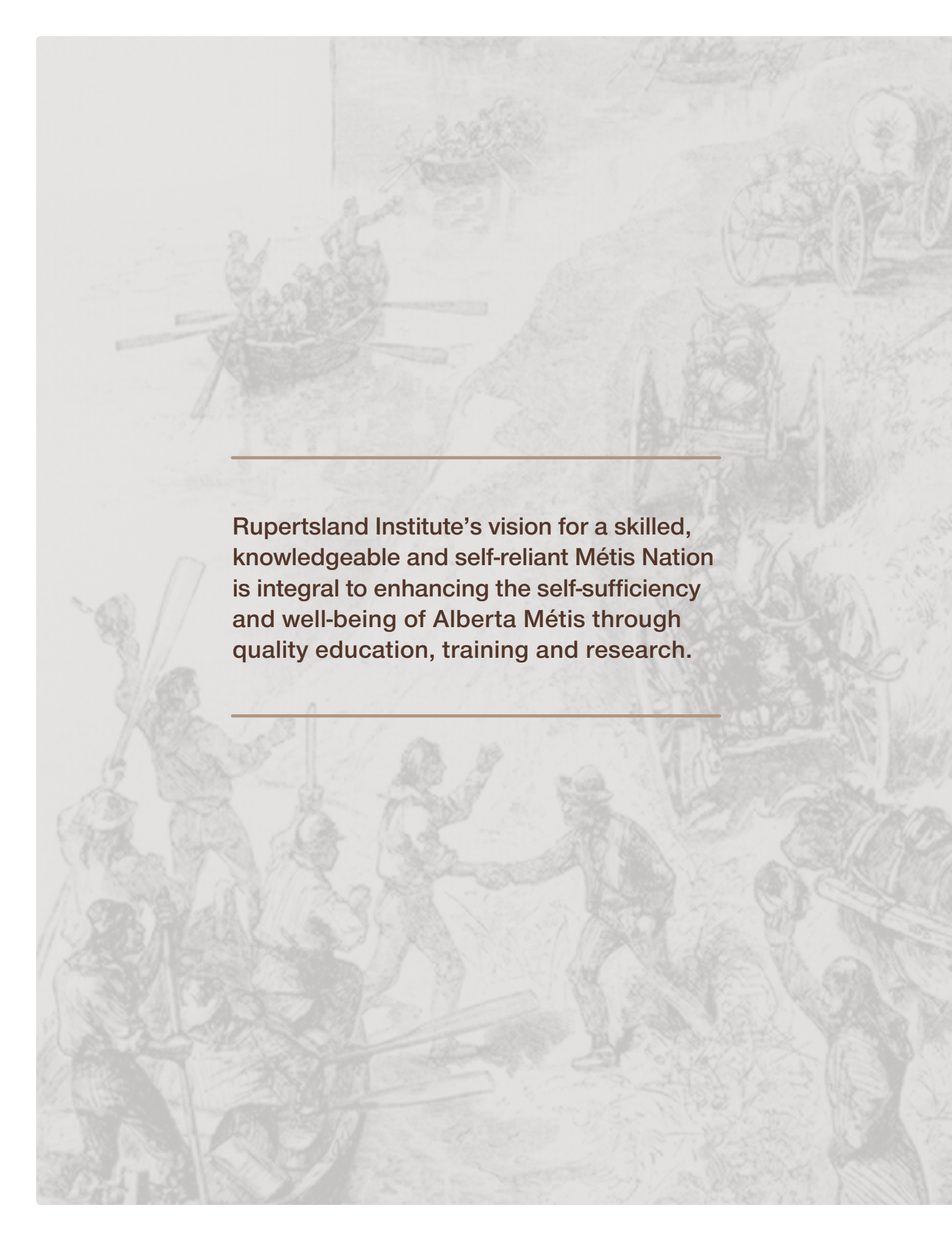




Annual Report to the Community

2017 / 2018

EDUCATION • TRAINING • RESEARCH



Rupertsland Institute's vision for a skilled, knowledgeable and self-reliant Métis Nation is integral to enhancing the self-sufficiency and well-being of Alberta Métis through quality education, training and research.

Contents

INTRODUCTION

Message from the Chair	04
Message from the CEO	05
Organizational Chart	06
Board of Governors	08
Rupertsland Institute	09
Head Office Contacts	10

EDUCATION 11

Alberta Métis Education Council	12
Teaching & Learning	13
Métis Education Foundation	14
Métis Scholar Awards	16
Framework for Reconciliation	18

TRAINING 22

ASETS	23
RLI Employment Outcomes	23
Certification Achieved by Métis Clients	24
French Immersion Pre-Employment Program	25
Province-wide Projects	28
Métis Business Showcase	29
Northeast Region	32
Northeast Region Office Contacts	33
Northwest Region	34
Northwest Region Office Contacts	36
Central Region	37
Central Region Office Contacts	39
South Region	40
South Region Office Contacts	41
Post-secondary Training	42
Mobile Units	44

RESEARCH 45

Audrey Poitras

From the Chair



The past year will always be remembered by a number of historical events and seminal accomplishments at the Métis Nation of Alberta (MNA); the most significant of which is the November 16, 2017 signing of the **Canada-MNA Framework Agreement for Advancing Reconciliation**. The significance of this milestone for the Rupertsland Institute (RLI) is the insertion of a clause in the annex of that Framework Agreement which allows the MNA-RLI to negotiate a replacement labour market development strategy for the MNA. This will take place under the framework of Nation-to-Nation negotiations where the larger activity is the negotiations for a self-government agreement between the MNA and Canada.

As such, RLI representatives have been participating with the MNA since it began negotiations on the next labour market strategy with the Government of Canada. For the first time in organizational history, a MNA affiliate is taking part in bilateral negotiations on a 10-year labour market strategy under the auspices of self-government negotiations that may include wrap-around services and possibly, RLI services to Métis students in primary/secondary schooling.

At the provincial level, I am also happy to report that the Alberta Métis Education Council is making progress with its work and relationship building at different levels of Alberta Education. We have been approved for membership at the Alberta Research Network which funds research projects in the area of Kindergarten to Grade 12. As a result, RLI can now apply for funding to conduct Métis-specific research on education that will have an impact on future generations of Métis students in the public school system. And just as important, RLI partnerships and affiliations with Alberta Education and its stakeholders are beginning to include relationships with school authorities and the Alberta Teachers' Association which expands the range for Métis Nation involvement with key players and decision-makers in the field of education. At the post-secondary level, I want to note

that support for Métis students entering post-secondary institutions continues to grow. I am pleased to inform you that we are in the midst of creating new endowments at SAIT, Medicine Hat College and Concordia University, and the potential for even greater activity in this area may be imminent due to the federal budget that includes an allocation for Métis endowments. With this funding, there are possibilities that we can establish an endowment fund targeting Métis students attending secondary school.

As mentioned previously, we continue to work in collaboration and partnership with the University of Alberta on the Rupertsland Centre for Métis Research (RCMR). The RCMR continues to offer research opportunities and hosts the Métis Talks events twice yearly featuring interesting forums for academic discussions and artistic expression. In addition, the MNA-RLI is working closely with the RCMR on an upcoming 2019 Métis Scrip Conference. The goal of this exciting conference is to educate the public about Métis Scrip and to highlight the historical wrongdoing under the federal policy on Métis Scrip and its effects on Métis people in Alberta and the historic northwest.

In closing, I would like to dedicate final comments to RLI staff for their many contributions to our community. Without them, RLI achievements would not be possible. As such, I bid a sad farewell to two departing staff, Joan Isaac and Lloyd Gwin, both of whom have made huge contributions to RLI and, in particular, the labour market development program. Both of these former staff served the Métis Nation for almost 20 years and have recently retired from the Métis public service. We will always thank both Joan and Lloyd, not only for their contributions to the development of RLI as an institution, but also for their unwavering commitment that far surpassed the call-of-duty.

Respectfully,
Audrey Poitras
Interim Chair, Rupertsland Institute

Lorne Gladu

From the CEO



The Rupertsland Institute (RLI) is a Métis Centre of Excellence that strives to be at the forefront of accountability, professionalism and innovation. Created in 2010, RLI is recognized for its sound arms-length administration and innovative program development and delivery. RLI's mandates include Education, Training and Research and in 2012, the Métis Nation of Alberta extended the education mandate to include K-12.

The newest mandate to primary and secondary education has proven both challenging and rewarding. This past year, RLI became widely recognized by education stakeholders as an authoritative voice for Métis education in Alberta. We are now partners and/or members of important education institutions such as the College of Alberta School Superintendents, the Alberta School Boards Association and the Alberta Research Network. Further, RLI will deploy a new resource site shortly where educators from across the province will be able to download resources and materials to use in their classrooms. For the first time in Alberta's history, the Métis voice and lens will be taught to students across the K-12 spectrum.

The Education, Training and Research mandates are made possible through funding from Employment and Social Development Canada (ESDC) and the Aboriginal Skills Employment and Training Strategy (ASETS). The ASETS is currently being phased out and the MNA-RLI are currently negotiating the terms of a new labour market strategy based on the principles enunciated in the Government of Canada-Métis Nation of Alberta Framework Agreement signed earlier this year. We expect that the next labour market strategy will be negotiated on a government-to-government platform and along with that, greater flexibility so RLI can provide wrap-around services to its clients.

