



2021 TO 2022

REPORT TO
THE COMMUNITY



Gavin John, Métis Photojournalist, is featured inside the report along with many success stories of Rupertsland Alumni who are making an impact in the community.

The Rupertsland Institute (RLI) – Métis Centre of Excellence operates under the mandates of education, training, and research. The Métis Nation of Alberta (MNA) entrusted the RLI Board of Governors with this mandate in 2010.

The RLI Board earns this trust through effective governance and through RLI’s innovative program design and approach to professional, transparent, and accountable service delivery.

RLI’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.

Former RLI CEO Lorne Gladu receiving his honorary Doctor of Laws degree from the University of Alberta with the Dean of the Faculty of Native Studies, Dr. Chris Andersen (standing).



Table of Contents

Introduction	2	Northwest Region	34
Message from the CEO	2	Central Region	36
Message from the Chair	4	South Region	38
Board of Governors & Executive Team	6	Mobile Employment Services	40
New & Reappointed Board Members	7	Disability Program Services	41
		Provincial Projects	42
Focus On	8	Métis Education Foundation	44
Impact Stories	8		
Métis Photojournalist Gavin John	10	Research	46
COVID-19 Pandemic Response	13	Rupertsland Centre for Métis Research	47
Education	14	RCMR Current Projects	48
Alberta Métis Education Council	15	RCMR Events	50
Teaching & Learning	16	RCMR Podcasts	51
Post-Secondary Education	22	RCMR Supporting Researchers	52
Online Services	24	Program Based Research	53
Training	26	Conclusion	54
Employment Outcomes	27	Closing the Gaps	54
Alberta Métis Education &		Future of RLI	56
Training Strategy	28	Celebrating Lorne	58
Métis Training to Employment (MTE)	29	Celebrating Guido	60
MTE Program Completions	30	Community Impact Honour Roll	61
Northeast Region	32		



Message from the CEO



“Working for RLI is my dream job because I know we make dreams come true,” says new CEO Mark McCallum. “I know this because I was a client too.”

“It changed my life,” recalls Mark, who believes he may have inspired some family and friends to pursue their post-secondary dreams. “They probably thought: ‘If he can do it...so can I.’”

This investment helped Mark graduate from NAIT’s Civil Engineering Technology and resulted in great jobs such as VP of Business Development for a successful publicly traded company. He gladly left this to follow the footsteps of his mentor Lorne Gladu, RLI’s founding CEO. Mark’s roots run deep in the Métis community. He has served in various roles over 20 years – volunteer for RLI’s Board of Governors, regional manager for RLI’s predecessor the Métis Labour Market Program, and manager for a Métis publication.

“It feels like coming home,” he says. “I’ve been going to Métis assemblies since I could walk, and every time it’s like a family gathering because for me it is.”

Greetings,

It is a great honour to report to the Métis Nation in Alberta (MNA) for the first time as the CEO of the Rupertsland Institute (RLI) Métis Centre of Excellence.

I am pleased to take the helm of the prestigious centre of excellence from the founding CEO Lorne Gladu, after he spent more than 25 years building the MNA Labour Market Development program from the inception to its eventual transition as an affiliate of the MNA in 2010. RLI is governed by a Board of Governors and is accountable to its sole shareholder, Alberta Métis Nation citizens, as represented by the democratically elected MNA Provincial Council. I am looking forward to working with our esteemed Provincial Council and Board of Governors by building on past success so RLI’s future will continue to be bright for generations to come.

Since joining RLI early in 2020, my time learning the CEO job from RLI’s first Chief Executive Officer has been an exciting transition, beginning with a pandemic that has changed the worldview of how business can be conducted and that has inspired RLI to adapt to a hybrid work model where safety of staff, clients and the public are central to engagement and services (both virtually and in person).

New remote services such as the ‘Virtual Shelly’ kiosks are being piloted in High Level and Lloydminster in partnership with the Friendship Centres in those communities. The kiosks will allow clients to make appointments and interact live with RLI employment counsellors and job coaches. This is another effective way to ensure RLI services are available in remote and high population Métis communities across Alberta. Additionally, RLI will continue to serve Métis citizens in person through Mobile Service units that travel to Alberta communities regularly, and through the 10 METI-Service centres that are strategically located throughout the province.

With the Métis Nation Constitution currently being drafted, the days ahead promise to be transformative. While RLI will maintain its services now offered under its Métis Training to Employment Program, new programs and services continue to roll out, supporting eligible Métis students through all levels of lifelong learning. Great strides are being made in K-12 where authentic Métis resources developed with the Métis community are being accessed by Alberta educators through an on-line professional development Moodle program. Teachers are instrumental in shaping young minds and public opinion, and RLI is building strategic relationships with

Alberta’s education community to gain greater acceptance and authority of authentic Métis teaching and learning resources.

This year, a pilot program has been introduced to encourage Métis high school students to pursue post-secondary education (PSE) through a new Métis Access to Post-Secondary (MAPS) Program. The MAPS program works well with RLI’s recently created PSE programming that funds eligible students in all years of study leading up to final year studies for diploma and degree programs in recognized Canadian post-secondary institutions.

Further, RLI’s investment has grown the Métis Education Foundation to over \$30 million which includes matching contributions from the 20 post-secondary institutions who have partnered to make the endowments a great success. Up to 185 Métis Scholarship Awards are currently awarded each year, and this will continue to grow as the investment with each post-secondary matures over time in perpetuity, providing support for a growing number of Métis students in the years ahead. This is a great legacy that RLI will continue to support and this year almost 1,300 Métis students have been funded to pursue a college diploma or university degree.

Finally, research continues to be a cornerstone of RLI’s growth. In May 2021, the MNA, RLI and the University of Alberta renewed their relationship by signing an agreement to continue support for the Rupertsland Centre for Métis Research. This is a paradigm shift of how the Métis Nation and post-secondary schools can collaborate to create research that matters most to Métis people. RLI will continue to grow its partnerships with post-secondary institutions to increase its presence as well as Métis participation at universities and colleges across Alberta.

I would like to thank the Board of Governors for its trust in my leadership and the community for welcoming me into the position as CEO. Together with our strong management team, we will continue to enhance the self-sufficiency and well-being of Alberta Métis through quality education, training, and research.

Sincerely,

Mark McCallum,
CEO, Rupertsland Institute

RLI is in the process of updating its Strategic Plan to set the direction of RLI for the next five years. Some priorities already embedded in the Plan — Lifelong Learning and Institutional Development — are the focus of plans to formalize the Rupertsland Centre for Teaching and Learning (RCTL) and Rupertsland Centre for Applied Learning (RCAL). The Métis run facilities will be operated at the Métis Veteran’s Building in Edmonton offering professional development for teachers on the Métis Foundational Knowledge Themes through the RCTL, as well as high school upgrading, and training in the 39 construction and manufacturing Red Seal trades offered through RCAL.

We will also introduce new programming this fall to target first-year apprentices under the Apprentice Services Program funded by Employment and Social Development Canada. Over a two-year period, \$5M will be invested in this RLI program that will support up to 150 clients annually.

Message from the Chair



Métis Nation of Alberta (MNA) President, Audrey Poitras is one of the highest profile Métis women in Canada. Audrey was elected as the first female President in 1996, becoming the longest-serving President of the MNA. This is a strong statement that displays the trust and leadership she has gained.

Audrey has been a strong advocate for Métis rights and will continue to move the Métis rights agenda forward with the help of the Daniels Supreme Court decision in 2016. She successfully negotiated partnerships with colleges and universities for Métis endowment funds over \$30 million and oversaw the creation of the MNA's Rupertsland Institute, Métis Centre of Excellence, promoting education, training, and research.

Audrey is recognized within Alberta as a leader who is committed to helping build a better economic future for the Métis Nation. She has been honoured with numerous awards and recognitions, including receiving the National Indigenous Achievement Award, being selected as Alberta Chamber of Resources Indigenous Leader of the Year, being named in CBC's The Alberta 100, and Alberta's 50 most influential people by Alberta Venture magazine in 2005.

I am pleased to share that the Rupertsland Institute had another incredible year supporting Métis citizens while striving for a skilled, knowledgeable and self-reliant Métis Nation.

In 2021-2022, RLI experienced a transition in the role of the CEO, as Lorne Gladu, the founding CEO retired from his position. I would like to thank Lorne for his unrelenting commitment and dedication to the Métis Nation and the Rupertsland Institute. Through Lorne's leadership and vision, RLI is known nationally as the example to follow. During Lorne's 26 year tenure, more than 25,000 Métis citizens received training and education support. This incredible service was recognized this year with an honorary Doctor of Laws degree from the University of Alberta. Thank you Lorne!

On behalf of the RLI Board of Governors, I am also proud to welcome Mark McCallum as the new CEO of Rupertsland Institute. Mark brings a depth of experience from past roles at the Métis Nation of Alberta including his work on labour market development and the mining industry, and his role on the Board of Governors at RLI. Mark was identified as the successor to the CEO in 2020, and since early 2021 he has been working at RLI under Lorne's leadership, learning all areas of RLI operations in preparation for taking on the CEO position. The Board is confident that under Mark's leadership we will continue to see great support to Métis citizens and strong financial outcomes.

In addition to maintaining current operations and adapting RLI approaches to the post-pandemic world, each year we strive for continued growth and expansion of supports and services to Métis citizens. The past fiscal year was no exception. We launched new programming such as a pilot program called Métis Access to Post-Secondary, developed the five Foundational Themes for educators, and saw a growth in RLI investments in the Métis Education Foundation program to over \$30 million. I want to commend and thank all RLI staff for their commitment to Rupertsland Institute's mission, which is evident in their creative and determined pursuit to remove barriers and capitalize on new and exciting opportunities.

During the year, the Board also said goodbye and thanks to Preston Huppie and Maureen Moneta, for their service and contributions to the RLI Board, while also welcoming Raylene Whitford and Donna Mae Bell as new Board of Governors members. Dr. Chris Andersen will be taking an administrative leave from July 2022 to June 2023. During his leave, Dr. Nathalie Kermoal will be acting in his place on the RLI Board. We are confident that the Board has a strong balance of both tenured

Board members and those with new perspectives to engage in dynamic and rich conversations in the spirit of continued excellence.

In that spirit, the Board is looking forward to strengthening its governance in the upcoming year and finalizing the development of the next strategic plan. The strategic plan will be important in setting the direction for the next five years while ensuring Rupertsland's alignment to the Métis Nation of Alberta's constitutional development process and resulting direction. While the impacts of the constitutional development process are yet unknown to MNA affiliates, I am confident that the RLI team will be ready to continue to adapt and evolve as I have seen them do over the last 12 years.

As always, each year brings new challenges, but I am confident in the strength of RLI leadership, our Board of Governors, and the new CEO. This team, combined with the foundational elements of RLI and our staff's commitment to continued excellence, will continue to bring exciting new opportunities for our community and Métis citizens in the years to come.

Respectfully,

Audrey Poitras
President, Métis Nation of Alberta
RLI Chair

Under Audrey's leadership, the MNA continues to be a model of success in representing and pursuing the social, political, and economic interests of the Métis people in Alberta.

Following the signing of the MOU with Canada in January 2017, the MNA signed a historic framework agreement with the Government of Canada on November 16, 2017, that will provide a strong focus on Métis rights, accommodation, and self-governance.

On June 27, 2019, after more than 90 years of perseverance and struggle, the MNA signed the first ever Métis recognition and self-government agreement with the Government of Canada. The signing of the historic agreement brings the MNA one step closer to its long-standing goal: a Métis Nation Constitution embracing Métis rights and celebrating Métis culture.

Board of Governors & Executive Team

Established in 2010 as an affiliate of the Métis Nation of Alberta (MNA), the Rupertsland Institute (RLI) Métis Centre of Excellence was incorporated as a Section 9 company under the Alberta Companies Act on July 26, 2010.

RLI is governed by a nine-member Board of Governors composed of professional representatives and is accountable to its sole shareholder, the Métis citizens of Alberta, as represented by the MNA Provincial Council. RLI is known for its distinct standards for transparency, accountability, and performance while carrying out the education, training and research mandates entrusted to it by the MNA and has a vision for a “Skilled, knowledgeable, and self-reliant Métis Nation.”

● Board of Governors Member (one vacancy)

The Executive Team collectively ensures that RLI’s mandates are carried out effectively and efficiently.

● Executive Team



Audrey Poitras
President, Métis Nation of Alberta
RLI Chair



Lawrence Gervais
President, Métis Nation of Alberta - Region 3



Dr. Chris Andersen
Dean, Faculty of Native Studies, University of Alberta (administrative leave 7/2022 - 6/2023)



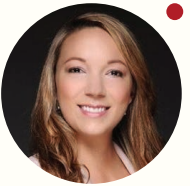
Dr. Nathalie Kermoal
Acting Dean, Faculty of Native Studies, University of Alberta (7/2022 - 6/2023)



Dr. Laura Beard
Associate Vice President (Research), University of Alberta



Dr. Florence Glanfield
Vice-Provost, Indigenous Programming & Research, University of Alberta



Raylene Whitford
Director, Canative Energy



Donna Mae Bell
Program Chair, NorQuest College, Donna Bell Consulting (appointed 4/2022)



Mark McCallum
Chief Executive Officer (CEO)



Maureen Moneta
Senior Executive Officer (SEO)



Candice Foreman
Director of HR and Staff Development

New & Reappointed Board Members

Donna Mae Bell, MSW, RSW

Donna is a proud registered member of the Métis Nation of Alberta. She is grateful to be a mother and nohkom. Donna holds a Master’s degree in Social Work. She has extensive experience in policy and a practice relating to child intervention, accessibilities, corrections and post secondary education. She has worked with and supported a wide range of clients, stakeholders and partners including Indigenous and other under-served populations.

