	\$ <u>2,304,302</u>	\$ <u>2,701,520</u>
Region Central		
Client assistance		
Books, tuition, and student fees	852,374	828,320
Student allowance	1,639,659	1,552,074
Summer students	19,434	16,972
Employment support program	4,206	6,239
Targeted wage subsidy	-	17,447
Projects		
Employability Skills Training	30,861	-
Health science transition	79,377	126,583
Introduction to warehousing	(8,570)	56,773
Kids in the hall	61,765	87,550
Medical office administration	102,894	108,500
Métis emergency services preparation	13,470	-
Métis youth employment skills	13,197	-
Trade winds to success	53,166	26,923
Youth leadership camp	-	1,404
Calahoo waste disposal summer student	-	10,038
Community consultation	-	13,809
Enhanced class 1 driver training	-	50,960
Medical office skills	-	12,237
Métis apprenticeship project	-	74,987
Métis safety ticket training	-	7,222
	<u>2,861,833</u>	<u>2,998,038</u>
Urban Mobile recreational vehicle contract expenses	<u>-</u>	<u>70,000</u>
Carry forward Rural Mobile recreational vehicle contract expenses	<u>-</u>	<u>6,152</u>
Subtotal carry forward	\$ <u>5,166,135</u>	\$ <u>5,775,710</u>

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
CONSOLIDATED REVENUE FUNDING
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Expenses - continued		
Subtotal carried forward	\$ <u>5,166,135</u>	\$ <u>5,775,710</u>
Region North West		
Client assistance		
Books, tuition, and student fees	167,140	219,103
Student allowance	355,158	347,755
Summer students	3,624	8,361
Employment support program	3,019	9,503
Targeted wage subsidy	7,560	6,366
Projects		
Capilano truck driver	40,607	30,450
Exploring future careers camp	17,395	-
Grande Prairie aboriginal student job show	17,000	15,000
Industrial readiness program	68,710	37,879
Trades Work	66,604	-
Youth career exposure tour 3	454	4,085
Aboriginal industrial worker project	-	75,066
Aboriginal youth career workshop	-	5,000
Carpenter first year	-	26,244
Community consultation	-	16,487
Health science transition 2010 Northwest	-	23,105
Oilfield safety orientation project	-	68,259
Youth career exposure tour 1	-	5,185
	<u>747,271</u>	<u>897,848</u>
Provincial		
4E summer camp	13,604	62,019
Alberta aboriginal youth achievement awards	16,897	231,386
Braided Journeys summer leadership	19,274	-
Emergency services preparation	3,883	110,599
Engineering technology transitions	1,813	118,675
Environmental career camp	168,192	179,015
International youth internship	18,712	130,243
Métis transition to higher learning	385,295	-
Métis youth employment project	7,988	53,076
Grande Cache youth leadership project	-	19,993
Métis youth spring camp	-	(25,597)
Métis youth spring camp - High Level	-	413
Other expenses	-	286
Rupertsland Institute recognition dinner	-	78,340
University preparation project	-	(350)
	<u>635,658</u>	<u>958,098</u>
Subtotal carry forward	\$ <u>6,549,064</u>	\$ <u>7,631,656</u>

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
CONSOLIDATED REVENUE FUNDING
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Expenses - continued		
Subtotal carried forward	\$ <u>6,549,064</u>	\$ <u>7,631,656</u>
Partnership development		
Goods and Services Tax	635	867
Travel	26,250	30,302
Wages and benefits	<u>208,436</u>	<u>118,831</u>
	<u>235,321</u>	<u>150,000</u>
Goods and Services Tax	469	-
Labour market research	<u>105,602</u>	<u>85,000</u>
	<u>106,071</u>	<u>85,000</u>
Bursary scholarship program [note 6]	953,604	751,755
Carry forward bursary scholarship program	<u>-</u>	<u>216,298</u>
	<u>953,604</u>	<u>968,053</u>
Program administration		
Advertising recruiting	36,712	25,470
Board expenses	36,890	20,783
Organizational capacity building	191,000	149,303
Marketing	88,194	156,999
Equipment purchase	39,826	(20,855)
Office supplies	33,824	31,904
Administration expenses	102,537	62,139
Professional fees	61,065	37,619
Region administration	61,966	55,905
Information technology expenses	98,767	-
Rent	183,962	189,336
Telephone and utilities	44,770	47,236
Travel	97,334	82,230
Wages and benefits	207,423	342,646
Carry forward administration	<u>-</u>	<u>165,178</u>
	<u>1,284,270</u>	<u>1,345,893</u>
	<u>9,128,330</u>	<u>10,180,602</u>
Operating surplus before amortization	<u>107,248</u>	<u>61,300</u>
Amortization	<u>159,681</u>	<u>143,340</u>
Operating deficit	\$ <u>(52,433)</u>	\$ <u>(82,040)</u>

During the year, \$107,247 (2013 - \$61,300) of consolidated revenue funding was spent on capital assets; this amount is not reflected above.