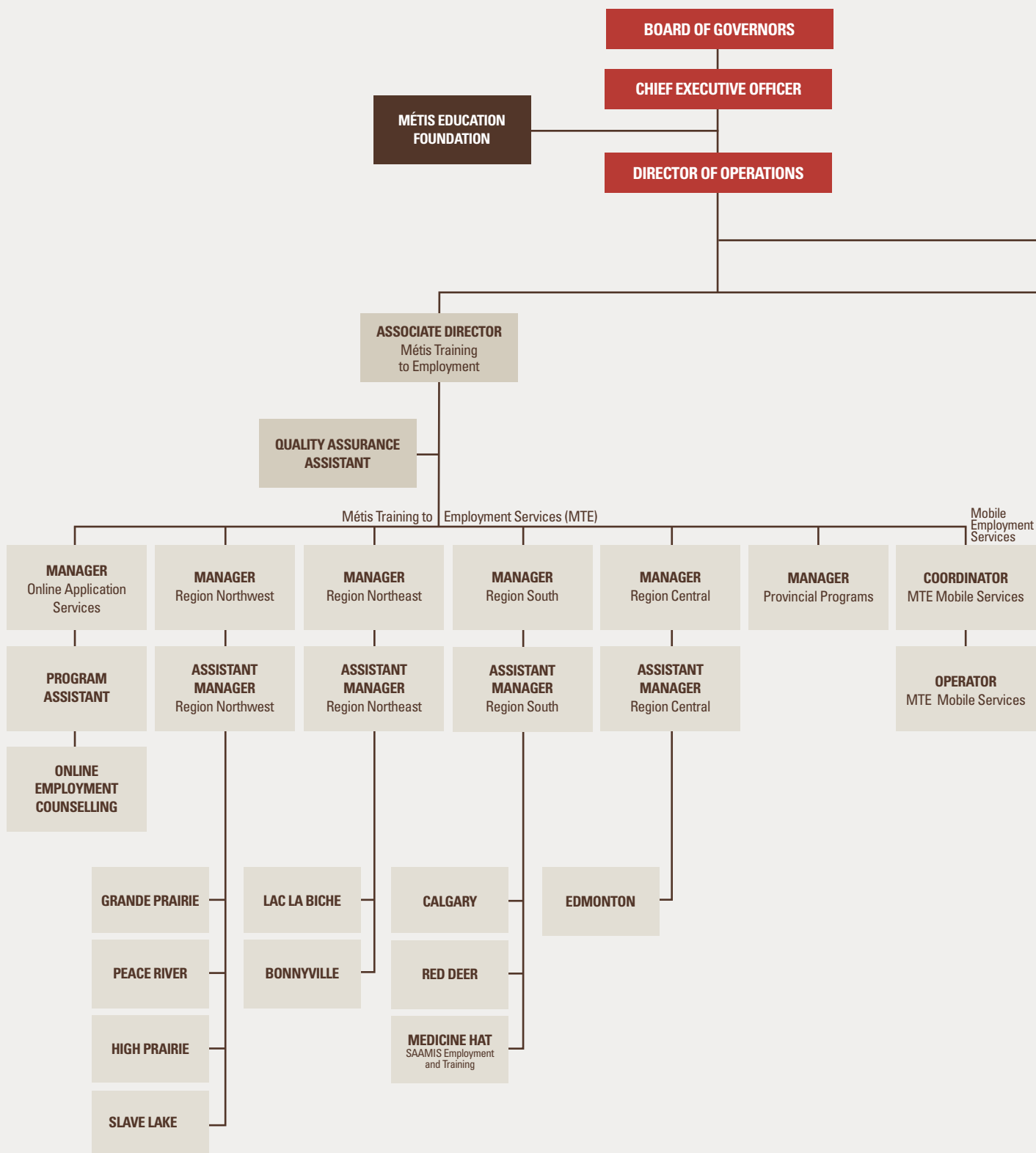
I would like to turn for a moment to the future of RLI. In the coming years, there will be a profound labour market and economic transformation. A new industrial revolution is looming and it will be identifiable by the development and proliferation of artificial intelligence, quantum computing and genetic splicing (which will make possible individualized genetic treatments), among other developments. These changes will revolutionize the way we train people and the type of training that future generations of Métis will need in order to succeed in the new global economy. Some of those changes are beginning to emerge now in the form of electric cars, autonomous driving, acceleration of robotics and green energy production. As the speed of knowledge acquisition increases over the coming years, it is imperative that we start developing the foundations of teaching and learning that will lead to Métis success in such circumstances.

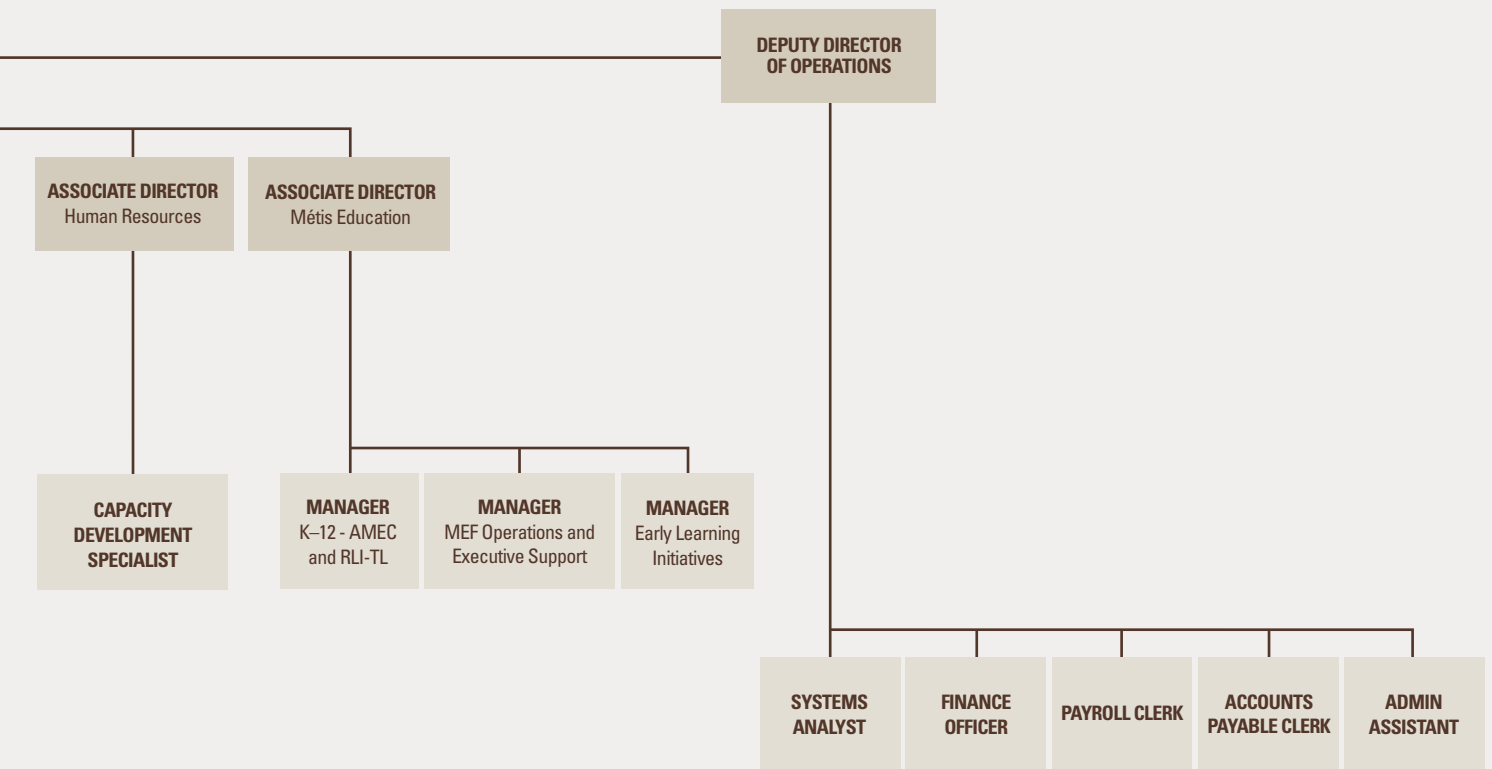
This is why, as part of the bilateral negotiations with ESDC on the next 10-year labour market strategy, RLI wants to focus on training Métis to understand quantum computing, to develop robotic skills, and to engage in climate change training and employment development. RLI's activity for the coming labour market strategy will require us to work closely with all stakeholders, including the three levels of government and MNA administration.

Our focus, as always, is on continuous improvement and to anticipate change so that Métis clients can continue to stay "Ahead of the Future."

Best wishes,
Lorne Gladu
 CEO, Rupertsland Institute

ORGANIZATIONAL CHART





ACRONYMS:

AMEC = Alberta Métis Education Council

RLI-TL = Rupertsland Institute for Teaching and Learning

MEF = Métis Education Foundation

Board of Governors

An affiliate of the MNA and a registered non-profit entity under the Alberta Companies Act, RLI is governed by a community-based Board of Governors.



Audrey Poitras
President, MNA



Lawrence Gervais
Vice President,
Region 3 MNA



Dr. Larry Kostiuk
Associate Vice
President (Research),
University of Alberta



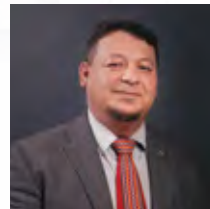
Dr. Chris Andersen
Professor and Dean,
Faculty of Native Studies



Maureen Moneta
Vice President, Finance
and Operations,
University Hospital
Foundation



Mark McCallum
Vice President,
Business Development,
Athabasca Minerals Inc.



Preston Huppie
Indigenous Education/
Learning Leader

There are currently two
vacancies on the RLI Board.



Rupertsland Institute

RLI was established in February 2010 by the Métis Nation of Alberta (MNA) and entrusted with three mandate areas – Education, Training and Research.

RLI's head office oversees the administrative functions of the institute's operations with the CEO and staff providing support to the RLI Board of Governors and administering the funding to carry out the institute's mission – "To enhance the well-being of Métis people through education, training and research."

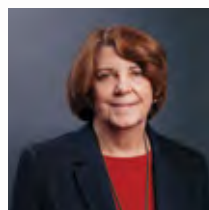
The Senior Management Team collectively ensures that RLI's mandates are carried out effectively and efficiently.