She has experience delivering front-line support with families and working with community governance boards, in provincial government, as an adult educator, and an entrepreneur/private consultant. Her strengths are her ability to work effectively with diverse stakeholders through relationship building, strong organizational and project management skills, and ability to navigate complex issues to achieve excellent results. She is a highly skilled communicator that places a high value on engagement, respect, and inclusion.

.....

Dr. Florence Glanfield

Dr. Florence Glanfield is a citizen of the Métis Nation of Alberta, a professor of mathematics education, and currently serves as the inaugural Vice-Provost (Indigenous Programming and Research) at the University of Alberta (U of A).

Dr. Glanfield’s career has included opportunities to work with Indigenous and non-Indigenous students and teachers in all regions of Canada, in Tanzania, and in Rwanda. She taught high school mathematics, worked with the Alberta Ministry of Education to develop provincial mathematics curriculum, participated in implementation of provincial curriculum, and aided in the development of student assessment materials. She also organized national and international forums, served in leadership roles in schools, universities and provincial, national, and international professional organizations; and served on the boards of not-for-profit organizations.

Dr. Glanfield has been leading the development of the U of A’s Indigenous Strategic Plan, and an Inventory of responses to the TRC’s Calls to Action. She led the implementation of an Indigenous Student Success Survey, led conversations around Indigenous engaged research; and implemented strategies to build a supportive environment for First Nations, Inuit, and Métis students, staff, and faculty.

Rupertsland Institute has a long history of being governed by incredible Métis leaders and professionals.

We’d like to welcome our newest Board Governors, Raylene Whitford, Donna Mae Bell and Dr. Nathalie Kermoal to this distinguished group of professionals. We look forward to their insightful perspectives ensuring RLI continues to evolve and strengthen its governance in the years to come.

Impact Story: Maureen Moneta CPA, CA, ICD.D

Rupertsland Institute’s support for our clients, past and present, continues to make a positive difference in the lives of these individuals and on those around them, including their families and their communities. RLI’s impact is far reaching, and remains felt in people’s lives years and decades later.

We believe it is a testament to our work that past clients are now working with RLI at every level — supporting us now to execute on our mission and vision — including Mark McCallum (CEO), Raylene Whitford (Board of Governors), and Maureen Moneta (Senior Executive Officer). Other clients, including photojournalist Gavin John, are on the cutting edge of their field, paving the way for others to follow in their footsteps.

We are proud to feature some of our client’s impact stories, knowing that this is just a snapshot of the Métis citizens we have had the privilege of working alongside.

Maureen receiving the Rupertsland Institute Outstanding Achievement Award from past RLI Board of Governor Alex Gordon in 2014.

We are very pleased to announce the newest addition to our team at Rupertsland Institute. Effective January 31, 2022, Maureen Moneta joined the Executive Team as the Senior Executive Officer.

Maureen Moneta has a long history of connection to RLI. Maureen received funding from RLI in the final year of her Bachelor of Commerce Degree in Accounting. This support was significant because it meant Maureen could focus on achieving a high GPA — an important factor in getting hired by a Chartered Professional Accountant (CPA) firm right out of University. Maureen was able to start articling for her CPA and Chartered Accountant (CA) designation without any delays.

In 2014, Maureen received an Outstanding Achievement Award from RLI in honor of her professional accomplishments and contributions to the community since receiving funding. Several years later, to express her gratitude for their support, Maureen volunteered on RLI’s Board of Governors. Maureen shares, “During my 6-year term on the Rupertsland Board I fell in love with the organization’s purpose and their transformational impact in our community.”

With enthusiasm Maureen joined RLI’s Executive Team in 2022, as the Senior Executive Officer. “As a Métis citizen, a mom and a leader in our community, I am proud and deeply humbled to give my spirit and energy to fulfilling Rupertsland’s vision of a skilled, knowledgeable and self-reliant Métis Nation.”



Impact Story: Raylene Whitford ACA, MBA

When Raylene Whitford was a student, she received supports from Rupertsland Institute that were instrumental in her path to becoming the person and professional she is today. Raylene shares, “The support I received from the Rupertsland Institute was not solely financial — what mattered the most to me was the fact that they believed in me. It made me realize that I was capable of succeeding.”

Raylene graduated from the Alberta School of Business, and went on to qualify as a Chartered Accountant with KPMG in London. She then secured an MBA in Oil and Gas Management from the University of Aberdeen in Scotland, and spent a winter working as a roughneck for Akita Drilling in Alberta before continuing to expand her professional horizons first in Europe, then in Ecuador, then in the Middle East. Now back in Canada, Raylene is the Managing Director of Alberta-based Canative Energy, and has also recently joined RLI’s Board of Governors. “I joined the RLI Board because I would like to use the skills and experience that I gained to give back. I am hopeful to bring in some meaningful partnerships with industry, as I think that is an important next step in RLI’s path to growth.”

We are thrilled to welcome Raylene to RLI, appreciating the depth of her experience and the extent of her commitment to support Métis citizens and the development of a self-reliant Métis Nation. You can learn more about Raylene by visiting her website at: <https://www.raylenewhitford.com/>



Canative Energy was formed in 2016 in Edmonton, Canada with the purpose of economically empowering Indigenous communities. The company is 100% Indigenous-owned and operated, and works with communities around the world to provide them with the necessary tools to help them commercialize their businesses. Learn more about Canative Energy at <https://www.canativenenergy.com/>

Raylene returned to Canada in 2019 specifically to work in the intersection of government, industry, and community. She is proud of her roots in the Métis Nation of Alberta.

Métis Photojournalist Gavin John



Gavin John is a proud Métis man and a freelance photojournalist based in Calgary, AB. He is a certified war correspondent, and covered the war in Iraq, during which time he worked on the front-line with the Kurdish Peshmerga forces. He has also covered international events such as the Canadian Forces deployment to the Philippines in November 2013 and he traveled to North Korea in 2014 to document daily life in the reclusive state. Gavin is a member of the international organizations Indigenous Photograph, Frontline Freelance Register, and Reporters Without Borders.

We are proud of the opportunity to turn the focus now on Gavin, a past RLI client, and run this feature celebrating someone who has already impacted so many with his stories.

You can follow Gavin's work by visiting his website: www.gavinbryanjohn.com

An Iraqi girl flashes the “V” for victory sign during the 2016 Battle for Mosul where Iraqi and Kurdish forces along with Coalition allies pushed the Islamic State out of the city, marking the end of the ISIS War in Iraq.

How would you describe your relationship with RLI?

I am eternally grateful for my relationship with RLI. I received financial assistance from RLI when I pursued a Diploma in Journalism at the Southern Alberta Institute of Technology (SAIT) in 2010 and when I returned to university in 2016 to get a Bachelors of Arts Degree in International Relations from the University of Calgary.

I view education as a cornerstone of being an ethical journalist, but education is expensive and that can be a daunting barrier to overcome. Having the last year of my degree paid for alleviated a lot of anxiety over the price of my education. But it's about so much more than money – what RLI enabled for me was a future. I wouldn't have been able to achieve what I did without RLI's support.

What drew you to storytelling, particularly photojournalism?

I don't think I had a choice! My mother is Cree. From as young as I can remember, oral storytelling was always present. There are things you take for granted and think are the norm, but now I think the importance of storytelling in my childhood comes from my mother's Indigenous heritage.

Growing up we would watch the 6 o'clock news every day and talk about it —discuss what was going on in the world, what we heard. I was 6 when the Rwan-

dan genocide started in 1992. It was a traumatic event for a 6 year old to understand. I had a lot of questions. But this early exposure to the injustices of war planted the seed and this idea that people who put themselves in situations that “are scary” —as I might have described at the time— are necessary.

What story stands out in your career to-date that you feel had a particular impact on you and your community?

There is a life-affirming event for me. The 2016 battle for Mosul, in Iraq, that I was covering for CBC. The buildup to that event was emotional for me. Earlier that year someone who I had met and become close with in my last assignment in Iraq had been killed by an ISIS suicide bomber. So in 2016 I had a drive to get back. It was all-consuming. I wanted to be there to see the fall of the Islamic State.

I remember driving towards Mosul and seeing the city burning. I remember absolute shame in the eagerness I had had to see this – and then I felt absolute terror. I could hear jets and explosions in the background. I was in a place surrounded by death, sorrow, and suffering. Then it dawned on me that —when I had watched news on TV about the Rwandan genocide when I was 6— that there were journalists who no doubt had felt then what I was feeling in that moment. I realized that I was

WHAT IS THE FIRST STORY YOU EVER COVERED AS A PHOTOJOURNALIST?

While at school at SAIT in Calgary, I got an internship with the Calgary Sun in 2012. The first assignment was to go to a garden centre to photograph an employee who had just celebrated his 30 year anniversary working there. I was terrified. I don't want to say I had no idea what I was doing, but I was pretty close to it.

The photo ran on page 35 of the paper, right at the back. I was over the moon. I remember thinking to myself, “I made it! I'm a journalist now.” This is an assignment I will remember forever.



Gavin shares, “When I was in high school, I watched 9/11 happen live on TV. At that moment I realized that the Middle East would be important for the rest of my life. That there would be a need in the world for people to tell stories that matter, that these events would ripple. It's when stuff is hard to look at, that's when storytellers are most needed.”

Members of the Nineveh Plain Protection Units (NPU) search through recently captured tunnels used by the Islamic State outside of the Iraqi city of Qaraqash during the 2016 push to the ISIS held city of Mosul.

Métis Photojournalist Gavin John (continued)

A North Korean traffic officer salutes in the capital city of Pyongyang.



there, 25 years later. That this was my time to bear witness. I had a job to do, and I felt an overwhelming sense of pride, duty, and purpose.

WHAT IS THE CONCEPT BEHIND THE PHOTOS YOU SHOT FOR THIS REPORT'S COVER?

How do you summarize yourself in a photo? Am I a journalist first? Am I Canadian first? Am I Métis first? With these cover photos, I choose to acknowledge why I am a storyteller and how I became a storyteller. It's a display of pride for me.

All the stories I've told, the places I've been, the people I've seen, all come from our person. The impact I've made spans continents, and this is from a small town Alberta boy. If I can inspire another small town Alberta boy or girl to take that leap and figure it out along the way how I did... I think that would be amazing.

What piece of advice would you give to someone who wants to become a storyteller?

I would encourage anyone who wants to become a journalist to really evaluate your motivations, because these will guide the type of storyteller you are.

As a journalist, you aren't the story, so you shouldn't inject yourself into stories that aren't yours. I find it is an immense responsibility and a privilege that people are sharing things with you that are potentially painful, traumatic, or meaningful. To be a journalist is to be a good listener – to listen and try to understand. This could be things you agree with, or things you don't agree with, and that's so needed right now. We are so disconnected in our own bubbles of thought and belief that we don't want to listen to people's ideas and perspectives that might differ from ours. Especially when we talk about reconciliation. In this uncomfortable moment processing where we are as a country, we have to be able to listen. Ultimately I think there should be more storytellers, more journalists. The more the better.

COVID-19 Pandemic Response

As we stand in 2022 and look back to the year 2021, the COVID-19 pandemic remains a global concern and a challenge for Rupertsland Institute and for Métis citizens. But time and time again our team and our clients have shown themselves to be resilient and adaptable. RLI continues to strive to adapt and support Alberta Métis in innovative ways through and beyond these challenges.

Supports introduced at the onset of the pandemic have remained successful in 2021-2022. In addition to providing 2,000 more Chromebook devices for K-12 learners, eligible post-secondary students in college diploma and university degree programs received \$1000 each in emergency COVID support. RLI also introduced safe virtual environments such as online job fairs and the Rupertsland Education Community Connections (RECC) Room, that includes educational resources, virtual classroom field trips, and a variety of programs and services.

For some Métis citizens, 2021 served as an opportunity to focus on their education and training. Relative to previous years, there was an increased number of clients and students accessing training and education supports provided by RLI. During this time the Métis Training to Employment program has been essential in providing frontline community-centered support services to meet the needs of Alberta Métis. This includes the development of the flexible Community Emergency Support Program, the Summer Student Employment and Employer Partnerships programs, which have been fundamental to providing wage subsidies and meeting the needs of employers and Métis Students.

While managing a greater demand for education and training supports, staff continued to work from home throughout 2021-2022. Due to the diligent work of Corporate Services, staff had access to reliable and secure technology during this time. Working remotely allowed RLI staff to expand their skill set, optimizing their use of Microsoft Office 365. Further, several processes, such as hiring, transitioned to be fully remote. As COVID-19 transitions from pandemic to endemic, RLI's priority remains on ensuring excellent client service. This will include implementing a hybrid work model for RLI staff. This model means a phased return to the office for some, while others may continue working remotely to capitalize on newfound efficiencies in their areas of work.