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
EMPLOYMENT INSURANCE
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Revenue		
Federal funding	\$ 4,478,516	\$ 4,478,516
Deferred revenue - prior year	39,320	178,547
Deferred contributions - current year	<u>-</u>	<u>(39,320)</u>
	<u>4,517,836</u>	<u>4,617,743</u>
Expenses		
Region North East		
Client assistance		
Books, tuition, and student fees	39,519	54,108
Employment support program	6,555	16,795
Summer student	<u>231</u>	<u>-</u>
	<u>46,305</u>	<u>70,903</u>
Region South		
Client assistance		
Books, tuition, and student fees	123,818	247,616
Goods and Services Tax	5	-
Employment support program	414	721
Targeted wage subsidy	<u>6,448</u>	<u>-</u>
	<u>130,685</u>	<u>248,337</u>
Region Central		
Client assistance		
Books, tuition, and student fees	163,367	238,707
Student allowance	-	16,627
Carry forward student allowance	-	59,699
Employment support program	2,695	5,148
Targeted wage subsidy	<u>8,269</u>	<u>10,368</u>
	<u>174,331</u>	<u>330,549</u>
Region North West		
Client assistance		
Books, tuition, and student fees	84,585	60,180
Employment support program	2,459	4,737
Targeted wage subsidy	<u>-</u>	<u>11,440</u>
	<u>87,044</u>	<u>76,357</u>
Core program services		
Goods and Services Tax	23	-
Travel	937	-
Wages and benefits	863,970	754,433
Carry forward wages and benefits	<u>-</u>	<u>59,377</u>
	<u>864,930</u>	<u>813,810</u>
Subtotal carry forward	\$ 1,303,295	\$ 1,539,956

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
EMPLOYMENT INSURANCE
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Expenses - continued		
Subtotal carried forward	\$ <u>1,303,295</u>	\$ <u>1,539,956</u>
Métis training to employment services		
Advertising and promotions	2,812	2,037
Mobile office gas/fuel	43,335	27,622
Casual labour	4,518	24,990
Equipment purchase	1,871	4,602
Insurance	7,000	7,000
Office maintenance	28,397	22,626
Office supplies	30,237	29,062
Administration expenses	59,126	61,317
Rent	493,774	485,564
Employment Medicine Hat and Lethbridge	75,940	75,950
Shared utilities	35,722	31,689
Telephone	80,141	81,118
Travel itinerant	10,557	14,226
Travel	115,203	117,481
Wages and benefits	<u>1,449,949</u>	<u>1,192,048</u>
	<u>2,438,582</u>	<u>2,177,332</u>
Carry forward - Métis training to employment services		
Equipment purchase	-	15,377
Goods and Services Tax	-	512
Office maintenance	-	6,781
Wages and benefits	<u>-</u>	<u>17,938</u>
	<u>-</u>	<u>40,608</u>
Persons with disability program		
Client costs	11,529	13,800
Other expenses	1,447	9,425
Travel	5,294	21,353
Wages and benefits	<u>31,961</u>	<u>66,103</u>
	<u>50,231</u>	<u>110,681</u>
Carry forward - Persons with disability program		
Client costs	-	14,870
Conferences	-	3,750
Goods and Services Tax	-	244
Wages & benefits	<u>39,320</u>	<u>-</u>
	<u>39,320</u>	<u>18,864</u>
Partnership development		
Wages and benefits	<u>14,631</u>	<u>58,525</u>
Program administration		
Rent	45,000	45,000
Wages and benefits	<u>626,777</u>	<u>626,777</u>
	<u>671,777</u>	<u>671,777</u>
	<u>4,517,836</u>	<u>4,617,743</u>
Operating surplus	\$ <u>-</u>	\$ <u>-</u>



**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
OTHER
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Revenue		
Keto revenue	\$ 238,073	\$ 222,439
Government of Alberta	<u>35,000</u>	<u>-</u>
	<u>273,073</u>	<u>222,439</u>
Expenses		
Advertising	-	1,726
Board fees	-	2,400
Board meeting travel	-	4,232
Board chair expenses	-	5,598
Goods and Services Tax	1,269	171
Allocation to internally restricted net assets	69,324	91,917
Professional fees	16,000	26,854
Promotion and advertising	1,592	1,203
Training costs Keto Data Services	65,034	3,585
Wages and benefits	95,715	84,753
Travel	<u>24,139</u>	<u>-</u>
	<u>273,073</u>	<u>222,439</u>
Operating surplus	<u>\$ -</u>	<u>\$ -</u>