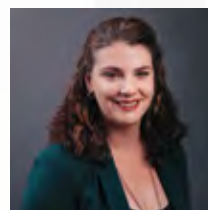
Lorne Gladu
CEO



Guido Contreras
Director of Operations



Joan Isaac
Director of Operations
(retired March 2018)



Kathleen Tilley
Associate Director,
Human Resources



Sharon Sawchuk
Associate Director,
Métis Training
to Employment



Trish Gooz
Deputy Director
of Operations



Lisa Cruickshank
Associate Director,
Métis Education



Lloyd Gwin
Associate Director,
KETO Client
Data Services
(retired May 2018)

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

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


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

KETO Client Data System staff under the Associate Director of KETO Client Data Services — **Jason Chartrand and Shannon McCarthy**

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

Head Office Contacts

HEAD OFFICE				
2300, 10123 – 99 Street, Edmonton, AB T5J 3H1 Phone: 780.801.9977 • Fax: 780.801.9992 • Toll Free: 1.855.616.9977				
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Lorne Gladu	CEO	780.801.9979	2101	lgladu@rupertsland.org
Guido Contreras	Director of Operations	780.801.9980	2115	gcontreras@rupertsland.org
Trish Gooz	Deputy Director of Operations	780.801.9985	2106	tgooz@rupertsland.org
Kathleen Tilley	Associate Director, Human Resources	780.801.9990	2111	ktilley@rupertsland.org
Sharon Sawchuk	Associate Director, Métis Training to Employment	780.801.9986	2107	ssawchuk@rupertsland.org
Lisa Cruickshank	Associate Director, Métis Education	780.801.9981	2102	lcruickshank@rupertsland.org
Kristena Belcourt	Provincial Project Manager	780.801.9988	2109	kbelcourt@rupertsland.org
Lisa Savill	Manager, MEF Operations and Executive Support	780.801.9989	2110	lsavill@rupertsland.org
Shannon McCarthy	Capacity Development Specialist	780.801.9977	2114	smccarthy@rupertsland.org
Jason Chartrand	Senior Systems Analyst, Client Data Services	-	-	jchartrand@rupertsland.org
Bernie Joly	Coordinator, Mobile Employment Services	780.801.9977	-	bjoly@rupertsland.org
Bryan Hebden	Operator, Mobile Employment Services	780.801.9977	-	bhebden@rupertsland.org
Lorna Tourangeau	Finance Officer	780.801.9984	2105	ltourangeau@rupertsland.org
Heather Hagen	Finance Clerk	780.801.9983	2104	hhagen@rupertsland.org
Cindy Ziorio	Quality Assurance Assistant	780.801.9977	2113	cziorio@rupertsland.org
Sara Greyeyes	Accounts Payable Clerk	780.801.9977	2112	sgreyeyes@rupertsland.org
Kimmy Fraser-Airhart	Education Assistant	780.801.9977	-	kfraserairhart@rupertsland.org



WE FOCUS ON EDUCATION

The Métis Education division consists of two important and pivotal entities: the Métis Education Foundation (MEF) and the Alberta Métis Education Council (AMEC).

MEF was established by the Métis Nation of Alberta (MNA) in 1991 and is incorporated as a non-profit charitable foundation.

AMEC is an education advisory council formed in 2016 by the RLI Board of Governors.

Alberta Métis Education Council



Taanishi, Tanshi, Tansi from the Alberta Métis Education Council.

Established in 2016, the Alberta Métis Education Council (AMEC) is a volunteer advisory council formed under RLI to advance Métis perspectives in provincial education. AMEC's mission is to implement positive changes in education through collaboration, curriculum development, building educator capacity and Métis research-informed practice. The members of AMEC were recruited and appointed by RLI to represent the collective voice for Métis education in Alberta. This group of volunteers acts as a Standing Advisory Committee to RLI.

The AMEC has two members with PhD designations who both teach at the Werklund School of Education at the University of Calgary and one member who is a PhD candidate at the University of Alberta. The remaining members hold education designations at the Master's level or have extensive education experience. All members of AMEC are Métis educators and experts in Indigenous education.

AMEC MEMBERSHIP:

Kimberley Brown (MEd)

Aubrey Hanson (PhD)

Yvonne Poitras Pratt (PhD)

Betty Letendre (Kehtayah)

Delores Cox (BEd)

Preston Huppie (MEd)

Cindy Swanson (PhD candidate)

Engaging with our Métis communities is an essential part of the work we do. Last year, the Métis people of Alberta were invited to share their stories to help build the Métis perspective within Alberta Education and provide input into AMEC's processes.

Over the last few months, RLI's Associate Director of Métis Education has engaged with community members and elders from four different regions across Alberta: Grande Prairie, Lac La Biche, High Prairie and Edmonton.

The most common threads of feedback and questions provided by the Métis community are in relation to each of the six foundational themes as developed by AMEC:



CULTURES & TRADITIONS

Many community members communicated the importance of teaching youth about Métis traditions and cultures in schools and that we are not just "a people of the past." Elders repeatedly suggested that youth today should be exposed to opportunities to learn life skills, how to "live off the land" and be given time "to put their cell phones away."



LANGUAGE

Visit after visit, most community members stated the importance of maintaining our language(s). Many people in our communities speak Cree and would like to see more Cree instruction in schools. Some community members also recognized Michif as our language and expressed concerns of how Michif is a critically endangered language and would like to see the language revitalized.



HOMELAND HISTORY PRE- & POST-RUPERTSLAND

Questions were raised by community members, such as: "Do Albertans know about Métis Scrip?", "Will Scrip be taught in the new curriculum?" and "How and why did the Métis move west?"



GOVERNANCE & RECOGNITION

Community members expressed that they felt it is important that students and teachers in Alberta know the historical and current events that impact the Métis in the broader Canadian context. Also asked was, "Do we know what our rights are as Métis people?"



Teaching & Learning

Rupertsland Institute (RI) is at the heart of the issues that relate to Métis education and, via AMEC and the Associate Director of Métis Education, is engaged in Alberta Education's reconciliation processes and curriculum development.

With Education Minister David Eggen's announcement of the new Professional Practice Standards on February 7, 2018, we continue to develop the content for Foundational Knowledge which will soon be available to all Alberta teachers through an online Moodle platform and in print through our Professional Learning Resource centre.

BUILDING RELATIONSHIPS

We continue to work collaboratively with Alberta Education, Alberta School Boards Association, College of Alberta School Superintendents, Rupertsland Centre for Métis Research, Métis Crossing and the Métis Nation of Alberta.

NEW K-12 CURRICULUM

RI staff, along with AMEC, have been part of the curriculum development process with Alberta Education and have used the Foundational Knowledge themes to make curricular connections to English Language Arts, Science, Social Studies, Arts Education and Wellness Education.

The provincial government continues to be in the process of reviewing and developing the curriculum for all subject areas and is mandating Indigenous education in a way that is calling for engagement with Métis people. The wisdom and guidance from the Métis community is key to successfully developing the new curriculum over the next few years. The new Kindergarten to Grade 4 (K-4) curriculum will most likely be piloted by some school divisions starting in September of the 2018-2019 school year.



MÉTIS IN THE PROVINCE OF ALBERTA

More questions arose around this theme, such as: "Do teachers and students know about the eight settlements and how they came to be?", "How many Métis people are there in Alberta?"



MÉTIS TODAY

The question that was most often discussed in relation to this theme was, "What does it mean to be Métis?" Community members expressed that many youth that came to apply for citizenship did not know what it meant to be Métis. For them, it meant they can apply for scholarships and funding for post-secondary schooling. Many individuals of an older generation answered that it meant "coming from a resilient nation of people."

One response in particular was, "To me, it means that I am proud of who I am. And it gives me hope that students and teachers are going to be given an opportunity to learn more about who we are as a people who have a distinct culture as Métis people."



LAUNCHING SOON!

Our **Moodle site** will be available to all Alberta educators:



NEW RESOURCE!

Cover of our new Professional Learning Resource centre:





Métis Education Foundation

Established in 1991 by the Métis Nation of Alberta (MNA), the Métis Education Foundation (MEF) was incorporated as a non-profit charitable foundation with the goal of improving education outcomes for Alberta Métis. RLI was appointed by the MNA to administer the negotiations and manage the endowment agreements of MEF.

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In 2006, the MNA and the Rupertsland Institute's predecessor (Labour Market Development Program) began to capitalize MEF and started the process of negotiating Métis endowments through the MEF with post-secondary institutions across Alberta. This funding is derived from a labour market agreement with Employment and Social Development Canada (ESDC). The agreement enables RLI and MEF to invest in endowments that provide financial awards to Métis students and is the primary reason why the MNA appointed RLI to continue its management of MEF. Endowments are

created in perpetuity and are matched at the dollar value of MEF's original contribution. The endowments are then dispersed to Métis students as Métis Scholar Awards.

In addition to creating endowments with post-secondary partners, RLI also created an endowment fund inside MEF itself in 2015 with an initial investment of \$1 million. The goal is to match the initial investment through fund-raising efforts and private donations. The terms of reference for this endowment will determine the types of financial support that will be available to students in the future.



University of Alberta gift announcement



University of Alberta gift announcement

MEF ACTIVITIES

The University of Alberta held a gift announcement ceremony at the Engineering Teaching and Learning Complex Solarium on campus in November 2017 to thank Rupertsland Institute and the Métis Education Foundation for the additional gift of \$1 Million to the endowment established in 2008. The endowment at the University of Alberta held a market value of \$5.95 Million at the time of writing.

This gift announcement ceremony occurred in conjunction with Métis Talks, a speaker series hosted by the Rupertsland Centre for Métis Research and the University of Alberta Faculty of Native Studies.

.....

The University of Alberta also nominated Rupertsland Institute for National Philanthropy Day 2017 as a thank you for support of Métis students on campus. The National Philanthropy luncheon was held on Thursday, November 9, 2017 at Shaw Conference Centre in Edmonton.

.....

Finally, during Métis Week in November 2017, MacEwan University held a special ceremony to unveil the Rupertsland Reading Room plaque in the third floor atrium of the MacEwan University Library. The plaque acknowledges the \$2.5 Million endowment that the MEF established for Métis students at MacEwan in 2018.



University of Alberta gift announcement



Unveiling of the Rupertsland Reading Room plaque

Métis Scholar Awards

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

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

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



Rupert's Land has established partnerships with

16

post-secondary institutions across Alberta.