The COVID-19 pandemic continues to be difficult and isolating for many of us. As Métis people, it is with the strength of our community and relationships that we navigate challenging times. We acknowledge that many in our communities lost their lives, their family members, and their friends. We stand with you in mourning.



SUPPORTS FOR K-12 CHROMEBOOKS

Declan (Age 6) is absolutely in love with having his own Chromebook. He continually uses his Chromebook to play STEM games, IXL for Math and English as well as his favourite site...Math Playground! He has been asking for a laptop since the age of 4, and has been in love with technology since the day he was born! Thank you so much RLI for making a little boy's dreams a reality! You have no idea how much you contributed to growing and developing his young mind!

— KaSandra

RLI has now provided over 5,000 Chromebooks since the pandemic started. This includes an additional 2,000 since last year's Annual Report.

EDUCATION

The RLI Education Division consists of the Alberta Métis Education Council (AMEC), the Rupertsland Centre for Teaching and Learning (RCTL), Early Learning Education and Childcare Training (ELECT), Post-Secondary Education (PSE) programs and supports, and Indigenous Languages for Education (ILE) – Michif Revitalization Projects. The Education Division fulfills the mandate of Lifelong Learning for the Métis community.



Alberta Métis Education Council

The Alberta Métis Education Council (AMEC) is a Standing Committee of the RLI Board and serves as a K-12 advisory body to the RLI Education Division. It was formed to enhance Métis representation in provincial education. AMEC is composed of highly accomplished Métis academics who have knowledge and expertise in the education field, and who are appointed by RLI to represent the collective voice of Métis education in Alberta.

AMEC’s mission is to support the development of Métis education through collaboration, curriculum development, building educator capacity, and Métis research-informed practice.

.....

Education Stats

Despite the ongoing challenges of the COVID-19 pandemic, the RLI Education Division continues to strive for excellence in their program delivery and student support. From Early Learning education, to K-12, and on to post-secondary, RLI is committed to walking with Métis students through their lifelong learning journeys. Some achievements of the Education Division in 2021-2022 include:

- Provided 73 Métis families with preschool subsidies and 130 Métis families with tutoring support.
- Supported over 5,000 Métis families with access to technology through the Chromebook Initiative launched in response to the COVID-19 pandemic.
- Provided close to 750 new Métis Students with Post-Secondary Education funding support.
- Provided 480 Métis Student Services (MSS) supports to students.
- Over 3,000 Métis students (including 300 high school students) are currently registered with the RLI Métis Student Association (RMSA), enabling them to access our comprehensive suite of student funding and supports.

AMEC MEMBERS

Preston Huppie, MEd
*AMEC Council Chair,
Calgary Board of Education*

Betty Letendre, Kehtayah
(Old One/Elder)

Dr. Yvonne Poitras Pratt, PhD
*Associate Professor & Director,
Indigenous Education,
University of Calgary*

Kimberley Brown, MEd
Online Teacher, North Star Academy

Erin Reid, BScEd, MA
*Coordinator & Chair,
Bachelor of Education & Practice
Teaching, Faculty of Education
Charlottetown, PE*



My kids have enjoyed their computer. My daughter does Raz reading, and she has gone up in her reading level. Thanks again!

— *Elesha Laurence*

Teaching & Learning



My family wanted to express our sincere gratitude for this program as it provided access for our little Métis learners to join a program. As children who have been through many Covid restrictions, our family was worried about the lack of opportunities for socialization and this program has really helped our children gain skills and confidence to help them navigate group settings in their own age groups. Although they have only been in these programs a short time, the explosion of new interests and skills is truly remarkable.

— Brenna Minto

Early Learning Education and Childcare Training

Throughout 2021, RLI developed a unique Early Learning Education and Childcare Training (ELECT) program to support existing Early Learning Diploma holders who seek training in Métis-centric ways of knowing, being, and doing for early learning education. ELECT supports early learning and childcare providers working in Métis communities and Early Learning centers. To inform the development of the program, RLI held community engagement, including focus groups and contributions from Métis Early Learning Educators. This approach ensures Métis culture, language and land-based learning is woven into the fabric of the ELECT program. The program will be officially implemented with a pilot of five Early Learning Directors or Educators from each of the six MNA regions. This first cohort will engage in synchronous and asynchronous learning through the training program over the next fiscal year.

Lifelong Learning

The RLI Board of Governors prioritized Lifelong Education in the 2018-2022 Strategic Plan. RLI is committed to providing Métis citizens with access to lifelong learning and employment opportunities through a holistic approach that supports Métis students and clients at all levels of education and training. To ensure we will be able to meet the needs of Métis citizens wherever they are in their journey, we are implementing Lifelong Learning initiatives for early learning, K-12 supports and resources, labour market training, and post-secondary programming.



Our middle daughter Harper is loving her first year and has improved incredibly in her speech. She has literally came out of her shell! She is full of confidence and she has done amazing.

— Dylan Knoll

Rupertsland Augmented Reality App

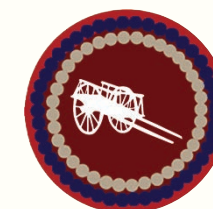
The interactive Rupertsland Augmented Reality (AR) app was launched in 2019 and was developed by the K-12 team at RLI's Métis Education Division. In Fall 2021, RLI updated the app to include a Michif Métis Alphabet in two dialects. Other updates include a Language Portal Experience which transports the user to different locations across the Métis Homeland to hear the different dialects of Michif. The app also includes the Enn Fleur (Flower Image) Experience which is a preview of the 5 Foundational Knowledge Themes/Modules of the course. The Rupertsland AR app is available for download on the Apple App Store or Google Play.



Métis in Alberta



Languages of Métis



Homeland History



Métis Culture & Traditions



Métis Nation Governance

The avatars and theme icons in this report are interactive! Open the Rupertsland AR app and navigate to the Experiences tab from the home screen. Click on the Enn Fleur and Start. Make sure your sound is on. Hold your phone up to the avatars on the next pages to hear them speak!



Louis Riel was a prominent Métis leader, a founder of Manitoba, and was a twice-elected Canadian Member of Parliament in the late 19th century. He led Métis through two major resistance movements against the Government of Canada. Scan his avatar above with the Rupertsland AR App to learn more!

Teaching & Learning

RCTL's foundational themes were developed in consultation with AMEC and MNA Leadership, and by engaging with Alberta Métis citizens, archival resource analysis, and academic papers published by scholars in Métis academia. These themes will help teachers develop their foundational knowledge to meet the new 2019 Teaching Quality Standards.



Today, the Métis Nation has four living languages: Michif, Cree, English, and French. Learn more about Michif by exploring the Languages of the Métis theme or by scanning the Kôhkom: "your grandmother" avatar above with the Rupertsland AR App!

Rupertsland Centre for Teaching and Learning

The Rupertsland Centre for Teaching and Learning (RCTL) was established in 2019 to advance education about the Métis across the province. The RCTL's mission is to implement transformational education founded on Métis research-informed practices. The RCTL ensures that Rupertsland Institute fulfills its mandate for education, and supports Métis K-12 educators in achieving provincial Teaching Quality Standards (TQS). In 2016, RLI contributed to the new TQS, leading to the inclusion of the Métis in the updated TQS (2019), a historical moment for the Métis Nation.

The RLI Education Division, while working closely with the AMEC, the MNA culture team, and former and current Provincial Council members, has developed Foundational Knowledge Themes that will be instrumental in sharing the Métis story in the classroom. The five themes are extensive and contain enough information to publish a book on the following: 1) Languages of Métis; 2) Métis Culture and Traditions; 3) Homeland History; 4) Métis in Alberta; and 5) Métis Nation Governance.

The RCTL has the most sought-after Métis education resources and lesson plans (designed and created by Métis educators) in our province, and has been celebrated both nationally and internationally. For example, RLI was invited to present at the Canadian Geographic Education Summer Conference 2022, a free virtual conference aimed at inspiring the next generation of change-makers by connecting educators to engaging classroom resources, experts, and their peers.

The RCTL offers online certified courses for Métis educators, including the Train the Trainer course, an online synchronous and asynchronous certificated course designed to elevate Métis education and empower Métis educators. In 2021-2022, the RCTL offered 32 professional development sessions reaching over 1,000 Métis educators. The RCTL now has over 30 professional learning facilitators across the province.

Through ethical community engagement, the RCTL has developed several new innovative and exciting resources to empower Métis educators in 2021-2022, such as the five Foundational Knowledge Resource publications. During Métis Week in November 2021, the Métis Foundational Knowledge Themes (and an accompanying Master Vocabulary List) were launched alongside the open access Métis Foundational Knowledge Moodle Course. Since the launch of the Moodle Course, over

200 individuals have registered. Visit this link (<https://www.rupertsland.org/teaching-learning/resources/>) to explore the authentic Métis education resources created by Métis educators. Access online videos to support Métis Education available at this link (<https://www.youtube.com/channel/UCXflb0bgoSC02714le9bPPg/videos>)

Online Learning Supports

The RCTL is continually developing new resources to engage learners of all ages with Métis education. One example is the Rupertsland Education Community Connections (RECC) Room. Launched in June 2021 with support from the MNA, the RECC Room has over 1,800 registered users including teachers, students, parents, and members of the Métis community.

RECC Room services include a space for early learners and their parents to visit and play, guided children's readings by Métis artists, and tutoring support for all grades. In this online space, Métis students can connect with RLI to access tutoring supports, take practice exams including Métis learner access codes for ExamBank, and access live or recorded online sessions with Métis teachers. The RECC Room also includes an educators' space for gathering virtually, asking questions, and sharing ideas and resources. RCTL also runs exclusive live events through the RECC room, and houses a Leah Dorion community – with videos! Visit the online RECC Room at this link (<https://rli.connectedcommunity.org/home>)



Thank you to Rupertsland Institute for the incredible gift of a much needed Chromebook to help Derrin succeed in grade 12 and now have with him going into university. Also, many thanks to Taylor and Don who connected to Derrin...their tutoring style and support was extremely beneficial and appreciated.

— Charlene Douglas

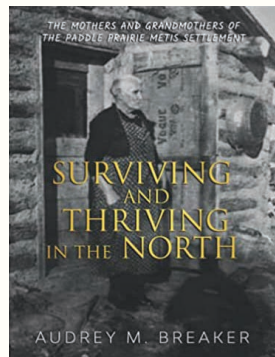
With the support of RLI, both girls we're awarded a certificate of Outstanding Effort at Irvine school. This was achieved by working with their tutor weekly through RLI. They could attend their meetings with the tutor with their Chromebook, also provided by RLI. We are very thankful for the support and we are proud to be Métis!

— Everett Hutchinson

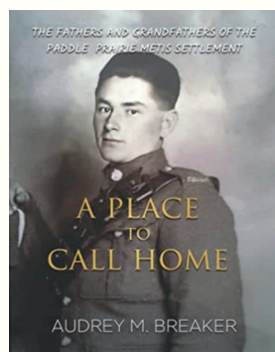
Teaching & Learning

Rupertsland Institute is proud to announce the publishing of two books in collaboration with Audrey Breaker that reflect authentic Alberta family stories related to the Paddle Prairie Settlement. These stories talk about the Alberta Métis way of life and the importance of culture and language. Now available on Amazon.

Priceless stories of resilience, *Mothers and Grandmothers of Paddle Prairie Métis Settlement* details the matriarchal role models for their families, and the community.



The Fathers and Grandfathers of Paddle Prairie Métis Settlement holds heartwarming stories about Métis courage and bravery surviving in the harsh territory of the north.



Community History & Engagement Project: Métis Memories

In 2020, the Métis Education Division facilitated an intergenerational art collaboration to acknowledge, highlight, and share Métis residential school survivor experiences. This powerful educational resource was designed in collaboration with respected Métis Elder and artist Mrs. Angie Crerar, author Jude D. Daniels, Canadian artist Lewis Lavoie, Graphic designer Emma Grant, RLI, the Werklund School of Education, and the Métis community.

Together, collaborators created images that reflect the stories shared in the book *Métis Memories*. These images were made into a mural with art cards, used as an educational tool for K-12 students to learn about the colonial school experience many Métis citizens endured. The mural image was inspired by Métis artist Samantha Pratt. To explore the mural, visit (<https://www.muralmosaic.com/metis-memories/>)

In April 2022, the Métis National Council (MNC) sent a delegation of Survivors, Elders, youth, and community members to Rome to share with Pope Francis, and the world, the experiences of the Métis in residential schools. The Métis delegation gifted the Pope with the *Métis Memories* mural and book of stories, photographs, and other documents collected from across the Métis Nation homeland.



Métis Access to Post-Secondary

Rupertsland Institute launched Métis Access to Post-Secondary (MAPS) in the fall of 2021. This program aims to provide support to Métis high school students in choosing a meaningful career and PSE program, decrease barriers, and increase pathways to higher education for Métis learners in Alberta. By partnering with several school districts to distribute a campaign connecting students to the program, approximately 75 students from grades 9 to 11 and 30 grade 12 students found support.

High school teachers and graduation success coaches are being recruited across Alberta as MAPS Ambassadors who will guide students on the critical journey from high school to post-secondary and into careers. Live events such as MAPS Expeditions, Journey of a Métis Professional, and Connect with Krista are designed to increase engagement, build community, and share the journeys taken by Métis professionals in a variety of careers.