**RUPERTSLAND INSTITUTE
STATEMENT OF OPERATIONS
EDUCATION
FOR THE YEAR ENDED MARCH 31, 2014**

	<u>2014</u>	<u>2013</u>
Revenue		
Federal funding	\$ -	\$ 29,250
Provincial funding	<u>589</u>	<u>74,411</u>
	<u>589</u>	<u>103,661</u>
Expenses		
Equipment purchase	-	1,569
Community consultation	73	6,038
Conference fees	149	-
Goods and Services Tax	76	303
Office supplies	-	229
Professional fees	1,000	24,050
Salaries and benefits	24,148	63,052
Telephone, fax and internet	451	568
Training and staff development	-	850
Travel	<u>2,308</u>	<u>7,002</u>
	<u>28,205</u>	<u>103,661</u>
Operating deficit	<u>\$ (27,616)</u>	<u>\$ -</u>



**RUPERTSLAND INSTITUTE
NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2014**

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)(l) of the Income Tax Act (Canada).

2. 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.

The Institute is currently participating in the negotiations leading to the next round of Aboriginal programming under Employment and Social Development Canada (ESDC) and at this point there is no firm commitment from ESDC as to Canada's ongoing commitment or the nature of that commitment. There is however, a history dating back to 1996 and ASETS is well-known as a flagship program of the Federal government.



**RUPERTSLAND INSTITUTE
NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2014**

3. Significant accounting policies

These financial statements were prepared in accordance with Part III of the Chartered Professional Accountants Canada 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 in 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 in which services rendered.



**RUPERTSLAND INSTITUTE
NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2014**

3. 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 of the Chartered Professional Accountants Canada Handbook 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 determination of the collectibility of accounts receivable, the useful lives of property and equipment for amortization purposes, prepaids, deferred contributions and the amount of accounts payable and accrued liabilities. Actual results could differ from these estimates.

4. Authorized overdraft

The Institute has an authorized overdraft of \$500,000 (2013 - \$500,000) available from Servus Credit Union which bears interest at prime less 2.25% (effective rate at year end of 0.75%), (2013 - 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, 2014**

5. Capital assets

	2014		2013	
	Cost \$	Accumulated amortization \$	Cost \$	Accumulated amortization \$
Leasehold improvements	99,368	70,055	77,618	47,796
Equipment	187,713	77,860	181,346	51,193
Mobile office	297,259	174,528	297,259	121,930
Computer equipment	138,167	98,602	59,037	40,445
	722,507	421,045	615,260	261,364
Net book value	301,462		353,896	

6. 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, 2014, the Institute made a contribution of \$953,604 (2013 - \$968,053) to the Métis Education Foundation for the Bursary Scholarship Program. The board of the Métis Education Foundation is comprised of Métis Nation of Alberta executives. The Métis Education Foundation was formed by the Métis Nation of Alberta for the benefit of the Métis people.
- b) During the year ended March 31, 2014, the Institute incurred \$36,492 (2013 - \$25,000) of administration expenses to the Métis Nation of Alberta. The Institute is held in trust by the Métis Nation of Alberta for the benefit of the Métis people. The Métis Nation of Alberta appoints five of the nine board members of the Institute.
- c) During the year ended March 31, 2014, the Institute incurred \$22,838 (2013 - nil) of renovation expenses to Métis Nation Holdings Ltd. The share capital of Métis Nation Holdings Inc. is held in trust by the Métis Nation of Alberta for the benefit of the Métis people.
- d) During the year ended March 31, 2014, the Institute incurred \$138,284 (2013 - \$119,471) of rent expenses to 854528 Alberta Ltd. Métis Nation Holdings Ltd. owns 50% of the share capital together with 571978 Alberta Ltd., a wholly owned subsidiary of Apeetogosan (Métis) Development Inc. The share capital of Apeetogosan (Métis) Development Inc. is held in trust by the Métis Nation of Alberta for the benefit of the Métis people.
- e) The Board of Governors of Rupertsland Institute are responsible for the oversight of the organization. Certain Board members who are eligible receive honorarium and reimbursement for any travel costs incurred in order to fulfill their duties.



**RUPERTSLAND INSTITUTE
NOTES TO THE FINANCIAL STATEMENTS
MARCH 31, 2014**

7. Deferred contributions

Deferred contributions 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.

	<u>2014</u>	<u>2013</u>
Carryforward Consolidated Revenue Fund surplus - Labour Market Research	\$ -	\$ 15,000
Carryforward Consolidated Revenue Fund surplus - Red Deer contract	-	2,087
Carryforward Employment Insurance surplus - Persons with Disability program	<u>-</u>	<u>39,320</u>
	-	56,407
Deferred Revenue Keto Data Services	<u>-</u>	<u>12,049</u>
	<u><u>\$ -</u></u>	<u><u>\$ 68,456</u></u>

8. Internally restricted net assets

The Institute established internally restricted net assets from Keto revenue for unforeseen or extraordinary expenses.