MACEWAN UNIVERSITY

Est. 2008 \$3,025,849

UNIVERSITY OF ALBERTA

Est. 2008 \$5,956,218

NORQUEST COLLEGE

Est. 2008 \$854,514

NAIT

Est. 2009 \$3,233,541

PORTAGE COLLEGE

Est. 2009 \$1,279,337

GRANDE PRAIRIE REGIONAL COLLEGE

Est. 2011 \$390,509

UNIVERSITY OF CALGARY

Est. 2012 \$2,594,158

MOUNT ROYAL UNIVERSITY

Est. 2012 \$620,443

LETHBRIDGE UNIVERSITY

Est. 2012 \$1,222,053

LETHBRIDGE COLLEGE

Est. 2013 \$523,503

ATHABASCA UNIVERSITY

Est. 2014 \$533,108

NORTHERN LAKES COLLEGE

Est. 2015 \$350,000

LAKELAND COLLEGE

Est. 2015 \$350,000

BOW VALLEY COLLEGE

Est. 2015 \$416,709

MEF ENDOWMENT TRUST FUND

Est. 2015 \$1,150,000

CONCORDIA UNIVERSITY OF EDMONTON

Est. 2018 \$500,000

MEDICINE HAT COLLEGE*

Est. 2018 \$100,000

SAIT*

Est. 2018 \$750,000

MARKET VALUE AT TIME OF REPORTING

\$23,849,942

* Pending

**\$145,000
awarded
at Portage
College**

PORTAGE COLLEGE AWARDS CEREMONY

A special ceremony was held at Portage College in Lac La Biche on February 23, 2018 where a record 27 Métis students received Métis Scholar Awards.

In attendance were the MNA President and MEF Chair, Audrey Poitras; Portage College President, Trent Keough; Executive Vice-President, Nancy Broadbent; and the Mayor of Lac La Biche Omer Moghrabi. President Poitras presented sashes to each Métis Scholar Award recipient as she wore a special 50th anniversary Portage College voyageur jersey presented to her by the Portage College President.

The number of Métis Scholar Awards presented to Métis students at Portage College has increased consistently every year marking a positive sign that awareness of the Métis Endowment Program is growing, including the number of successful applicants receiving them. At the time of writing this report, \$145,000 has been awarded to Métis students at Portage College.



Portage College Métis Scholar Award recipients and MNA President Audrey Poitras at the award ceremony on February 23, 2018.

2016/2017 MÉTIS SCHOLAR AWARD RECIPIENTS

Institution	Awards this Year	Total Funds Disbursed	Total Awards Disbursed Overall	Total Funds Dispersed since Inception
Athabasca University	4	\$20,000	20	\$22,500
Bow Valley College	4	\$10,800	8	\$20,800
Grande Prairie Regional College	3	\$6,000	18	\$33,500
Lakeland College	3	\$9,300	9	\$26,950
Lethbridge College	6	\$21,000	31	\$108,500
MacEwan University	39	\$113,000	296	\$774,500
Mount Royal University	4	\$14,000	35	\$123,996
NAIT	28	\$145,000	142	\$534,550
Norquest College	4	\$17,500	54	\$122,500
Northern Lakes College	12	\$24,750	32	\$54,750
Portage College	15	\$45,000	75	\$145,000
University of Alberta	18	\$167,000	127	\$1,069,500
University of Calgary	12	\$60,000	72	\$360,000
University of Lethbridge	12	\$36,250	56	\$231,250
Total	164	\$689,600	975	\$3,628,296

***Please note that most post-secondary institutions have June 30th as their fiscal year end, therefore RLI will not receive the 2017/18 statistics until later this year. ***

RLI CONTRIBUTION TO ADVANCING RECONCILIATION

with New Framework Agreement

For generations, the Métis Nation of Alberta (MNA) sought self-government recognition from Canada and the establishment of a Nation-to-Nation, government-to-government relationship with Canada. On November 16, 2017, the renewal of this important relationship began with the signing of the Canada-MNA **Framework Agreement for Advancing Reconciliation**.

MNA President Audrey Poitras (left) and the Honourable Carolyn Bennett (right), Minister of Crown-Indigenous Relations and Northern Affairs, representing Prime Minister Justin Trudeau signed the formal agreement titled Framework Agreement for Advancing Reconciliation.



The framework agreement shows Canada's desire to work with the Métis Nation of Alberta. "It sends a clear signal that the status quo is no longer acceptable and the Government of Canada is serious about advancing reconciliation with the Métis people of Alberta," said Minister Carolyn Bennett as she signed the important document. With this agreement, Canada commits to work to recognize the MNA as a new order of government within Confederation. Canada and the MNA can now begin formal negotiations on issues that matter most to our Nation in Alberta.

The **Framework Agreement for Advancing Reconciliation** also clarifies the negotiation process and specifies important deadlines for completion of the negotiation process. As part of this, the Canada-MNA agreement creates separate negotiation tables where discussion can focus on national park access, Métis housing, labour market strategy, and so on. As such, RLI senior officials have participated with Canada-MNA negotiations to complete the first stages of a labour market strategy and an agreement specific to non-Settlement Métis in Alberta.

Given the uncertainties of a federal budget commitment to the renewal of ASETS and RLI's relationship with ESDC outside of the Métis Human Resources Development Working Group under the Métis National Council, RLI was anxious to include a labour market clause in the Canada-MNA Framework Agreement.

"This is a critical partnership for RLI. Creating a bi-lateral process between Canada and MNA-RLI will ensure that Métis priorities in Alberta are at the forefront," stated Lorne Gladu, RLI's CEO. "In our view, the next Métis strategy should focus on the future of labour market programming and should include wrap-around services and the use of technology to create efficiencies."

Agreement on the inclusion of a bi-lateral labour market process requires agreement from a number of departments within the federal family. The MNA worked closely with federal officials to have ESDC agree to negotiate directly with MNA on a 10-year labour market strategy.



“

It sends a clear signal that the status quo is no longer acceptable and the Government of Canada is serious about advancing reconciliation with the Métis people of Alberta.” - Minister Carolyn Bennett





Working to protect Alberta Métis people's interests takes a tremendous amount of effort and planning. Yet, "seeing our efforts contribute to changes in the fundamental relationship between MNA and Canada is very humbling and extremely gratifying," said Guido Contreras, Director of RLI Operations.

The labour market clause in the Canada-MNA **Framework Agreement for Advancing Reconciliation** reads:

"Complete negotiations aimed at establishing an agreement between the MNA and Employment and Social Development Canada for the funding of the next Indigenous labour market strategy; the negotiations will target the creation

of a bi-lateral process to allow MNA and/or its designate to engage Employment and Social Development Canada on matters of policy, measurement, and program design."

As Rupertsland Institute continues to work with the MNA on negotiating a **made-in-Alberta** labour market strategy, we remain driven by our vision for a skilled, knowledgeable and self-reliant Métis Nation. •

“

It is critical that we finish negotiations about the renewed labour market strategy on time so that there are no interruptions in service.” - Guido Contreras



WE FOCUS ON TRAINING

Rupertsland Institute (RI) delivers its training mandate to Métis citizens across the province via the Métis Training to Employment (MTE) program. The service delivery network is decentralized through community-based programming and divides the province into four geographic regions. Client services are provided to the four regions through ten full-time MTE office locations in more populated areas and through Mobile Employment Services in rural or remote locations.

ASETS – End of an Era

The Aboriginal Skills and Employment Training Strategy (ASETS) from Employment and Social Development Canada (ESDC) devolved responsibility for the management and delivery of Aboriginal Labour Market programs to representatives of the Indigenous Peoples of Canada. The current ASETS agreement between RLI and the ESDC was signed in 2010 and was scheduled to conclude in 2015. However, since 2015, the ASETS agreement has been extended three times.

The focus of ASETS was to support clients entering into occupations with proven labour shortages or with demonstrated high labour market demand. ASETS Agreement Holders (AHs), such as RLI, were expected to develop partnerships with industry and reflect the needs of industry in setting its annual priorities. Under ASETS, the federal government also increased administrative oversight and, for much of the time that ASETS was in effect, it held veto power over administrative priorities. This approach had transitioned AHs from partners in the federal program to simple service-delivery agents.

Although administrative reporting was enhanced under ASETS, the budget remained the same and forced RLI to make difficult decisions to rationalize operations while continuing to maintain service delivery at optimum levels.

The federal government began a consultation process in 2016 that was designed to create the basis for a new labour market strategy and, in 2018, it announced a 10-year strategy, marking the start of the Indigenous Skills and Employment Training Program (ISETP) of which RLI will be negotiating the Terms and Conditions in the coming months. The Indigenous Skills and Employment Training Program will be characterized by a government-to-government approach to program development and will include elements such as wrap-around services that will allow RLI to address issues that remained outstanding until now.

The end of ASETS marks the beginning of a new process of federal-Métis cooperation.

ASETS included an accountability framework based on three priorities:

Demand-driven skill development



Partnerships



Enhanced accountability for improved results



RLI Employment Outcomes

Funded Clients (922)



Some funded clients will not report an outcome until the next fiscal year due to program end dates that carry into the next fiscal year.

Non-funded Clients (390*)



*Non-funded clients did not receive funding but received assistance from RLI in job search interventions to find employment.

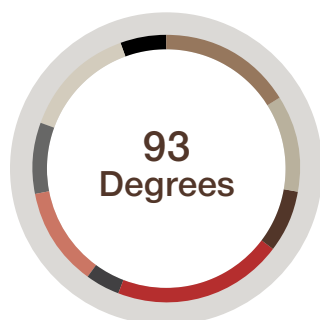
In 2017/2018,
1,123 clients

were reported as employed, self-employed or returned to school after receiving assistance from RLI.