Michif Revitalization Project

Rupertsland Institute's Métis Education Division has been working to reclaim, maintain, and strengthen Métis language and culture through our Michif Revitalization Project. It is anticipated that the knowledge gained from this language revitalization project will contribute to improved outcomes for Métis students and enhance the experiences of Métis families and communities in the Alberta school system.

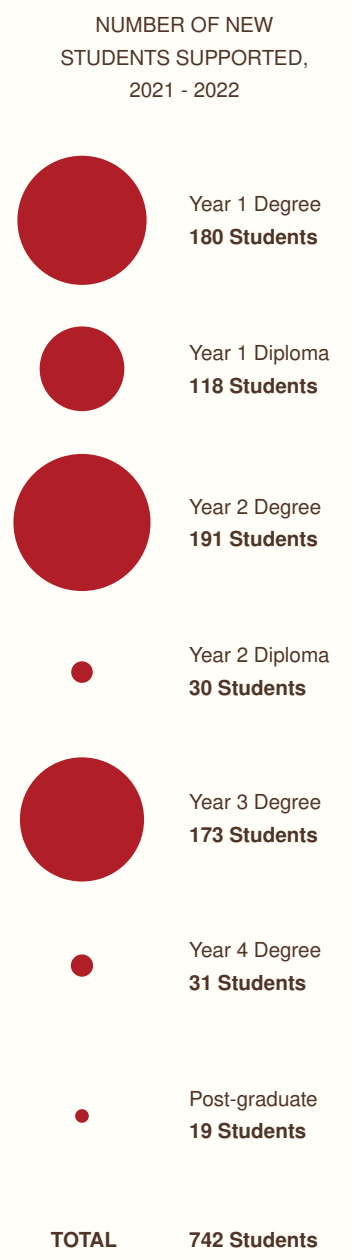
RLI's Online Michif Course is an accessible language learning resource and a core part of the Michif Revitalization Project. Alberta Métis Educator Sandra Davenport and Métis Scholar Ashley Shaw co-developed the course starting in November 2021, working closely with Michif language speakers, knowledge keepers, Elders Elaine Malbeuf and Norman Fleury, the RLI Education team, and the Instructional Design team from CLR Media.

RLI also established a partnership with the Faculty of Werklund Education at the University of Calgary. Through this partnership, Métis Scholar Dr. Jaime Leigh Fiddler is working with Métis graduate students to develop an annotated Michif Bibliography and several enhancements for RLI's Online Michif Course. Having secured extended grant funding in the spring of 2022, we look forward to expanding the Michif Revitalization Project over the coming years.



The Métis Nation has a generational Homeland, and a rich history of living on that Homeland before the introduction of European settlers. Métis peoples exist today with a unique and distinct cultural identity. Scan the avatar above with the Rupertsland AR App to learn more!

Post-Secondary Education



RLI launched several new Post-Secondary Education (PSE) programs and services in November 2020 and is now offering annual support for eligible students in all years of study in recognized Canadian universities and colleges.

RLI provides post-secondary financial aid to Métis students to reduce the overall cost of education and the financial burden with the objective of increasing the number of Métis students who successfully complete post-secondary studies. With time, these efforts will close the gap in post-secondary educational attainment between Métis and non-Indigenous Albertans.

Rupertsland Métis Student Association and Métis Student Services

The Rupertsland Métis Student Association (RMSA) launched in November 2020 and currently has over 3,000 students registered (including 245 high school students). The RMSA is a place for Métis students to become engaged with their community and to participate in a broad array of MNA activities and initiatives. Through the RMSA, Métis students are able to access support through Métis Student Services (MSS) at every stage of their education. MSS serves as a link between RLI, MEF, MNA, post-secondary institutions, and other community agencies that clients may need to access from time-to-time in order to be successful in their PSE journey.

In a student's first year, application and fees, as well as technology supports, may be provided to encourage enrolment in post-secondary institutions. Professional fees can be paid for recent graduates joining a professional association. Student need is identified and assessed with assistance from a PSE student advisor or other appropriate RLI counsellors. Sundry supports are also available for students and can assist them with staying in school when facing unforeseen circumstances. Eligible applicants may access each of the MSS program supports once annually as needed for up to the total maximum amount specified for each support. As of March 2022, 330 MSS supports have been accessed, including 17 registration fees, 159 distance learning, and 154 sundry supports. Another 67 received support for dependent children (0-12).

RLI Alumni Association

The RLI Alumni Association (RAA) is a digital community platform in the final stages of development. The RAA will bring together all Métis citizens who have accessed RLI's funding to create a community of RLI graduates, offer opportunities for Métis graduates to stay connected to one another and their community, and help recruit new students. By mentoring others, RLI alumni will have an opportunity to give back to their communities. RLI is excited about this new and long overdue initiative. Our graduates are the Métis Nation's greatest resource; they are allies, mentors, and ambassadors who can encourage and promote higher education.



Program of study: Bachelor of Design, University of Alberta (2nd year)

Kane Pendry is an avid artist and designer and was the External Liaison for the Student Design Association.

He finished his second year with a 3.9 GPA after his first year in the top 2% of the faculty. Last semester, Kane, his team, and their project - Ôcênâs - were awarded funding and first place in a Canadian Design sprint, the Future City Builders initiative. Their team researched and engaged with Indigenous and settler non-profits to address communication barriers affecting Edmonton's predominantly Indigenous at-risk youth population. Since January, Kane has been the Operations Director alongside his Co-founder for Ôcênâs.

Since November 2020, Kane joined the U of A Oskiyak Advisory Council. This panel contributes to research solutions to engage newcomer youth with the TRC calls to action, alongside two universities in British Columbia and Ontario.

Kane continues his studio work and is the winner of the 2022 Calgary Stampede Poster Competition, which features Relay Racing. He contributed to five exhibitions last year and will be exhibiting in two before his travels abroad in August. In the upcoming academic year, Pendry will be studying in Münster, Germany, after accepting a juried decision to send two Design students to the University of Applied Sciences.



Program of study: Doctor of Medicine, Honors Psychology, University of Alberta (2nd year)

Auriele Volk is a proud Michif woman and a member of the Métis Nation of Alberta. She has family roots from the Red River area, Lac St. Anne, and Edmonton. She graduated from the University of Alberta in 2016 (BSc Honors Psychology, Science Internship Program).

Between 2014 and 2020, she was employed as Probation Officer, supervising both adults and youth. During this time, she specialized in youth with sexual offences and adults with family violence offences.

In 2020, Auriele returned to the University of Alberta to complete her Medical Degree. As a future physician, Auriele intends to serve her people and the Indigenous communities on Turtle Island, many of whom are disproportionately marginalized through systematic discrimination in our current institutions. Her belief in the importance of mental health and reducing the stigma in addressing all aspects of the self through holistic healing will be the foundations for how she treats future patients.

Online Services



RLI was instrumental in my last year of schooling in so many ways. By relieving my financial stress, they allowed me to focus on excelling in my studies and pushed me to seek out my career goals. The help the online counsellors offer prior to, during, and following the training process relieves many of the stresses around navigating schooling, employment, and life in general. My online employment counsellor has never hesitated to offer advice or help throughout this entire process. It is the willingness and passion within people like her to help raise up individuals within the Métis community that can give back to society that allows for people like me to find success. The stress that she, and RLI collectively, has taken off me during my final year of my undergraduate degree is something I will forever be grateful for.

My desire has always been to serve others and give back to my community, and RLI has relieved many of the burdens and obstacles that stand in our way as students, allowing me to accomplish my goals and fulfill my desires of contributing to the needs of society. Thank you, RLI!

— Kiera (Sunderland) Milgate

Kiera (Sunderland) Milgate received a Bachelor of Arts in Physical Education from the University of Alberta.

In 2015, RLI introduced online services to help process client applications under the Métis Training to Employment (MTE) program. Since then, Online Services has experienced growth in the annual budget and is the preferred method to process MTE supports for post-secondary students. In 2020, RLI added more responsibilities to the Online Services team by turning it into a Division and adding the mandate to deliver post-secondary supports under the new Post-Secondary Education (PSE) program. RLI Online Services now provides support to all the MNA regions in Alberta for the final 2 semesters of diploma or degree within the post-secondary public-school sector. The Online Application System can be accessed anywhere in Alberta, providing that students are connected to the Internet or a WiFi network. Our goal is to provide the support and guidance to our Métis Students for a seamless transition into final year studies.



My experience with RLI started with my job with the City of Edmonton through the City of Edmonton's Indigenous People's Summer Student Program that partnered with RLI. While meeting with my employment counsellor, I was advised that I could also apply to RLI for financial help with my final year of post-secondary. A weight was lifted after meeting with my employment counsellor. Applying for the funding was easy and I got the results back quickly. Not having to apply for a student loan for my last year put my mind at ease, reducing the amount of debt I had to incur. Because of the funding, I was able to focus on my studies, and not stress about the financial woes of post-secondary.

Every month my employment counsellor would contact me and see how I was doing in regard to my post-secondary training and my home life balance. My employment counsellor wanted me to thrive and to achieve my goals.

Working with RLI was a great experience, I will be forever grateful for the help I received. I am working in the field that I went to school for, I am employed as a Registered Dental Assistant. Thank You!

— Morrigan Green

2021-2022

Métis Education, Training and Information Services (METIS) online staff continued to work from home during the 2021-2022 fiscal year, and this did not hinder the high standard of support we always provide to our Métis students. The METIS staff assist students with their funding application and assist in obtaining mandatory documents, facilitated on behalf of their client with school's student advisors, employment insurance, monthly school support, job search and other Métis Student Supports (MSS) offered under the PSE program to our MTE final year students.

Due to the pandemic and the policies of immunization in place for the health care and social work field, a few students were affected due to personal choice and had to withdraw as they could not complete their practicums. We hope to see these students return in the future to complete their studies.

The support our online employment counselors provided to the 326 new applicants as well as 215 carry over students from our previous year is reflected in the successful outcomes we've achieved in the 2021-2022 fiscal year.

Online Client Breakdown

● Degrees ● Diplomas ● Apprentices

2020 — 2021



2021 — 2022



Although RLI staff worked remotely and many other organizations faced provincial shutdowns due to the pandemic, our student numbers increased, and we celebrated numerous successes. We thank our Online team for their dedication and commitment to making MTE Online a great success over the last two years.



I am a third year student at Old's College studying Business Management. I am extremely honored to be able to say Rupertsland Institute has helped me along the way of my studies. The support I have received has made a significant impact in my studies and everyday life.

Because of RLI I am able to participate in my studies while balancing the weight of being a student athlete all at the same time. Financially, they have lifted a weight off my shoulders, and helped me feel comfortable with my financial need.

I cannot thank RLI enough for all the support they have given me without them, I would not be where I am today!

— Ali Macaulay

RLI delivers its training mandate to Métis citizens province-wide via the Métis Training to Employment (MTE) program. The service delivery network is decentralized through community-based programming, dividing the province into four geographic regions. Client services are provided through eleven Métis Education and Training Information Services (METIS) offices and Mobile Employment Services.

TRAINING



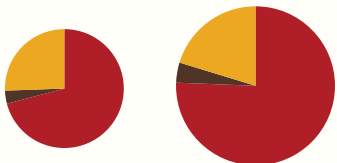
Employment Outcomes

Despite the continued impacts of the COVID-19 pandemic, in 2021 Alberta's economic performance exceeded expectations. The strength of the oil market was an important factor in Alberta's growth and helped improve the labour market relative to pre-pandemic levels. Between December 2020 and December 2021, the Alberta Métis participation rate increased by 2.7 percentage points to 73.1%, the employment rate increased by 6.0 percentage points to 65.6%, and the unemployment rate decreased by 5.0 percentage points, to 10.3%.

Guided by our training mandate, the Métis Training to Employment (MTE) program improves participants' access to employment. In 2021-2022, MTE programs, services, and outreach helped 1,249 Alberta Métis overcome last year's challenges through access to training and employment opportunities. Through the MTE program, we invested \$819,149 in employment opportunities through the summer student program, creating jobs for 201 Métis students throughout the province.

The graph below shows the diversity in our clients' employment types. In 2021-2022 the number of successful employment outcomes has grown substantially as compared to 2020-2021. The most notable growth can be seen in the Trades, Transport, Equipment Operators field, where we helped 342 Alberta Métis become employed this year, as compared to 202 in the previous year. In total, we helped 1,056 Alberta Métis achieve their employment goals in 2021-2022.