9. Commitments

The Institute has a rent sub-lease for its head office which expires in July 2014. As such, a new lease has been signed for the head office effective August 2014. The Institute also has several lease commitments for employment assistant centres. The total annual lease commitments are as follows:

2015	\$ 331,059
2016	146,492
2017	131,950
2018	112,000
2019 and subsequent years	<u>224,000</u>
	<u><u>\$ 945,501</u></u>

10. 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 \$163,751 (2013 - \$141,025) to the pension plan. There were no changes to the pension plan in the year.

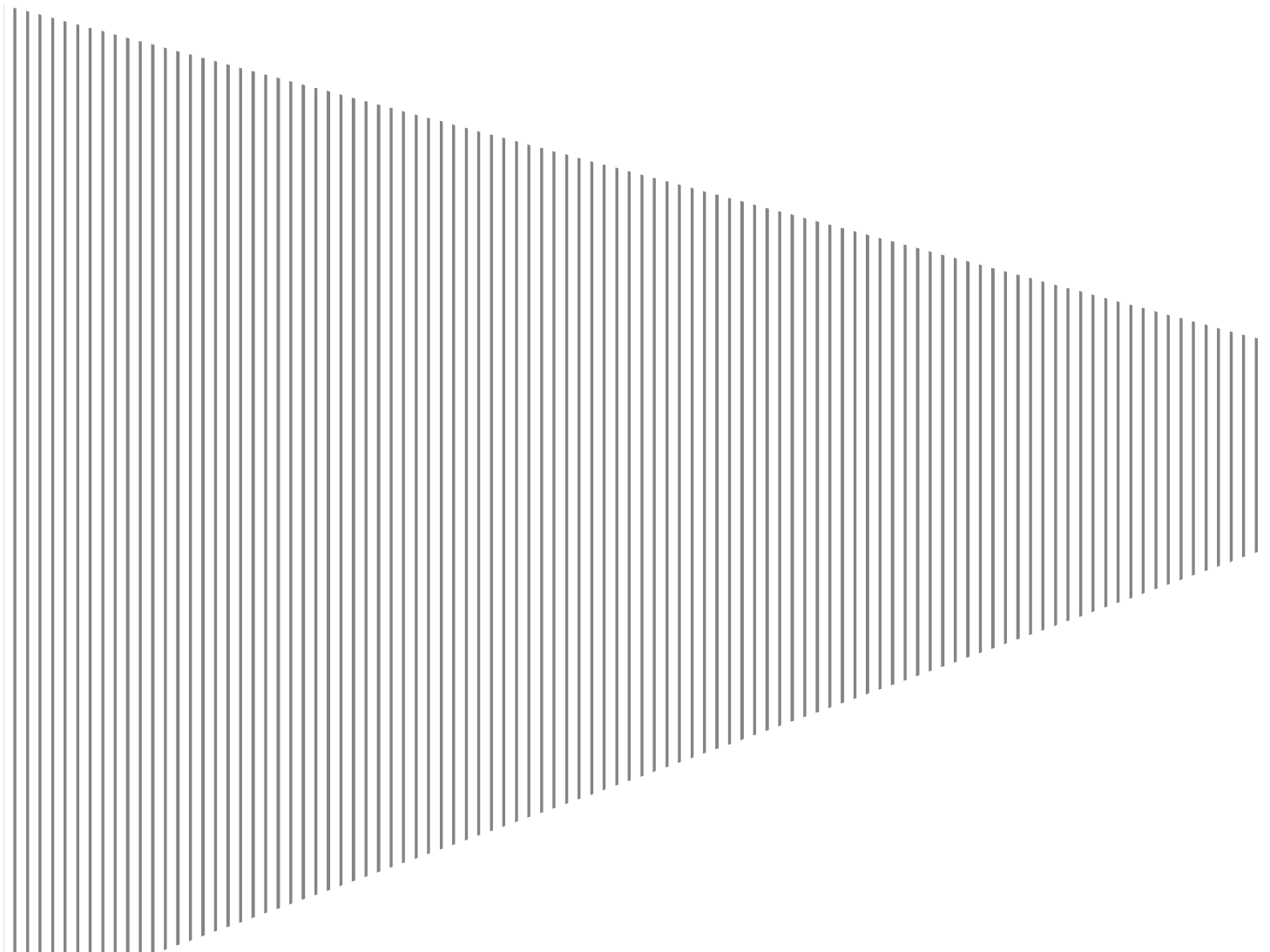


**RUPERTSLAND INSTITUTE
NOTES TO THE FINANCIAL STATEMENTS
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11. Comparative figures

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





For more information and to keep up to date with the latest news from Rupertsland Institute, visit us on the web at www.rupertsland.org





**Rupertsland
Institute**
Métis Centre of Excellence

Funded in part by the Government of Canada

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