Programs Completed by RLI Clients - 2017/2018

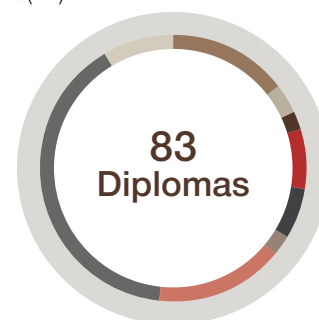
DEGREE PROGRAMS

- Arts (15)
- Business Administration/Management (11)
- Commerce (7)
- Education (19)
- Engineering (4)
- Other Degrees (11)
- Medical Science/Nursing (8)
- Science (13)
- Social Work/Sociology (5)



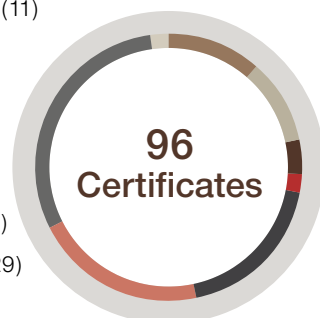
DIPLOMA PROGRAMS

- Administration/Management (12)
- Accounting (3)
- Agriculture/Environmental Technology (2)
- Arts/Design (6)
- Engineering/Computer Technology (5)
- Massage Therapy (2)
- Other Diplomas (33)
- Social Work/Early Childhood (7)



CERTIFICATE PROGRAMS

- Administration/Management (11)
- Aesthetics/Esthetician (10)
- Graphics/Art (4)
- Inspectors (2)
- Healthcare (18)
- Medical Office/Unit Clerk (20)
- Other Certificate Programs (29)
- Social Work/Education (2)



APPRENTICESHIP TRADES & RELATED

- Auto/Heavy Equipment Repair (18)
- Construction Trades (13)
- Crane/Hoisting (1)
- Electrician (26)
- Hairstylist (10)
- Millwright/Machinist/Instrumentation (11)
- Plumber/Gas Fitter (12)
- Steamfitter (6)
- Trades Preparation (12)
- Welder (10)
- Other Trades (12)



OTHER CERTIFICATES

- Emergency Medical Responder (6)
- Truck Transport Heavy Haul/Class 1/3 (27)
- Heavy Equipment Operator (11)
- Power Engineering (11)
- Other Certificates (57)
- Safety Tickets (68)
- Real Estate/Mortgage/Insurance Brokers (4)
- Personal Trainers/Health and Wellness (3)



These are all funded clients

TAKING OFF

Rupertsland Institute assists Métis individuals in reaching the skies through a partnership with Jazz Aviation.

In our airline partner's view, a career as a flight attendant will have the average workday consisting of delivering safe, comfortable, and fantastic customer service during each and every flight. >

Tips from Jazz Aviation:

- Most people who flourish as Flight Attendants are described as warm, confident, gracious, positive, vibrant.
- The beverages that Flight Attendants serve most often are water, Diet Coke, Ginger Ale, tomato juice.
- What do current Flight Attendants say they'd wished they'd known when they started out? BE FLEXIBLE!



Métis individuals received French language training as part of entry into the Jazz Aviation Flight Attendant Program.

The Rupertsland Institute French Immersion Pre-Employment Program helps provide Métis individuals with the conversational French skills they need to pursue employment as a flight attendant and helps open the door to many other employment opportunities. In 2017/18, Rupertsland Institute partnered with Jazz Aviation and Ballad Consulting Group to create a Pre-Employment French Immersion Program to provide learners with the opportunity to achieve conversational French skills. Throughout this three-month training, clients learned:

- Conversational French
- Health habits (eating, exercise, etc.)
- Conflict resolution
- Stress management
- Maintaining a healthy work/life balance

Upon successful completion of a French Language Assessment, clients were able to move directly into the Jazz Aviation Flight Attendant Training Program. While there are no statistics for Canada, it is reported in the United States that the need for flight attendants will increase by at least 10% from 2016 to 2026, faster than the average of all occupations¹.

Jazz Aviation is proud to partner with Rupertsland Institute and other Indigenous organizations to cultivate awareness and inclusion while respecting Indigenous Peoples and culture.

"We are stronger through diversity. We celebrate the individual differences and unique perspectives that combine to contribute to our success," says Colin Copp, President of Jazz Aviation.

Based on the success of this program in the 2017/18 fiscal year, Rupertsland Institute will be offering the French Immersion Pre-Employment Program again in 2018/19. •



Sarah Dessert, Instructor for the RLI French Immersion Pre-Employment Program.

French Immersion Pre-Employment Program instructors and students
Back: Sylvain Duclos. Middle (left to right): Chelsea Boisvert, Jaclyn Leboldus, and Sarah Dessert. Front (left to right): Jaqueline McNeil, Christa Bouvette, Yulia Motuz, Cheyenne Ogilvie, and Allysa Rose.

“

The best part about my Flight Attendant job is ...

“We deal with people with so many different cultures. It really gives you an appreciation and knowledge of different cultures and their traditions.”

“Having the same days off as your friends – and making Tuesdays as much fun as other people’s Saturdays.”

“The good thing is that you leave work at work – when your day is over, you do not have to answer emails and phone calls – you work hard but then you are done!”

- Testimonials courtesy of Jazz Aviation

¹ Friday, April 13, 2018. U.S. Bureau of Labor Statistics | Office of Occupational Statistics and Employment Projections, PSB Suite 2135, 2 Massachusetts Avenue, NE Washington, DC 20212-0001

Success in the Great Outdoors

One of RLI's most successful province-wide projects is the Environmental Careers program. This summer program provides youth between the ages of 15 and 18 with the opportunity to earn high school credits, safety tickets, life and employment skills.

The Environmental Careers program has been a youth summer program offered by RLI and Inroads Mountain Sports for the past several years and provides participants with a peek into careers that are available within the environmental sector in addition to experiences in the outdoors and activities such as camping and trail building. The Environmental Careers program was recently expanded and became the SUMIT program (Summer Ultimate Métis in Training).

The SUMIT program is a three-step program that advances the participants' knowledge, skills and leadership expertise. Participants also experience more environmental career exposure and increased leadership responsibility than ever before.

SUMIT PROGRAM:

LEVEL I:

Environmental Careers program

LEVEL II:

Outdoor Leadership Practicum

LEVEL III:

Eco & Adventure Tourism



Sydney L. learned to rock climb during the SUMIT program.



"The SUMIT program was a great experience. Not only was it a great way to appreciate and learn about nature, it gave me real practical skills in possible careers in the outdoors. I really feel like I left the program with a great understanding of what is required of me if I were to make a career in Eco and Adventure Tourism. The certifications that I have gotten are great to kick-start a wilderness career."

Brandon S. *Brandon is applying to NAIT in the fall.*

"Doing these programs gave me a lot of certificates which really gave me a step up in the workforce after graduating High School, however it also gives a lot more than paper certificates to present to an employer. During my time in the program, I learned public speaking skills, how to become employable and how to hold my own in a group. Being in the program helped me to find my future career in Forestry and gave me a step-up in my education. I also believe that completing these programs helped to achieve enough scholarships to fully fund my first year of studies."

Sydney L. *Sydney is currently attending the Forestry program at NAIT.*

MÉTIS BUSINESS SHOWCASE

Building, and celebrating,
successful Métis entrepreneurs.

Prompted by the significant economic downturn that occurred in Alberta only a few years ago, more and more Métis individuals began to take matters into their own hands and looked to start their own business. The economic downturn had also affected current Métis business owners — and many knew that they would have to diversify and tighten their belts to survive the economic recession. >



Métis Business Showcase featured entrepreneurs
(left to right) Kendall Kuntz, Kayleigh Key and Marlene Marczyk



Panelist Kristina Botelho, founder of kb&co, shares her experiences of being an entrepreneur.

Rupertsland Institute (RI) worked collaboratively with Ballard Consulting Group and Apeetogosan (Métis) Development Inc. to develop and promote two-day entrepreneurial workshops for Métis individuals. These workshops were designed to equip participants with basic business knowledge, from risk and break-even analysis to understanding loan and grant requirements. Armed with this knowledge, participants could consider the feasibility and requirements of starting their own business — or keeping their existing business thriving through the current struggling economy.

RI also provided additional funding that allowed participants to approach an Entrepreneurship Specialist at Ballard Consulting for extra support and mentorship and created additional next-level workshops that were offered to individuals who had previously completed the entrepreneur workshops. RI watched the growth and success of these entrepreneurial workshops, as many entrepreneurs become self-employed following the entrepreneurial workshops or approached Apeetogosan (Métis) Development Inc. for next-level funding.

To highlight the success of the entrepreneurial workshops and the Métis entrepreneurs that gained business knowledge from them, RI introduced the Métis Business Showcase—a luncheon event that highlighted successful Métis entrepreneurs.

The inaugural event was held at Coast Edmonton Plaza Hotel on Thursday, September 21, 2017 and featured well-known and well-respected Métis community members as panelists and highlighted three entrepreneurs that had partaken in RI's entrepreneur workshops.

The event was well-attended and brought the success stories of local entrepreneurs and the highly popular programs that RI delivers to the Métis community to the forefront. In addition to RI staff members who attended the event, high level managers and representatives from the major banks across Alberta (ATB Financial, Business Development Group, etc.) who serve the business community and entrepreneurs were also in attendance to hear the success and become engaged in the stories from these entrepreneurs.

The panelists at the luncheon included Kristina Botelho, founder of kb&co, a plant-based café in downtown Edmonton that opened in 2016; Richard Piche, Vice President of Corporate Development at Keywest Projects Ltd.; and Ruben Jeffery with Kingston Ross Pasnak LLP — all of whom provided insight on the challenges that come with starting, managing and growing your own business.



The three entrepreneurs featured during the showcase were selected from the Métis individuals across Alberta that had attended RI's entrepreneurial workshop. Marlene Marczyk from Marczyk Stake & Lath attended RI's workshop with the goal of gaining knowledge to improve her current family-run business. Kendall Kuntz began a tree pruning business with her husband in an effort to diversify from the oil and gas industry where her husband previously worked. And Kayleigh Key, who is in the process of creating a name for herself, was starting her career as a design and construction management consultant on the JW Marriott and Legends Condos for the Katz Group in Edmonton's ICE District.

MBS FEATURED ENTREPRENEURS

Marlene Marczyk

Marczyk Stake & Lath

Marlene owns Marczyk Stake & Lath in High Prairie along with her husband Mike. Their company manufactures high-grade lumber into quality lath and wood stakes that are used in road construction. A second-generation company, Marlene and Mike have grown Marczyk Stake & Lath from six main customers to a strong base of 49. An environmentally conscious duo, the tailings are used to heat the mill, the paint used is water-based and non-toxic and they are continuously searching for new ways to reduce their carbon footprint.