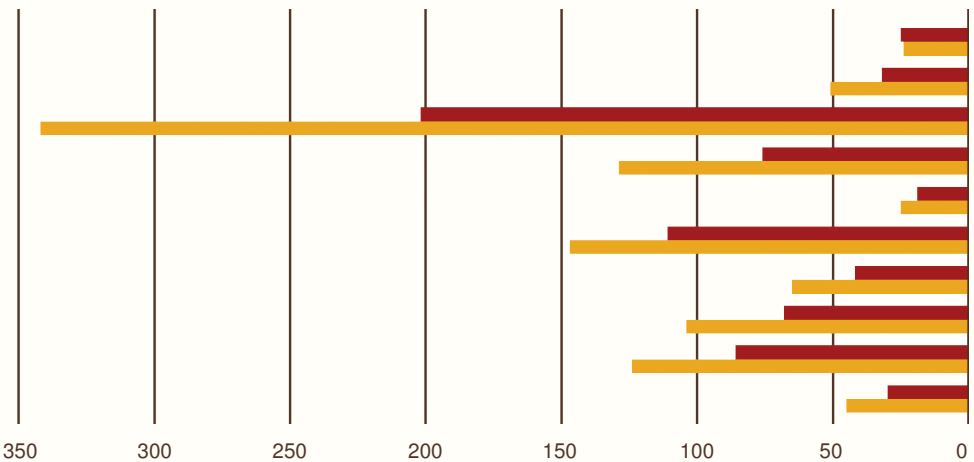
TRAINING TO EMPLOYMENT OUTCOMES



2020 - 2021 2021 - 2022

	20 / 21	21 / 22
Employed	661	945
Self Employed	33	49
In School	240	255
TOTAL	934	1249

EMPLOYMENT OUTCOME BY INDUSTRY



2020 - 2021 2021 - 2022

- Manufacturing & Utilities
- Natural Resources & Agriculture
- Trades, Transport, Equipment Operators
- Sales & Services
- Arts, Culture, Recreation & Sports
- Education, Law, Social & Government
- Natural & Applied Science
- Health
- Business, Finance & Administration
- Management

Alberta Métis Education & Training Strategy

The Alberta Métis Education and Training Strategy (AMETS) guides our training and employment programs, helping expand our reach to include high schools and early learning programs. AMETS emerged as a result of the Canada - Métis Nation of Alberta “Advancing Reconciliation” Framework Agreement and strategic planning. It is designed to meet the diverse needs of Métis communities across the province.

The foundation of AMETS rests on four pillars that match the strategic priorities of the RLI Board of Governors and the Strategic Plan: Lifelong Learning; Enhanced Client Services; Research, Policy and Informed Practice; and Partnerships and Shared Responsibility. We first implemented this strategy in 2019 under the Indigenous Skills and Employment Training program to close the employment and earning gap between Métis and non-Indigenous peoples. We are working to achieve this goal through a suite of programs that promote learning and education, skills development, and long-term career success.



AMETS FOUR PILLARS



Métis Training to Employment Division

Métis Training to Employment Division (MTE) is deeply committed to service excellence and continuous improvement. We regularly evaluate and advance our services by implementing strategies to improve and build new opportunities. During the past two years, we have assessed and updated many of our operational processes. We have enhanced our ability to deliver digital and hybrid services while reflecting upon, and renewing, our commitment to outreach in our community. In continuing to seek out new ways of working with employers and with other community agencies, we have taken on new initiatives.

MTE is proud to work with a large network of committed employers across Alberta. We collaborate with our employers to understand their needs in the current labour market and to plan for up and coming trends. Through increased engagement and a willingness to connect virtually for recruitment and networking, our employers continue to help us create new career opportunities for our job seekers.

MTE will expand our employment services to include an online Job Search Database to support our digital capacity and help job seekers connect with employers. The MatchWork platform enables job seekers to find jobs tailored to their specific goals and skills. We look forward to continuing to collaborate with the team from MatchWork as we leverage technology and innovation to assist job seekers and employers in post-pandemic economic recovery.

MTE will deliver online seminars and workshops on a Modular Object-Oriented Dynamic Learning Environment (Moodle). This is a secure web-based environment used for the development and delivery of course resources and activities. Moodle will allow MTE to organize and store course content that our clients can access from anywhere at any time. These seminars and workshops will be focused on job search, e-commerce for entrepreneurs, and interview skills.

MTE will be expanding our programs to offer apprenticeship services. This project will encourage and support small and medium-sized enterprises (SMEs) to hire first-year apprentices in skilled trades. The project’s specific objectives are to attract SMEs and potential apprentices in the construction and manufacturing industries, manage and distribute funds to SMEs to hire first-year Red Seal apprentices, and provide SMEs with financial incentives and supports to enhance Métis participation.

MTE continues to increase our service delivery capacity. Our commitment to our values is reflected in the quality of service we provide to our communities and the alliances we create with our clients, our employers, and our partners.

Under the training mandate, the Métis Training to Employment Division, the largest division within RLI, is responsible for managing and delivering programs that enable Métis individuals to pursue an education, enhance their skill level, and find productive employment.

MTE provides employment and training services, programs, and financial support to clients through a regional service delivery structure. This structure is composed of four regions and 11 full-time offices, with itinerant services to smaller communities provided primarily through a regularly scheduled mobile service.

MTE Program Completions 2021-2022

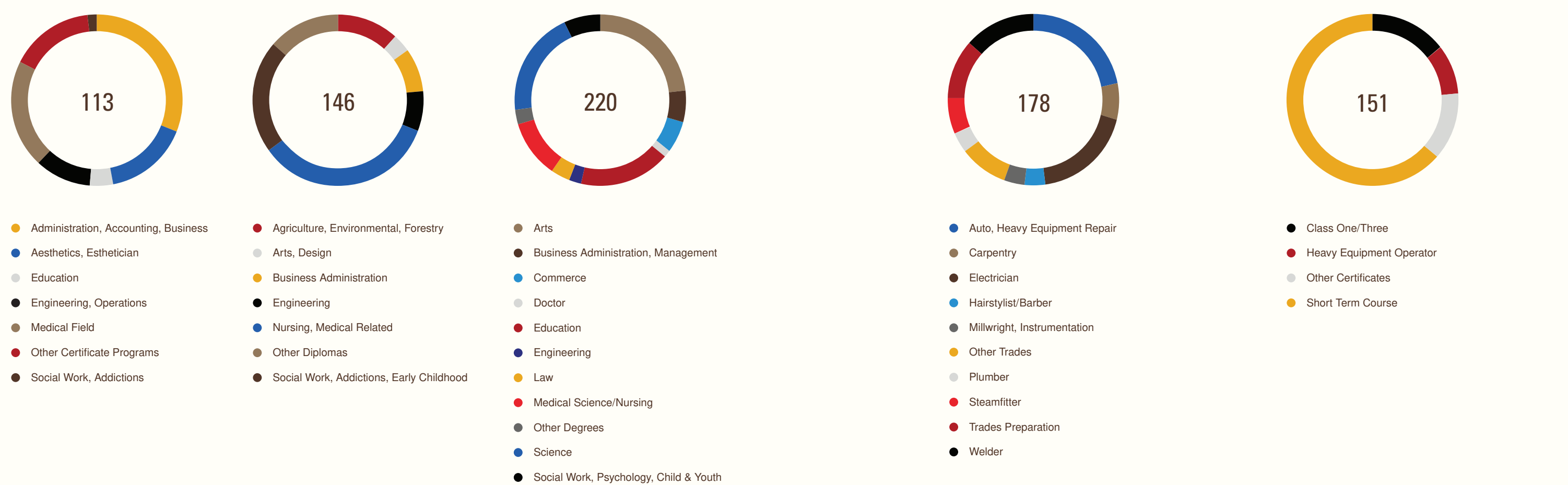
We are proud of the resilience, agility, and creativity of the MTE staff over the last few years in adapting to an online service delivery system and developing online learning projects for all skills development training.

The staff supported clients across the province in adapting to the online services. Still, we faced challenges with this adjustment, like ensuring clients had access to technology or the internet. The MTE Team managed to continue to coach clients and create new training opportunities. We developed online webinars for

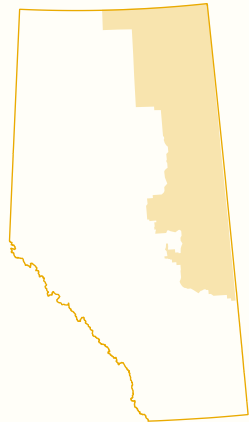
resume writing, interview preparation, introduction to LinkedIn, and how to conduct a job search.

COVID-19 has pushed us to meet targets and address challenges. As a result we have extended our geographical reach for service delivery without adding pressures to budgets.

The results of the 2021-2022 MTE program reflect our dedication to providing high-quality, client-driven support in communities across Alberta. As a leader in employment services, RLI delivers a full range of career-focused counselling, project-based training, educational funding, and partnership development to prepare Alberta Métis for success in the labour market. These efforts aim to promote both economic prosperity and community well-being. In the 2021-2022 fiscal year, RLI and MTE supported 808 clients in graduating from the following programs:



Northeast REGION



The Northeast Region provides service for MNA Regions 1 and 2 with offices in Lac La Biche and Bonnyville.



Belle Dy-Reyes
Northeast Region Manager

The 2021-2022 fiscal year could be described as the “supporting year” for the Northeast Team. An anomaly occurred when the Northeast found itself one staff short. Despite having one less person than anticipated, the team managed to navigate through a high volume of funding applications province-wide. The team supported other regions when needed while also managing their own. They also assisted with the provincial initiatives such as the Job Fairs, not only assisting clients but also co-hosting the events.

From July to September, the Pipeline/Construction Training Project was developed, and was delivered by October. This project is a partnership between Métis Nation, Region 1, Alberta Labour, Labour Union 92 and RLI. This project provided training in safety courses and personal protective equipment that are required to be employed in pipeline and/or construction. All twelve participants completed the project.

Indigenous Early Learning Child Care Program

Another partnership in the Northeast was the Indigenous Early Learning Child Care Program. RLI partnered with Athabasca Tribal Council, Alberta Labour, First Nations in the Municipality of the Wood Buffalo Region, and Keyano College. This program integrated western curriculum and Indigenous content to provide a braided approach to early childhood learning. The Fort McMurray staff were instrumental in keeping the communication, case management, and other supports in this project. Two out of the three participants were able to complete this program.

Region 2 staff assisted with the details of a new initiative, called Virtual Shelly, that will be piloted in Lloydminster as well as High Level in the Northwest. Staff provided their input and will be part of the pilot project. Stay tuned to learn more about what Virtual Shelly is as more information will be coming in the 2022-2023 fiscal year.

Northeast REGION

Summer Student Program

Throughout their time in the Fort McMurray Local 1935 Summer Student Program, students gained a variety of work experience and transferable skills, and spent invaluable time with elders.



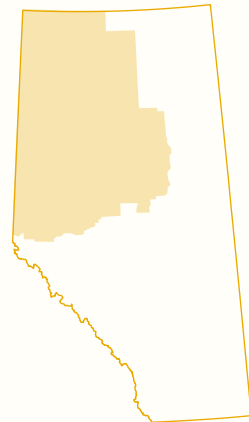
I completed the Hospital Unit Clerk program at Bow Valley College with the help of RLI's Métis Training to Employment program.

The income support program made it possible for me to maintain my life while committing my time to school. Anything I needed, Bella (my employment counsellor) was just a phone call away. I will appreciate this opportunity for the rest of my life and it was all possible because of RLI! I would encourage anyone that wants to better their lives to reach out to RLI. Thank you!

— Maddison Cameron

Students enjoying the outdoors at Fort McMurray Local 1935 Summer Student Program.

Northwest REGION



The Northwest Region provides service for MNA Regions 5 and 6 with offices in Grande Prairie, Peace River, High Prairie, and Slave Lake.



Carmella Mackey
Northwest Region Manager

The Northwest Region in 2021-2022 was very busy, providing supports and exceptional service to our Métis citizens. The staff worked hard to deliver services virtually over the past year and we saw a lot of growth in the number of clients accessing services in the region for safety training, apprenticeships, and fully funded clients to attend post-secondary programs. The Northwest region team assisted 132 clients in obtaining employment, and 34 clients in returning to school. They also developed partnerships with employers to provide summer student employment placements for 18 secondary and post-secondary students in the region.

Employer Partnerships

In 2021, the Northwest region assisted employers by providing wage subsidies through the Métis Youth Summer Student Program and Métis Employment Partnership Program. Employers through the Métis Youth Summer Student Program included Alberta Health Services, MNA Region 6 Northwest Development Society, MNA Local 1990-GP, MNA Local 1929-Valleyview, MNA Local 74-Fort Vermilion, MNA Region 5, Dutch Wharf Fish & Chips, Town of High Prairie, Fort Vermilion Rec Board, Grande Spirit Foundation, and High Prairie Golf course. Employers through the Métis Employment Partnership Program included The Workplace and Grande Prairie.



I applied for and was accepted into the RLI Northwest Employment Skills Training project that started in October 2021 and ended January 2022. I obtained numerous safety tickets through this program, but what helped me most was the life skill training. This training helped me to be more confident in myself and showed me that I could work in an office setting with the skills I have, and the skills learned in this project. It was a great project that made me feel like I was a part of something that was going to better my life.

Once I completed the Employment Skills project, I entered into a Job Search with my Employment Counsellor. We tweaked my resume to suit the positions I was applying for; she helped me with my interview skills and cheered me on throughout the whole process. I applied, and following the interview process I was hired as a receptionist in a local business. It is my first real permanent job! I am loving my work and the people I work with, and it's all thanks to Rupertsland's great projects and staff!

— Roberta Cunningham

Northwest REGION

Partnership with Northern Lakes College

The Northwest Region developed two successful projects to meet identified needs in the labour market.