Kendall Kuntz

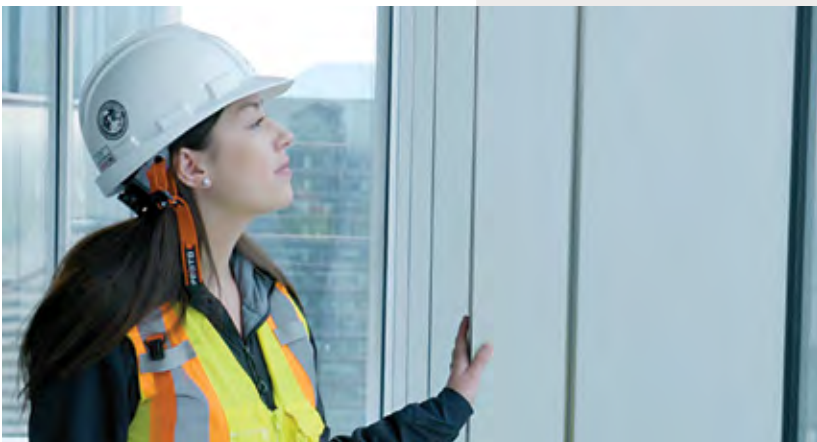
Heartwood Tree Care

Kendall opened Heartwood Tree Care with her husband Adam in May 2017. With a previous career in landscaping, Kendall became a trained arborist from Olds College in spring 2017 and is ISA-certified. Kendall created the company to service Calgary and the surrounding area and performs work such as removing trees, planting, pruning and long-term tree care.



Kayleigh Key

Kayleigh is a design and construction management consultant specializing in hotels and resorts who is building her own emerging company. Armed with a diploma in Hospitality Management from SAIT (Southern Alberta Institute of Technology) and a Bachelor of Commerce from the University of Calgary, she has experience in restaurant management and recently completed a new hotel build at the Calgary International Airport. Along with her father, she is currently consulting on the JW Marriott and Legends Condos for the Katz Group in Edmonton's ICE District. •



Find out more about their stories at rupertsland.org/entrepreneurs

Northeast Region



The Northeast region provides services to Métis Nation of Alberta Region 1 and Region 2 from offices in Lac La Biche and Bonnyville. With the assistance of RLI's Mobile Services team, itinerant services are provided to Conklin, Fort McMurray, Fort McKay, Athabasca, Boyle, Cold Lake, St. Paul and Lloydminster.

The Lac La Biche office has two Employment Counsellors and one Job Coach. Bonnyville has one Employment Counsellor and one Job Coach.

HIGH-DEMAND TRAINING PROGRAMS

The 2017-2018 fiscal year found the Northeast expending its budget and meeting the allotted targets. The majority of the funding went to providing clients with services for post-secondary studies.

Three training initiatives were delivered in the region: Wildland Firefighter, Truck Transport and Heavy Equipment Operator. The Heavy Equipment Operator program was extended due to the number of clients applying to the program. Truck Transport and Heavy Equipment Operator remain in the top five occupations that are high demand in the region. Although oil and gas activities have significantly slowed, this industry continues to drive the economy of the Northeast region.

BUILDING A PARTNERSHIP

RLI established a unique partnership with the Gabriel Dumont Institute (an ASETS agreement holder in Saskatchewan) to provide a seamless stream of itinerant service in Lloydminster, the city in two provinces. To provide this seamless service, an Employment Counsellor from North Battleford, SK and a staff member from Bonnyville, AB meet RLI's mobile unit in Lloydminster to make it happen. This collaborative approach means that Métis in Lloydminster, regardless of which side of the border they live, are able to receive services. RLI's Northeast region staff are exploring ways to expand this partnership to include training initiatives in the future.



RLI Job Coach Thea Abdolhady tries an equipment simulator with a display booth worker at a job fair in Lloydminster.



RLI staff and clients (left to right): Belle Dy-Reyes (Regional Manager), Helen Flammont, Kelvin Flammont, Shae-Lynn Flammont, Thea Abdolhady (Job Coach), Kentigern Flammont, Brooks Flammont and North Flammont

IMPROVING THE LIVES OF ALBERTA MÉTIS

Through our Summer Student Placement program, 34 students were successfully placed with 20 employers to provide these Métis youth with the opportunity to learn skills that are valued by employers in the area. Through the efforts of the newly created Job Coach position in the Northeast, the program was effectively marketed to employers, and students were matched to the available positions according to their existing skills and interests.

To improve the lives of these Métis students, their earnings allowed them to:

- offset education costs;
- save for the future;
- enjoy their purchasing power; and
- assist their families with paying bills and purchasing groceries.

In particular, one family was greatly impacted by the successful Summer Student Placement program. This family in Cold Lake was struggling – as business owners, farmers and community supporters, their lives changed when the husband suffered a stroke and required around-the-clock care. As the bills continued to come in, the family struggled to make ends meet. The family's four children sent out resumes but were unable to find work. Thankfully, RLI was able to place all four students with employers via the Summer Student Placement program. The kids gained work experience, helped their family pay bills, buy groceries and purchase school supplies. They even helped out a family member with baby supplies.

This story is reminiscent of the days of old when all members of the family contributed to the household which does not happen very often anymore. To quote the mother of this family, "You guys don't realize the impact you have in people's lives."



Shaylee and North Flammond are from Cold Lake and participated in the Summer Student Placement program.

Northeast Region Office Contacts

NORTHEAST REGION

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Thea Abdolhady	Job Coach	-	2303	tabdolhady@rupertsland.org

LAC LA BICHE

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Northwest Region

NORTHWEST REGION PROJECT TRAINING

ABORIGINAL STUDENT JOB SHADOW PROGRAM – Grande Prairie

Summer 2017/2018 marked the 10th year for this six-week summer program where students live at the Grande Prairie Regional College dorms during the week and complete two weeks of safety courses, life skills sessions, activities and events that lead to a four-week job shadow with an employer partner. Employer partners included: Alberta Health Services, Aquatera Utilities Inc., Chinook Scaffold Systems Ltd., City of Grande Prairie, County of Grande Prairie and Seven Generations Energy Ltd.

6-week
program

Dalton Baker, forklift training practical test, **Aboriginal Student Job Shadow program.**



The Northwest region provides services to Métis Nation of Alberta Region 5 and Region 6 from four offices in Grande Prairie, Peace River, High Prairie and Slave Lake. RLI's mobile team services Wabasca, Red Earth, Grouard, Fort Vermilion, High Level and Manning.

The Slave Lake office has one Job Coach.

The Peace River office has one Employment Counsellor and one Job Coach.

The High Prairie office has one Job Coach and one Employment Counsellor who travel to Slave Lake twice a week.

Grande Prairie has one Employment Counsellor and one Job Coach.

“

I learned a lot, such as meal planning, and I earned my safety tickets and gained some work experience.”

Dalton Baker

ABORIGINAL CAREERS EXPLORERS ACADEMY – Slave Lake

Students live at the Northern Lakes College during this five-week program where they complete one week of safety courses and a four-week job shadow with an employer partner from Alberta Health Services, Northern Lakes College, Slave Lake Regional Housing Authority, TOLKO Industries Ltd. or Vanderwell Contractors (1971) Ltd.

5-week
program



Neika Courtorielle, job shadow in healthcare, **Aboriginal CAREERS Explorers Academy**.

CAREER EXPLORATION CONFERENCE

The 89th Annual General Assembly of the Métis Nation of Alberta was hosted in Peace River. The conference inspired and exposed youth to a variety of education and career options, mentors, education and other training to employment opportunities.

INDUSTRIAL SAFETY TRAINING PROGRAM – Peace River, Grouard and Slave Lake

Offered in three locations at the same time, this 16-week program provided employability skills, safety tickets, industry exposure and 20 days of work experience.

16-week
program



Youth attending the **Career Exploration Conference** in Peace River.



Delbert Anderson - Slave Lake. He is working through a trades session with the **Industrial Safety Training program**. His current work placement is at NLC - Facilities Dept.

Northwest Region Office Contacts

NORTHWEST REGION

GRANDE PRAIRIE

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HIGH PRAIRIE

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PEACE RIVER

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Jennifer Sewepagaham	Job Coach	-	2800	jsewepagaham@rupertsland.org

SLAVE LAKE (MNA, REGION 5 OFFICE)

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Central Region

DEVELOPING PROGRAMS FOR LABOUR MARKET DEMAND

Labour market demand in this region is diverse and sees Edmonton growing each year. Employment has increased significantly in areas of warehousing, class one drivers, trades, office administration, hospitality and the customer service industry.

Rupertsland Institute continues to develop programs that help build the capacity and the talents of the Métis people and, once they graduate, they are armed with the most important tools needed to forge their own paths and pursue their dreams.



The Central region provides services to Métis Nation of Alberta Region 4 from its office in Edmonton. RLI's mobile team services the rural locations of Whitecourt, Drayton Valley, Hinton, Jasper and Grande Cache.



TRADEWINDS TO SUCCESS

Presented in both Edmonton and Calgary, this program offered upgrading and hands-on skills to enter one of the following trades as a first-year indentured apprentice: pipefitter, carpenter, boilermaker, millwright, plumber, electrician, welder and ironworker.



HOTEL/RESTAURANT MANAGEMENT

Offered in Edmonton, this project provided the skills and certification needed to obtain employment within the high demand field of customer service in a supervisory capacity.



SAFETY TICKET/LIGHT EQUIPMENT TRAINING

This project offered 11 major safety tickets and training/certification on three pieces of light equipment such as forklift, telehandler and skid steer. Once the training was complete, candidates had the certification to compete for employment within the industry.



CLASS ONE TRAINING

This highly successful project provided six weeks of training for clients to obtain their class one driver's licenses. Each year the demand for this occupation grows and RLI is proud to provide people with the skills needed to fill these positions.



KIDS IN THE HALL

This project through E4C offers at-risk youth between the ages of 16 and 24 the opportunity to learn employable skills and earn credits towards their high school diploma.



HEALTH CARE AIDE

Through the Nightingale Academy, Métis individuals received the skills and certification required to work as a Health Care Aide in hospitals, nursing homes, private agencies and with private, individual clients.



EMPLOYABILITIES

To assist Métis individuals with barriers to employment and who have experienced difficulty in obtaining long-term employment, this 24-week program offers computer training and other work-related skills needed to successfully compete within many areas of the labour market.



MEDICAL OFFICE ADMINISTRATION PROJECT

After seven successful years, the final class of RLI's Medical Office Administration project graduated in March 2018.

In 2011, through labour market research, Rupertsland Institute's Central team discovered that there was high demand for Medical Office Assistant positions in the Edmonton area.

RLI worked with NorQuest College to develop and deliver a program that would provide Métis individuals with the skills and certification needed for these high demand positions. In 2012, the Medical Office Administration Project was launched with nine enthusiastic Métis women registered.

The program curriculum was not easy. Many students had successes and struggles throughout their training, such as trying to memorize medical terminology — words such as cephalalgia (another word for a headache). In the classroom, not only did the students develop the technical skills, but they also developed a sense of team. They learned to lean on each other for support ... not just for their schooling but in their personal lives. Friendships were forged.

Upon completion of the in-class curriculum, students undertook six-week practicums with local employers. RLI would like to thank their employer partners.

Throughout the seven years, 70 students successfully graduated from the Medical Office Administration project with a 75% employment rate (this does not include the nine students who are currently job searching).

As this project comes to a close, RLI is so proud of the achievements of all who completed this program throughout the years and wishes them all great success.



MEDICAL OFFICE ADMINISTRATION GRADUATES (left to right) Crystal Newton, Candace Howse, Lori Rimmer, Angela Preikschas-Flaathen, Charmaine Cardinal, Janice Patenaude, Brenna Kennedy, Leslie Callioux Missing: Charmaine Cardinal, Paige Leveridge



HOTEL/RESTAURANT MANAGEMENT GRADUATES (left to right) Heather Wallace/Nyman, Jerelle Jenkins-Oliver, instructor Nathan Richuk, Liron Jenkins-Oliver Instructor: Bob Dunham, Brittany Redhead and Lindsay Laboucan. Missing: Yvonne Gladue, Shawna Serniak, Trylan Serniak, Jerrica Smith, Danielle Ward and Sheryl Weighelt



EMPLOYABILITIES GRADUATES (left to right) Graduate: Janet Olander, Executive Director: Dolores Peterson, Case Manager: Leanne Willier

Central Region Office Contacts

CENTRAL REGION

EDMONTON

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Janelle Boyle	Job Coach	-	2230	jboyle@rupertsland.org
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Shawna Sullivan	Client Resource Assistant	-	2221	ssullivan@rupertsland.org
Melissa Tipler	Job Coach	-	2225	mtipler@rupertsland.org

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Barbara Beauchamp	Online Employment Counsellor	-	-	bbeauchamp@rupertsland.org
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South Region

EMPLOYMENT POSSIBILITIES IN NEW INDUSTRIES

The South region has had a tumultuous number of years; the collapse in the price of oil has not rebounded as anticipated and the resistance to pipelines is making it difficult to move fossil fuel products to tide water. This has led to serious discussions and planning around the dependency on the oil and gas economy in all areas of this region.

Evidence of these discussions can be seen in the number of solar panel and wind farm projects which are beginning in areas such as Brooks, Burdett and Pincher Creek. These renewable projects are providing potential employment for former oil and gas tradespeople, who only require a small amount of retraining to be able to apply their skills to a new industry.

Likewise, the legalization of marijuana planned for October 2018 has many municipalities negotiating with companies for the construction of large-scale production and distribution centres in the South region. Communities such as Olds and Medicine Hat are attracting medical marijuana companies to their doorsteps, bringing new jobs in a burgeoning industry.



The South region includes two MTE offices located in Calgary and Red Deer. RLI contracts with SAAMIS Aboriginal Employment and Training Association to provide services in Medicine Hat. Mobile service occurs in Lethbridge, Pincher Creek, Rocky Mountain House, Stettler and Olds.

EMPLOYMENT MARKETING WORKSHOPS

Despite these up-and-coming industries, there are still many people looking for full-time sustainable work in the South region.

To address this, the South region developed Employment Marketing Workshops and will bring the workshops to Métis individuals in Calgary and Red Deer.

These Employment Marketing Workshops cover topics that job seekers must know to be successful in today's competitive job market. Over the course of four days, Métis individuals learn about goal setting, job search, interview skills and resume writing. Through these workshops, Métis individuals receive RLI's services faster, resulting in greater success in finding sustainable employment in shorter time periods.



Attendees of the Employment Marketing Workshop.
Back (left to right): David Jones, Job Coach; Elizabeth Callaghan; Danielle Coutur; Val Morrison; Rose Marie Paquette; Tara Ursulescu (Job Coach). Front (left to right): Fabian Flammond; Mackenzie Carriere

South Region Office Contacts

SOUTH REGION					
CALGARY					
540, 1000 – 7 Avenue SW • Calgary, AB T2P 5L5 • Phone: 403.250.8902 • Fax: 403.250.2838 • Toll Free: 1.877.250.4295					
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Diane Fehr	Assistant Manager	-	-	2403	dfehr@rupertsland.org
Trishtina Godoy-Contois	Employment Counsellor	-	-	2402	tgodoycontois@rupertsland.org
Nashir Jiwani	Online Employment Counsellor	403.250.8902	-	2408	njiwani@rupertsland.org
David Jones	Job Coach	-	-	2406	djones@rupertsland.org
Tara Ursulescu	Job Coach	-	-	2404	tursulescu@rupertsland.org
Kathleen Jocko	Client Resource Assistant	-	-	2400	kjocko@rupertsland.org

RED DEER					
4945 – 49 Street • Red Deer, AB T4N 1V1 • Phone: 403.342.6636 • Fax: 403.342.1248					
Name	Title	Direct #	Cell	Ext.	Email
Myrtle Beaulieu	Employment Counsellor	-	-	2901	mbeaulieu@rupertsland.org
April Nabess	Job Coach	-	-	2903	anabess@rupertsland.org

MEDICINE HAT					
919 Tractor Avenue SE • Medicine Hat, AB T1A 8L1 • Phone: 403.504.4056 • Fax: 403.504.4224					
Name	Title	Direct #	Cell	Ext.	Email
Anita Neefs	Executive Director/ Employment Counsellor	-	-	-	a.neefs@saamisaboriginal.ca
Becky Sandberg	Career Counsellor	-	-	-	b.sandberg@saamisaboriginal.ca
Jack Noskey	Client Services Assistant	-	-	-	j.noskey@saamisaboriginal.ca

Post-secondary/ Trades Online Support

Rupertsland Institute introduced online application services in June 2014 with minor upgrades later that year. This new service allows Métis individuals to apply online for post-secondary, apprenticeship and certificate funding and creates efficiencies during the fall intake. Since then, we have seen a steady rise in apprentice and final year post-secondary applications. All communications between RLI staff and the individuals applying for funding are by telephone, fax and email.

In the past year, **291** Métis individuals received funding from online services and were case-managed by RLI employment counsellors. From this, 103 clients are Apprentices in 22 different trades; 69 clients are registered in their 2nd year Diploma programs; and 119 clients entered final year semesters in 22 Degree programs ranging from Bachelor of Arts to Bachelor of Social Work.

On average, each employment counsellor managed 123 Métis clients over the year. Since training periods often span from one fiscal year to the next, each staff member is responsible for a high number of case files.



“



“I am a recent graduate from the University of Alberta. I am graduating with a Bachelor of Science, Specialization Geology – Science Internship Program. Throughout my degree, it was a challenge trying to balance my education with my financials. I found that having to devote time and energy to a part-time job, or even just worrying about money, greatly decreased the dedication I needed towards my education. Rupertsland Institute was able to release some of that stress and allow me to completely focus on my last two terms of university. Rupertsland Institute not only supported me financially, but also

emotionally. I felt both motivated and supported from regular emails and phone calls with my Employment Counsellor, this pushed me to want to succeed even more. My final year of university has been one of my best in many aspects, including my grades, which I certainly owe some of that to Rupertsland Institute. I have also been successful professionally since graduating by attaining employment in my field as a Mine Geologist working out of Calgary, Alberta. I am very excited for this new role and to be given the opportunity to continue to learn and grow in my career. Thank you Rupertsland Institute.”

Ashley Smibert



“I enrolled at the University of Alberta to start a career as a mechanical engineer. I was accepted and started the four – five in my case – year journey to learn the basics of engineering.

The generosity of the Rupertsland Institute meant that I could be in school for my last semester without a student loan to help me cover my living expenses. This made it possible for me to be in class with far less stress about my day-to-day worries. My Employment Counsellor kept in contact with

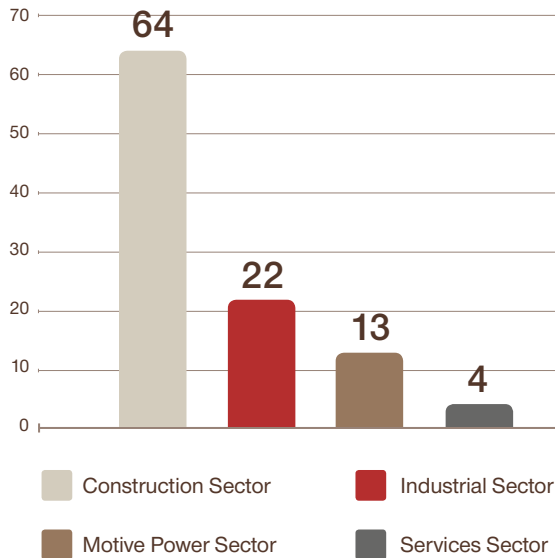
me and would inquire how I was doing; I was doing well and was glad she cared about my progress. I graduated and was unemployed for a few months due to the state of the economy but I obtained a great job in September. The job utilizes my training effectively and is in a field of engineering I enjoy.”