The Bookkeeping/Financial Clerk/Administration Assistant Project was offered to eligible Métis citizens seeking entry level positions in accounting, finance, and office administration. The project took place August to October 2021, with four weeks of live online classes followed by a four week work placement. There were eleven students who participated and completed the training. Ten participants found full time employment, and one student returned to school to further their education.

The Northwest Employment Skills Project was a program designed for individuals to gain entry level industrial employment. Clients entered the project to gain industry exposure, safety ticket training, and enhance essential workplace and life skills. The project was offered October 2021 to January 2022 over sixteen weeks in a combination of online instruction, in class training and four weeks of work experience. Ten students enrolled in and successfully completed the training. Six students found full time employment, two students returned to school, and two students are actively seeking employment.



I was lucky to participate in the for Bookkeeping/Financial Clerk/Administration Assistant Project through Rupertsland Institute and Northern Lakes College. Through this training I received knowledge I did not have prior, especially in the five-journal bookkeeping system in Sage 50. The simulation package made it feel like I was working as a real bookkeeper.

The Microsoft Excel work and Minute Taking gave me confidence for my future endeavors. The teacher made it fun, and the interaction with classmates was also very appreciated during these social distancing times. I was able to participate because the program was so accessible. I would definitely recommend this course to anyone wanting to get any office experience or starting their own company as it really shows what an operational business entails.

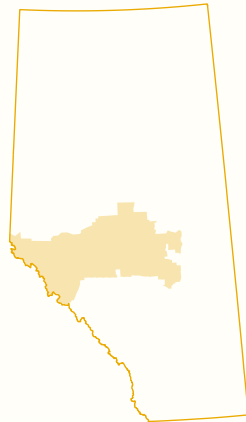
— Morgan Calliou

Morgan is currently employed with Liberty Multi-Media as a Consultant Assistant.

Kade Dubchuk working at Alberta Health Services as part of the Métis Youth Summer Student Program.

Central REGION

Central REGION



The Central Region has one employment office located in Edmonton that serves all of Métis Nation of Alberta's Region 4.



Kristena Belcourt
Central Region Manager

Cale Stefan working at Métis Urban Housing.

In the 2021-2022 fiscal year, the staff in the Central Region continued to provide outstanding virtual service to the Métis community residing in Region 4 of the Métis Nation of Alberta. Though the economy had begun to recover from the pandemic, there were still many Métis people who were looking for funding to assist with education and training costs. Additionally, a number of clients sought assistance with their job search.

Specifically, the Central Region saw 172 clients gain employment, three clients reported self-employment, and 57 clients returned to school.

Employer Partnerships

In 2021-2022, the Central Region assisted the following employers by providing wage subsidies through our summer student program and our employment partnership program. Summer student employers include Rich Valley Public Library, Kingston Ross Pasknak, Métis Nation of Alberta, Métis Nation Holdings, Métis Crossing, Métis Urban Housing, Apeetogosan (Métis) Development Inc., Universal Rail Systems, St. Albert Denture Clinic, Whitecourt Public Library, and various departments within RLI. Employment Partnership Employers include Fourien Inc., Pursuit of Motion Physiotherapy, and pipikwan pêhtâkwan.



YOUCAN Partnership

In the fall of 2021, a new partnership was developed between RLI and YOUCAN Youth Services in Edmonton. YOUCAN Youth Services is a charitable organization dedicated to empowering youth, so they have the knowledge, support, and skills to remove themselves from harm's way and move into economic independence. They assist young people in transitioning into employment or back into education. Their mission is to "engage young people to transform their lives by interrupting the cycle of harm."

YOUCAN staff deal with youth homelessness, transient lifestyles, school issues, lack of employment, court support, addictions, gang involvement, and mental health. They are committed to building strong relationships with youth while advocating ways to successfully remove themselves from high-risk lifestyles. YOUCAN believes in a 50/50 attitude and a relentless approach when working with young people: they work hard for them but expect them to work hard for themselves as well. YOUCAN's end goals for the youth are to stay in school, return to school, or secure and maintain employment. If these end goals are achieved, this will ensure economic independence in the future for these youth.



Danielle Maurice, a former client of RLI, reached out in Summer 2021 for job search support assistance. Melissa Gladue was assigned as Danielle's job coach. Danielle's background included a B.Sc. in Molecular Genetics and 3 out of 4 years completed in the MD program at the University of Alberta.

"As I spent the majority of my adult years as a student and had only a fairly remote work experience history, I knew that finding meaningful work in an area that interested me would be a challenge. With Melissa's support, I was able to design a resume and cover letter targeted to the area I was interested in obtaining employment - mainly community services. In addition, Melissa assisted me in how to best prepare for an interview.

To my delight, I saw a posting for an Employment Counsellor with RLI. I was very pleased to be offered the position thereafter, and as they say, the rest is history! I have now been employed with RLI as an Employment Counsellor since September and I have enjoyed my time here thus far. To be able to give back to the Métis community after accessing so many Indigenous educational supports is extremely gratifying.

— Danielle Maurice



South REGION



The South Region extends from Morningside, north of Red Deer, to the southern border. We have Rupertsland Institute offices in Red Deer, Calgary, and a partnership with Saamis Aboriginal Employment and Training Association in Medicine Hat. From these 3 offices, in coordination with our mobile services unit, we serve all major centres and many of the rural communities of the Métis Nation, Region 3.



Dylan Turner
South Region Manager

As the entire world seeks a new way forward from the past two years of lock downs and isolation, we in the South Region rise to meet the ever changing needs of our clients.

As in many places with depressed labour markets and rising inflation, employers in the south region have required a little bit more assistance with bringing new, inexperienced people on board. Our Employment Partnership Program has assisted many of our clients with finding employment this past year, especially in the Red Deer area where a volatile oil and gas sector can have significant impacts on the economic stability of Métis citizens in those communities. Additionally, we provided support for numerous Métis students to build experience in a wide variety of careers through the Métis Youth Summer Student program. Students had the opportunity to work with many employers, such as the University of Calgary, Municipality of Crowsnest Pass, MNA Local 845 in Rocky Mountain House, and the Sundre Municipal Library.

One of our projects in the South Region this year focused on training related to Class 3 operators to address the rising demand for transport drivers in the province. This project not only provided attendees with their Class 3 operator's license, but also a suite of safety tickets recognized across many industries and pre-employment training for hydro-vac trucks and equipment. This offering was available in Red Deer and Calgary, with the training organized by Fast Labour Solutions. While not all of our attendees entered the hydro-vac industry, they completed their training and were able to find employment with the help of our Job Coaches and Employment Counsellors.

One of the major highlights of this past year was our ability to bring a much-needed pathway for our clients to complete academic upgrading. We are very happy to be able to provide support for Métis people over the age of 20 to find financial support to take the courses required. We are able to remove barriers and support our citizens to meet their academic goals, whether to meet the prerequisites for their desired post-secondary program or to get their Alberta High School diploma. This is a much-needed step in closing the existing gaps in education and earnings between the Métis people and the non-Indigenous community at large. From here, we are better placed to assist our citizens in truly achieving their educational and career goals in a way that was not possible before.

South REGION

Métis Local 845, Rocky Mountain House

Once again, this year, we were proud to assist the MNA Local 845 in Rocky Mountain House in employing summer students interested in learning about and teaching Métis history and traditions.

Over the last few years, we have provided subsidized wages to Métis students looking for a way to not only explore potential career options down the road, but to provide support for their local Métis community. This has been such a positive experience that we have had several repeat students attend for the last two years, Shaun Bailey, Jacob Bailey, Joshua Bailey, and Daniel Davis. Don't forget to visit the National Historic Site in Rocky Mountain House and say hello to the Métis student interpreters.



Lori came to Rupertsland Institute in the fall of 2019 looking for new opportunities for employment through out inaugural virtual job fair.

Around the same time, the South Region found itself in need of some temporary administrative support and Lori fit the bill. After a few months had passed with Lori in her contract position, an opportunity for a full-time position as one of our Employment Counsellors became available and Lori took the opportunity to begin a new career in the employment field. She had spent almost a year in that role, learning everything needed to know about being an effective Employment Counsellor and a trusted support for her clients.

Just this past winter, Lori made another move into the position of Assistant Regional Manager for the South Region and has been applying her usual level of quick learning and dedicated work ethic to the role.

From client to management, Lori has certainly been a great example of what we as an organization can achieve for our community.



I am a Métis woman, and I have lived in Fort McMurray for over 35 years. In my early twenties I was a young single mother, raising my oldest son. With the help of MNA, I was able to attend the Mine Operations Program at Keyano College in Fort McMurray. Once I completed this program, I obtained employment and worked in the local mines for about sixteen years.

When my oldest son was ten years old we moved out of Fort McMurray and I left working at the mine. We later discovered that our youngest son has autism, ADHD, and anxiety. At that time, I entered into the Educational Assistance Program at Red Deer College and took courses related to ADHD and autism. Thankfully I had the support of RLI to carry out my goals, and I completed the program before gaining employment as an Educational Assistant.

RLI again supported me with financial assistance to participate in PECS training which helps to assist students with severe communication challenges. I absolutely love my role and couldn't think of doing anything else. As I always say "If you can dream it, you can do it."

— Crystal Decoste

Mobile Employment Services

RLI operates two Mobile Employment Services (MES) units that provide services to rural/remote locations. The mobile units – named “the Métis Coureur de Bois” – are a unique and innovative means of extending Education and Employment services to small Métis communities in Alberta.

Each mobile team consists of a driver and an RLI staff member. The team travels to rural locations and works one-on-one with individuals. In addition to the regularly scheduled stops, mobile units are also present at community events to provide services wherever a number of Métis may be gathered.

MES certainly looked different over the last two years due to the COVID-19 pandemic. Regular services and live events were replaced with virtual meetings and gatherings.

As RLI migrated to the virtual world, MES staff assisted the regional team services with program delivery, or various virtual functions. MES supported the development of a Return to Office plan, safety protocols and other activities to support client services across the provinces. Despite the challenges the pandemic presents, MES is committed to being active and involved in community activities!



RLI's Mobile Unit can be found at all major Métis community events throughout the province.

Disability Program Services

RLI's Disability Program Services works with clients to establish an appropriate action plan to fit their needs and determine relevant career goals. Our Disability Consultant and applicable experts can assist with specialized assessments to support accommodations in the workplace or academic setting. We work to improve accessibility for Métis citizens who experience disability, permanent health issues or learning difficulties to enter or re-enter the workforce. Where there is a need, this program also provides assistive technologies and other relevant supports to facilitate access to employment opportunities, job maintenance, and success in the workplace.

The Disability Program continues to grow in its capacity to support clients in need. After the onset of the COVID-19 pandemic, the Disability Program provided assistance to Métis citizens with adapted delivery. Services included sharing information about community resources and counselling services to those experiencing additional mental health challenges, linking students to accessibility services for proper supports and accommodations, working with occupational therapists, and connecting clients to external service providers when their need was outside of the scope of the Disability Program's capacity.



At the beginning of 2021 I had some health issues and was diagnosed with a type of arthritis called ankylosing spondylitis. Rupertsland assisted me with custom orthotics to help my back and feet. These orthotics have made a huge difference.

RLI is also helping me with a career change in the future as I am currently a welder with a physically demanding job. I appreciate everything RLI has done for me.

Thank you Rupertsland Institute!

— Samuel McCloud

Disability Program Services summer student, Gabriel Tetreault, at his job with the Sundre Municipal Library.

Provincial Projects



Makayla Higham
Provincial Projects Manager

To support the four regional offices, RLI identified key training projects that meet a demand across the entire province of Alberta. Provincial Projects was able to provide innovative, unique, and in demand training projects for Métis across Alberta in the 2021-2022 fiscal year.

CSI Youth Summer Camp

RLI developed and offered a one-of-a-kind youth program available to Métis citizens aged 15 to 18 across the province. CSI Alberta was a fun, interactive, and dynamic virtual career exploration camp offered virtually over the summer. Youth solved a real case file alongside of active Alberta Métis RCMP detectives whilst learning about the various careers and experts involved in the exploratory process. Career discovery took place alongside an entrancing project, urging students to explore and discover methods of research and innovation new to them.

Virtual Job Search Workshops

As access to in-person events was strained, RLI identified a need within the Métis community to provide virtual targeted workshops accessible across the province to aid our community with employment education. Three custom workshops were designed with the Métis community at the forefront, to target specific needs expressed by the clients we serve. These two-day workshops cover the topics of resume fundamentals, job search strategies, and interview preparation offering high-level information and techniques to those who attend. Perfectly coupled with support from RLI's Job Coaches, the Virtual Job Search Workshops provide integral information to assist our community in securing the future role of their dreams.

Virtual Job Fairs - Four Fairs Series

In February to March 2022, a series of career focused job fairs were held spanning four specific industries to connect job seekers directly to employers actively hiring for roles across Alberta. The Opening Doors Job Fair virtual event platforms allowed

I liked how in-depth the details about the case were. It was very interesting to learn about forensic science, as I've only seen it in movies/shows. I liked how different people were able to talk about their jobs and give a view into that area of work. Very fascinating.

— CSI Youth Summer Camper

job seekers and employers to connect one on one about open positions. Over 200 meetings between recruiters and job seekers were booked over the course of four events. Additionally, 200 employers and recruiters attended the job fairs to connect with qualified Métis candidates. The Opening Doors Virtual Job Fair offering continues to be a resounding success in the 2021-2022 fiscal year and is proven to provide direct links to employment for Métis Job Seekers within Alberta.