Mark Ole

Métis Students Accessing Online Services - 2017/2018

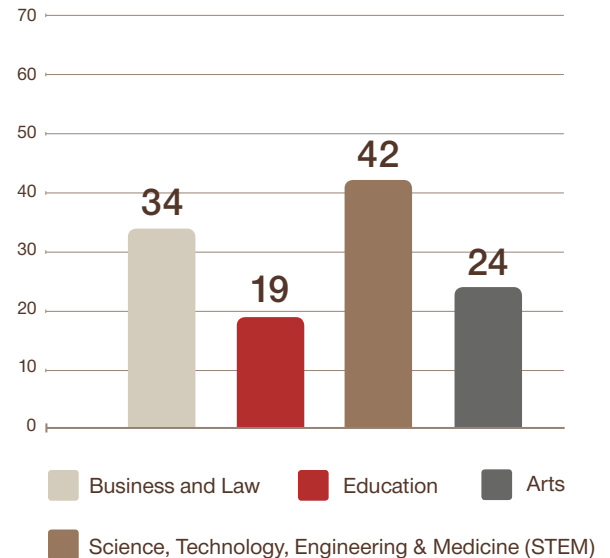
TRADE PROGRAMS

103 clients in trades programs



DEGREE PROGRAMS

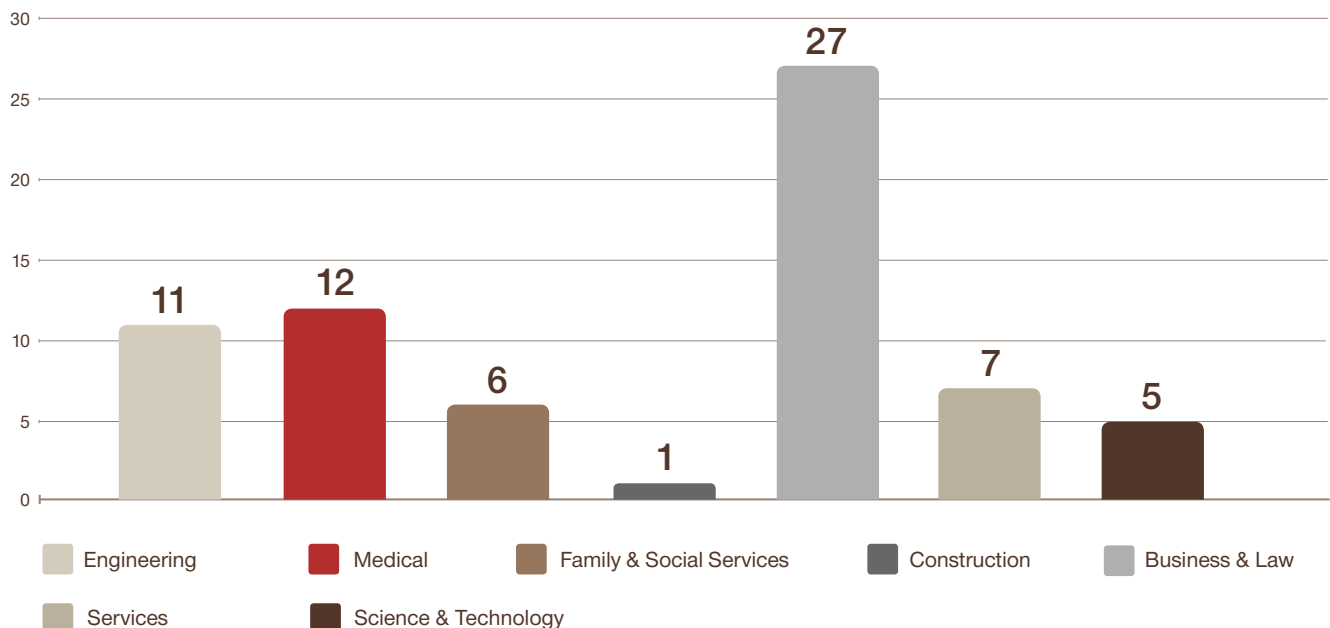
119 clients in post-secondary degree programs



Total of
291
clients
applied for
and received
funding

DIPLOMA PROGRAMS

69 clients in post-secondary diploma programs



Mobile Métis Employment Services

The Mobile Métis Employment Services Units travel on regular schedules to Fort McKay, Fort Vermillion, Grande Cache, Drayton Valley, Rocky Mountain House, Lethbridge, Lloydminster and Wabasca.

They also participate in community events throughout Alberta.

Two custom-designed Mobile Métis Employment Services units enhance the services provided by RLI's offices located throughout the province. Each mobile team, one driver and a staff member from the region, travel in the vehicle to deliver one-on-one services to clients across Alberta. These mobile units are equipped with workstations, a private office, Wi-Fi, computers and printers.

Apart from the regular travel schedule, the units also participate in community events and attend festivals and tradeshow throughout the province to create awareness of RLI programs and services. The mobile units also visit schools throughout the province to meet with Métis students and discuss summer programs and post-secondary opportunities.

In addition to the regular schedule posted on the RLI website (Rupertsland.org), the mobile units attended events, such as:

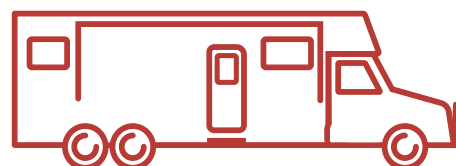
- Try a Trade in Lloydminster
- Métis Festival in Fort McMurray
- Aboriginal Day in Grande Prairie
- Aboriginal Day in Olds
- Hivernant Days in Big Valley
- Métis Nation of Alberta AGM in Peace River

RLI's Mobile Employment Centres, also known as "the Métis Coureur de Bois," have become an important tool to ensure that Métis people are served wherever they are.

Mobile units at the Career Exploration Conference in Peace River.



Last year, the mobile units
travelled **87,000 km**
and hosted **1,800** visitors.





WE FOCUS ON RESEARCH

Through research and strategic partnerships, the Research division of Rupertsland Institute (RI) aims to enhance individual and collective well-being of Métis citizens. In 2011, the negotiations conducted by the Research division led to the formation of the Rupertsland Centre for Métis Research at the University of Alberta.

Research

AT THE TABLE(S)

Already publicly disclosed, the Métis Nation of Alberta (MNA) and the Métis National Council (MNC) have been engaged in high-level negotiations under the umbrella of the Métis Nation Accord which was signed in 2017 and ratified by all MNC Governing Members.

The Métis Nation Accord includes the development of a number of sectoral tables:

- Early Learning and Childcare (ELCC)
- Indigenous Skills Employment and Training Strategy (ISETS)
- Housing and Poverty Reduction, etc.

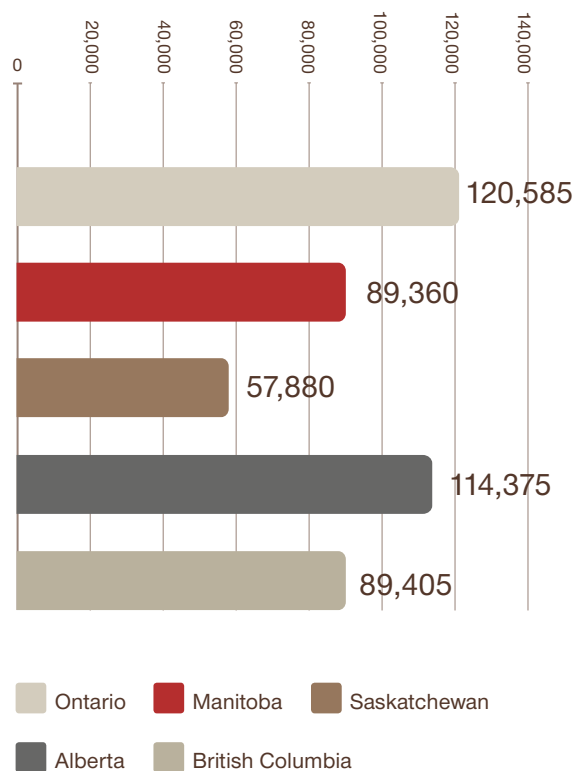
The negotiating tables require participation from MNA's senior staff and its affiliates as well as the development of a number of position papers for eventual submission to the federal government. RLI staff participated in several of these tables and contributed to the development of submission papers.

POPULATION ANALYSIS

In October 2017, Statistics Canada released the results of Census 2016. RLI uses this information to determine the type and scope of services required in communities across Alberta and to understand population patterns that should serve as the basis for funding allocations via the different federal programs under development at present.

As the graph (right) indicates, Alberta has the second largest Métis population in the Métis homeland, totaling 114,375. According to StatsCan data, the lowest population count is in Saskatchewan with 57,880 people self-identifying as Métis and the highest self-identified population is found in the province of Ontario.

MÉTIS POPULATION BY PROVINCE (BOTH SEXES)



INTERNAL POLICY SUPPORT

RLI's research work focused on internal policy support rather than publishable documents during this fiscal year. Sound administrative practices require the development and maintenance of internal management tools, such as a Policy and Procedures (P&P) manual. Research staff contributed to the new Métis Training to Employment P&P, which is expected to be completed in the third quarter of 2018.

INSTITUTIONAL MATURITY NECESSITATES SELF-ANALYSIS

In the latter part of 2017, RLI published an RFP requesting bids for an RLI Structural Assessment. The goal is to conduct a Structural Assessment of the Rupertsland Institute including a review and critique of the RLI governance, administration and service delivery structures. The assessment is conducted from the perspective of an Indigenous organization that is close to the community where traditional separation lines between the civil service and the political realm are often blurred.

In addition, the Structural Assessment must consider RLI's goals for expansion that may include, but are not limited to, developing the Rupertsland Institute for Teaching and Learning, the Rupertsland Technical Institute and the Rupertsland Institute Essential Skills Laboratory. Moreover, institutional expansion could include early learning and childcare programs near Métis communities in Alberta.

Recommendations arising from this research will be made available to the RLI Board of Governors and are likely to be used as part of the labour market strategy negotiations which are scheduled to take place in the spring and fall of 2018.



The RLI team at the annual staff conference in September 2017

On the front cover:

“Nation Building” by Métis artist Stephen Gladue

“Nation Building” features Louis Riel, Gabriel Dumont and John A. Macdonald — three individuals who, despite their differences, played a significant role in the development of Canada.

This art piece:

- Depicts British Sovereignty through Parliament and its Westminster-style of governance, democracy and nationalism;
- Depicts the trans-continental railway and how it linked British Columbia to Eastern Canada to stop U.S. expansionism north of the 49th parallel;
- Acknowledges Macdonald’s role in Confederation and in the Northwest resistance against Louis Riel and the Métis uprising;
- Acknowledges Riel’s role in Confederation, and in leading the Métis both in Manitoba 1869 and Saskatchewan 1885;
- Acknowledges Gabriel Dumont’s role as the leader of the Métis in the Northwest resistance and his traditional role in the buffalo hunt;
- Depicts the Catholic Church — and its role in colonialism, the Christian faith, and the promise of salvation and forgiveness;
- Gives significance to the buffalo and what these animals provided to the fur trade economy as a food staple, shelter, clothing, weaponry and Métis culture;
- Depicts a stormy era in Canadian history — where nation-building endured this dark history;
- Depicts Canadian nationalism and the political consciousness of the Métis Nation; and,
- Depicts “two bulls” that fought over the Métis Bill of Rights, decimation of the buffalo, and the Métis Nation’s rightful place in Canada.



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