Entrepreneur Workshops & Women in Microbusiness Focused Sessions

The Métis community in Alberta have consistently demonstrated a desire for the continuation of Entrepreneurship support services. MTE offered the Métis Entrepreneurial Workshop, a two-day workshop designed to introduce the entrepreneurial space and provide information for the successful start of an entrepreneurship journey. MTE hosted four Entrepreneur Workshops with high levels of attendance.

Further, a need was acknowledged for Entrepreneur Workshops specifically focused on women who are interested in pursuing a microbusiness. The curriculum was altered to provide this specific group of clients targeted information, through examples and demonstrations, to microbusiness specific interests. Three microbusiness sessions were offered with an incredible response from the community.

Women in Microbusiness Funding Partnership with Apeetogosan

After launching the Indigenous Community Business Relief Program (COVID Relief Fund) in 2020-2021, Apeetogosan noticed that of the 500 applications received, over 70% were women earning an average of 15K annually. Similarly, RLI noticed that 80% of those attending the Entrepreneurial Workshops were women interested in pursuing a microbusiness, most of which did not qualify for any type of loans or grants and were self-funded. With this information, a new program was created to assist women in making these projects more successful, better equipped financially, and supported by industry experts. This program touches on interest costs on business loans, consultants dedicated to supporting the microbusinesses, and access to funding for business types not available elsewhere.



I am with Sacred Serenity Massage in Whitecourt Alberta. I chose to go back to school in 2020 when the pandemic hit, causing job loss and uncertainty for so many including myself.

I chose this turning point in life to obtain a career where I could run my own business and be there more for my family. I enrolled in the summer of 2020, applying for grants and bursaries as much as I could, to try to eliminate the student loan debt on my family. RLI and their amazing staff helped lead me in every direction possible to make my dream come true.

I am currently in my third month of running my own business and am growing fast. With the information provided to me during my business workshops with RLI, I have started to look for grants to grow my business even further so that I can better treat my clients and give them a better chance of a pain free life.

With the help of my Métis community, I have felt I have a backing to stand strong and be an amazing Métis business owner in Alberta.

— Michelle

Métis Education Foundation

RLI awarded 174 Métis Scholar Awards across all partner institutions this past year. Below are three Metis Scholar Award winners from the MEF Endowment Trust Fund.



Mikaela Kykkanen
Masters of Arts in Counselling
Psychology Degree,
Yorkville University



Rebecca McBride
Bachelor in Kinesiology,
Red Deer Polytechnic



Lisa Dawn Richards
Master of Arts,
Blue Quills University

Established in 1991 by the MNA, the Métis Education Foundation (MEF) incorporated as a non-profit charitable foundation with the goal of improving education outcomes for Alberta Métis. In 2006, the MNA and RLI’s predecessor, the Labour Market Development Unit (LMD), began to capitalize the MEF and started the process of negotiating Métis endowments with post-secondary institutions across Alberta with funds derived from the Federal Indigenous Labour Market Program.

Today the Métis Education Foundation holds an endowment portfolio with a market value over \$30 million dollars, and supports 20 post-secondary and two MEF internal endowments.

2020-2021 in Review

In 2021-2022, in partnership with three new partners, \$1,875,000 was added to the endowment portfolio as follows: Keyano College with a \$1,000,000 endowment, Red Deer Polytechnic with a \$525,000 endowment, Olds College with a \$350,000 endowment. Since its inception, nearly \$8 million has been awarded to more than 2,000 Métis Scholars.

This year, the MEF Board set new criteria for the Métis Scholar Awards:

- a) students are required to show proof of Métis citizenship from one of the Métis National Council governing bodies;
- b) students must declare that their name will not appear on the Government of Canada’s Indian Registry or a Band list pursuant to the Indian Act, and are not Inuk, or non-Status Indian;
- c) applicants must demonstrate current or recent involvement in the Métis community and be residing in Alberta during their study period;
- d) priority for the Métis Scholar Awards will be given to Métis Nation of Alberta citizens;
- e) a student cannot be a current client of RLI or receiving funding from any RLI program;
- f) a student who receives an award in one academic year may also apply for subsequent Métis Scholar Awards while they continue studying until graduation;
- g) students may supplement their application with information like their chosen field of study or how a Métis Scholar Award would help them.

2020-2021 ENDOWMENT VALUE CHART

ENDOWMENT	YEAR EST.	MEF-RLI CONTRIBUTION	PARTNER CONTRIBUTION	ENDOWMENT AMOUNT	MARKET VALUE
MacEwan University	2008	1,750,000	1,000,000	2,750,000	3,997,872
University of Alberta*	2008	3,250,000	2,000,000	5,250,000	5,845,919
NorQuest College*	2008	625,000	375,000	1,000,000	850,000
NAIT	2009	1,300,000	1,070,000	2,370,000	3,502,977
Portage College	2009	1,000,000	1,000,000	2,000,000	1,278,529
Northwestern Polytechnic*	2011	250,000	250,000	500,000	405,021
University of Calgary	2012	1,500,000	750,000	2,250,000	3,351,848
Mount Royal University	2012	250,000	250,000	500,000	760,504
University of Lethbridge**	2012	500,000	500,000	1,000,000	1,319,662
Lethbridge College**	2013	250,000	250,000	500,000	531,255
Athabasca University	2014	250,000	250,000	500,000	554,255
Northern Lakes College	2015	375,000	125,000	500,000	121,756
Lakeland College	2015	400,000	100,000	500,000	526,690
Bow Valley College*	2015	250,000	200,000	450,000	488,889
MEF Endowment Trust Fund	2015	2,000,000	---	2,000,000	2,635,000
Medicine Hat College	2018	170,000	30,000	200,000	130,000
SAIT	2018	500,000	250,000	750,000	765,097
Concordia University	2018	250,000	250,000	500,000	247,500
ELCC Endowment Trust Fund	2020	1,500,000	---	1,500,000	1,400,000
SUB-TOTAL				\$25,020,000	\$28,712,744
Keyano College <i>pending</i>	2021	500,000	500,000	1,000,000	1,000,000
Red Deer Polytechnic <i>pending</i>	2021	350,000	175,000	525,000	525,000
Olds College <i>pending</i>	2021	250,000	100,000	350,000	350,000
TOTAL		\$17,470,000	\$9,425,000	\$26,895,000	\$30,587,744

2020-2021 MÉTIS SCHOLAR AWARDS DISBURSEMENTS

INSTITUTION	TOTAL FUNDS	AWARDS
MacEwan University	81,000	17
University of Alberta	244,000	25
NorQuest College	13,500	8
NAIT	114,000	25
Portage College	30,000	10
Northwestern Polytechnic**	6,000	3
University of Calgary	85,000	14
Mount Royal University	25,200	7
University of Lethbridge	47,500	13
Lethbridge College	14,000	4
Athabasca University**	7,500	3
Northern Lakes College	11,200	6
Lakeland College	18,000	6
Bow Valley College	10,000	2
MEF Endowment Trust Fund	94,000	19
Medicine Hat College	8,000	2
SAIT	9,000	3
Concordia University	2,500	1
ELCC Endowment Trust Fund	10,000	6
TOTAL	\$830,400	174

* Institutions do not have market value data as of 2020-2021, latest data are from 2019-2020 fiscal year

** Institutions do not have market value data as of 2020-2021, latest data from 2018-2019 fiscal year

RESEARCH

The Rupertsland Centre for Métis Research (RCMR) was established at the University of Alberta to advance Métis-specific research. Rupertsland Institute and RCMR aim to create internally-driven studies and academic research that shed light on important contemporary issues to the Métis community and that enhance the well-being of Métis citizens.



Rupertsland Centre for Métis Research

The Rupertsland Centre for Métis Research (RCMR) is an expansive independent academic research centre, housed in the Faculty of Native Studies (FNS) located in Pembina Hall at the University of Alberta (U of A). RCMR was established eleven years ago in 2011, born from a memorandum of understanding between MNA, RLI, and the U of A; a relationship that was renewed on May 27, 2021.

Our mandate includes: building provincial and national connections with the Métis community; increasing research capacity to advance Métis-specific research; and training and employing student researchers. We do academic research on topics of interest to Métis people in five main areas: historical research and Métis rights, institutional deficits in Métis education, land use and resources, contemporary Métis issues, and research and analysis capacity on current topics and general policy areas.

RUPERTSLAND CENTRE
FOR MÉTIS RESEARCH

All event videos and podcasts mentioned in this report can be found on the RCMR website:

<https://www.ualberta.ca/native-studies/research/rupertsland-centre-for-metis-research/index.html>



Dr. Kermoal announcing MJ Belcourt's 2019 Métis Talk

RCMR Current Projects

The Métis have consistent and distinct ways of knowing and being in the world that is not mixed, but grounded in relationality. One way of explaining Métis relationality is to understand kinship or how people relate to each other and to the world (seen and unseen) through their experiences at the pilgrimage of Lac Ste. Anne.

As a multifaceted project, Métis Kinscapes combines oral histories, archival sources, genealogies, traditional economies, and geospatial mapping.

Métis Kinscapes: Researching Métis Relations and Peoplehood at Lac Ste. Anne

The Métis Kinscapes Project seeks Métis stories about Lac Ste. Anne, Alberta that not only highlight the strong Métis attachment to homelands, but also affirm the importance that land and place occupy in those relationships. Centred in Métis Studies, the project explores historical, socio-cultural, socioeconomic, political, material, and religious lifeways that inform Métis peoplehood.

In Spring 2020 the scholars of the Métis Kinscapes project, Dr. Paul Gareau, Dr. Cindy Gaudet, Dr. Shalene Jobin, Dr Kisha Supernant, Marilyn Dumont, and Dr. Nathalie Kermoal, received a Kule Research Cluster Grant. Research is ongoing and interviews with community members will start soon. If you are interested in sharing your experiences of Lac Ste. Anne, please contact Tanya Ball at tcball@ualberta.ca



Principles of Ethical Métis Research

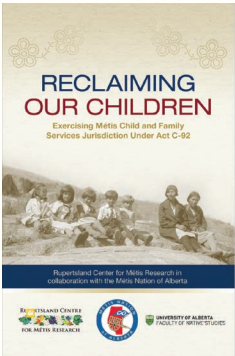
There is a need to articulate a more specific Métis research ethic and methodology that take into consideration unique historical, political, legal, and socio-economic factors as well as cultural protocols. RCMR is proposing to lead the way in thinking about the principles of Ethical Métis Research where we will help organize a series of brainstorming workshops with Métis scholars in Edmonton and in Calgary. These brainstorming sessions will inform possible avenues of future activities including consultation with Métis community members. These future activities will help further define these protocols and principles.

Métis Child and Family Services

Métis Nation of Alberta - Child and Family Services (MNA-CFS) partnered with RCMR in February 2020 to work on research looking into current child protective services in Alberta and models of Indigenous child welfare around the world, and Métis kinship care for children through history. FNS PhD student Angie Tucker continues this work with Dr. Nathalie Kermoal on this initiative. The forthcoming booklet for this project, *Reclaiming Our Children: Exercising Métis Child and Family Services Jurisdiction Under Act C-92*, is set to be published Spring 2022 with a Métis Talks event being planned for Fall 2022 on this topic.

Métis Health Module

In the Fall of 2021 Métis Nation of Alberta - Health contacted FNS and RCMR to work towards researching and developing a Métis Health Module geared towards healthcare providers, research partners, and service/program providers looking to do work with the Métis Nation of Alberta. This project is developed by FNS PhD student Wyatt Schiefelbein, Dr. Nathalie Kermoal, and Dr. Chris Andersen. The pilot for this module is planned for the winter 2023 semester.



Reclaiming Our Children: Exercising Métis Child and Family Services Jurisdiction Under Act C-92 is scheduled to be published this Spring/Summer 2022. Once available, it will be added to our website.

RCMR Events



IMPACT CONNECTION AWARD

We are thrilled to share that in December 2021 RCMR Director Dr. Nathalie Kermoal, also a professor in the Faculty of Native Studies at the University of Alberta, was a recipient of the 2021 Social Sciences and Humanities Research Council (SSHRC) Connection Award.

This Award recognizes an outstanding SSHRC-funded initiative that facilitates the flow and exchange of research knowledge within and/or beyond the social sciences and humanities research community. Dr. Kermoal received the award along with a team of five other researchers (Indigenous and non Indigenous) that are part of a research network called DIALOG.

The award honours DIALOG’s 20-year mission of building relationships with Indigenous communities and mobilizing knowledge for reconciliation.

Métis Talks is the signature event of RCMR. Each spring and fall, we host a get-together with interested community members to talk about different academic and artistic research themes. These are community-oriented presentations with discussions centred around particular research themes.

Métis Talks Fall 2021

The Fall Métis Talks event centred on the theme of Métis women. Co-presenters Bailey Oster and Marilyn Lizée, authors of *Stories of Métis Women: Tales My Kookum Told Me*, discussed the power of stories and how understanding our history can strengthen connections to family, community, and culture. Using Métis stories, Dr. Cheryl Troupe’s talk, *Re/Storying Métis Road Allowance Communities*, challenges the depiction of road allowance communities as marginal, liminal, and temporary spaces, recasting them as places of strength, resilience, and resistance where Métis cultural practices, Michif language, and the roles of women remained strong.

Métis Talks Spring 2022

The theme for Métis Talks this spring was Métis food sovereignty, with online presentations by Natalie Pepin and Chef Jennifer Lessard. Natalie Pepin is a Métis Cultural Educator who runs Meeting My Ancestors, and hosts the Wasakam Indigenous Food Sovereignty Camps in Northern Alberta. She is a Harvard graduate who left university with a profound desire to live simply and regain a connection with the land. Jenni Lessard, a chef and culinary consultant, lives and works on Treaty Four Territory and Homeland of the Métis in the Qu’Appelle Valley near Regina, SK. Lessard serves as Secretary of the Indigenous Culinary of Associated Nations and is a citizen of the Métis Nation of Saskatchewan.

RCMR Presents with the Métis Nation of Alberta

On February 8th, 2022, RCMR along with the MNA hosted an online event. Métis Nation of Alberta President Audrey Poitras and Jason Madden, co-managing partner in the law firm Pape Salter Teillet LLP, both presented on Métis self-government.

RCMR Podcasts

Podcasts

Work began in January 2021 on developing two podcasts showcasing research and academic researchers to go alongside our 10-year anniversary celebration.

Our Foods

Our Foods: Chatting about Métis Food Sovereignty is a podcast series exploring the definition of Métis food sovereignty and practices through which food sovereignty can be achieved. Presented and created by RCMR in partnership with the MNA, the current six podcast episodes address topics such as the importance of urban gardens, access and barriers to practices of hunting and harvesting, urban food deserts, urban food sovereignty and the implication on health and wellness, and seed saving as Métis food sovereignty, identity, and culture.

The podcast is hosted by University of Alberta, FNS Master’s student Devonn Drossel, who developed the concept of the podcast under the direction of Dr. Nathalie Kermoal. Drossel converses with knowledgeable guests such as Morgan Hrycak, the MNA Climate Leadership Coordinator; Bob Montgomery, a Métis hunter and a member of the MNA Harvesting Council; and Natalie Pepin, a Métis Cultural Educator.

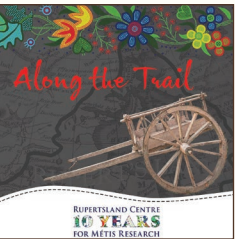
Along the Trail

Along the Trail is a podcast series launched in July 2021. Each episode features a Métis researcher, their work, and their visions for the field. The podcast currently has five episodes and is hosted by University of Alberta, FNS PhD student Molly Swain and Master’s student Devonn Drossel.

In the first episode, Swain sits down with MNA President Audrey Poitras, former RLI CEO Lorne Gladu, and RCMR Director Dr. Nathalie Kermoal, to talk about the founding of RCMR, the first independent academic Métis Research Centre of its kind in Canada. In the four subsequent episodes, Swain chats with Dr. Frank Tough of the Métis Archival Project and the University of Alberta, Dr. Paul L. Gareau of the University of Alberta, and Dr. Daniel Voth and Dr. Yvonne Poitras Pratt of the University of Calgary, to learn more of their work in Métis studies.



In episode two of *Our Foods: Chatting about Métis Food Sovereignty*, Morgan Hrycak, the Climate Leadership Coordinator with the Métis Nation of Alberta, joins Host Devonn Drossel to talk about the MNA community garden in Edmonton, as well as the importance of gardening to Métis food sovereignty.



In episode four of *Along the Trail*, Dr. Paul L. Gareau, Assistant Professor in the Faculty of Native Studies and Principal Investigator of The Métis Kinscapes Project, joins host Molly Swain to discuss Dr. Gareau’s journey through academia, how relationality motivates all of his work, and his commitment to on working on collaborative projects.

RCMR Supporting Researchers



RESEARCH FELLOWSHIP

The 2021–2022 RCMR Research Fellowship Application was awarded to Dr. Michelle Porter at the University of Toronto.

This Fellowship supports Dr. Porter to build a network of research relations that explore the links between Métis cultural renewal, the renewal of relationships with the home/land(s), and Métis connections to bison (across time and geography) and bison mobility and geographies.

Research Affiliates

In 2018, RCMR began a dedicated effort towards creating a network of academic research affiliates. Our network includes twenty researchers across twelve Canadian universities and colleges. Through their expertise in Métis studies, these research affiliates help RCMR fulfill its academic research mandate.



NS 280: Reach for the Sky: Métis Women’s Leadership

In the Spring 2021 RCMR began talks about a collaborative project with Les Femmes Michif Otipemisiwak (LFMO) to design and deliver a five module Métis Women’s Leadership course for credit university students and non-credit students going through the LFMO Women’s Leadership Program. The pilot for this course is now being delivered Spring 2022 with two more course offerings for Fall 2022 and Winter 2023 semesters.



NS 380: Métis Land-Based Learning

The pilot for this two-week intensive course is going to be delivered at the U of A and Métis Crossing from August 2 to 12, 2022. Students will spend one week in the classroom learning from Métis Studies scholars at the U of A and one week on-the-Land at Métis Crossing learning from Knowledge Holders. Students will engage with historical and present-day topics, including river lots, scrip, spiritual and cultural practices, and Métis relationships with the land. This course includes hands-on experiential learning of land-based activities, lectures, and teachings on Métis ways of knowing and being.

Program Based Research

RLI is the only organization continually producing labour market research specific to the Métis population at the sub-provincial level. We conduct this research to ensure our programs are in alignment with the changing needs of Métis people in Alberta. A current example of RLI using research to inform our programs is our Heavy Equipment Operator labour market research.

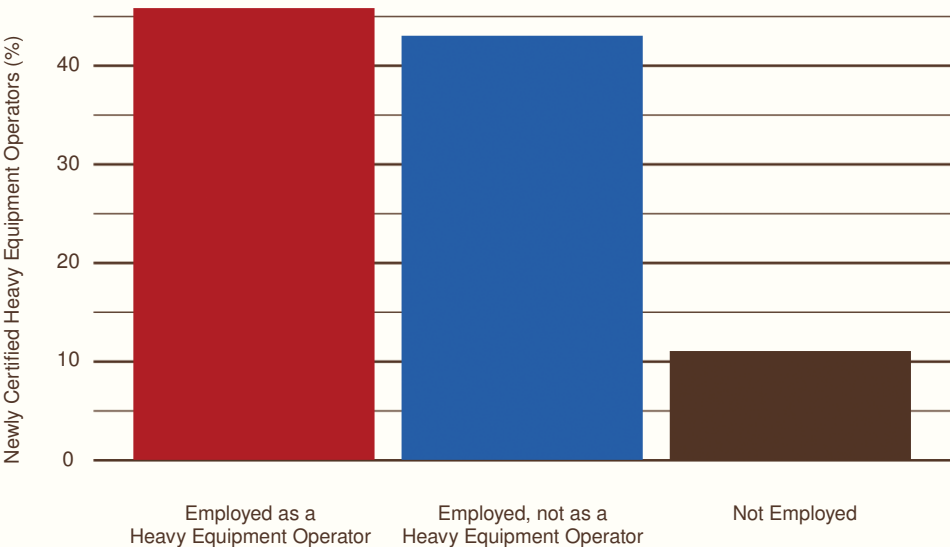
One way RLI supports under-employed Métis people in Alberta is by administering funding for interested clients to undertake Heavy Equipment Operator training. This Heavy Equipment Operator training certifies clients to work with machinery such as excavators and forklifts. However, RLI has heard from many of their clients that it is difficult to find a position as a Heavy Equipment Operator. Through our research we have found that despite fair job prospects in every region of Alberta (Job Bank 2021), and wages ranging from \$23 to \$40 an hour (Job Bank 2022), only 46% of newly certified RLI clients find work as a Heavy Equipment Operator. RLI is surveying both clients and employers to better understand why RLI clients have difficulty finding work as Heavy Equipment Operators, and what changes RLI can make to match qualified Métis candidates with employers looking to hire.

REFERENCES

Job Bank. 2021. Job prospects for Heavy equipment operators (except crane). <https://www.on.jobbank.gc.ca/outlookreport/occupation/15055>

Job Bank. 2022. Heavy Equipment Operator in Alberta. <https://www.on.jobbank.gc.ca/marketreport/wages-occupation/15029/AB>

EMPLOYMENT OUTCOMES OF RLI CLIENTS WITH HEAVY EQUIPMENT OPERATOR CERTIFICATION, 2017 TO 2021



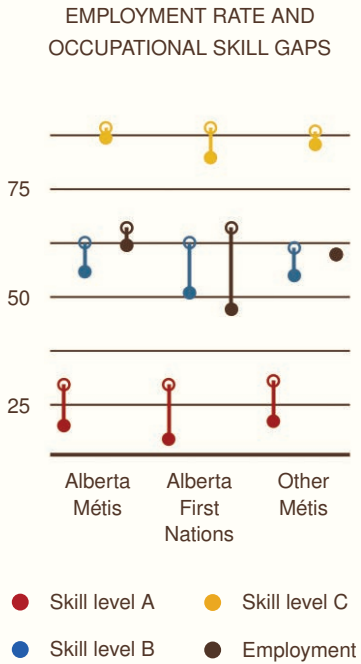
Closing the Gaps

In 2016-2017, Employment and Social Development Canada (ESDC) comprehensively engaged with Indigenous partners regarding the renewal of the Aboriginal Skills and Employment Training Strategy (ASETS). Under the guidance and direction of Rupertsland Institute and other governing members of the Métis National Council, these efforts resulted in the creation of the ten year Indigenous Skills and Employment Training (ISET) program, which includes: a) an increase in funding; b) greater flexibility to design programming; c) a distinctions based approach that recognizes, respects, and reflects Canada’s three Indigenous groups; and d) performance metrics to measure the employment and occupational skill levels gap between Indigenous and non-Indigenous populations.

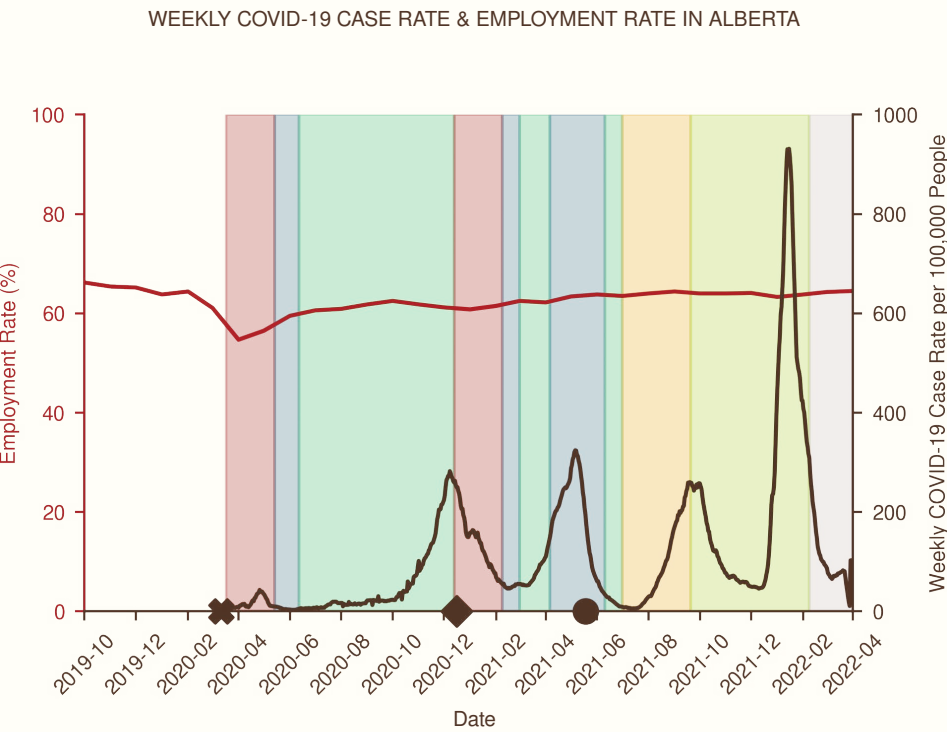
Under the ISET program, the federal government has committed to investing \$2 billion for 5-years and \$408.2 million every year after— 40% above available ASETS funding— to “close the gap” between Indigenous and non-Indigenous employment rates and occupational skill levels. Employment rates better indicate the health of the labour market relative to other labour force statistics, but cannot cap-

ture the quality of jobs. We supplement the employment rate with the occupational skills gap, which measures the difference in required skill level between Indigenous and non-Indigenous populations in their respective occupations. These two metrics provide a simple, yet comprehensive, measure of the Indigenous labour market.

The employment rate and occupational skills gap were used to determine incremental funding allocation for each ISET agreement holder, including RLI, using 2016 census data. The Employment Rate and Occupational Skill Gap figure presents a comparison of the employment rate and occupational skills gaps between Alberta Métis and First Nations, and Métis in other provinces. In 2016 the Alberta employment rate gap between the Métis and non-Indigenous population was 4.1% and the occupational skills gaps were 9.5% for professional jobs that usually require a university degree (skill level A), 6.8% for technical or skilled trade jobs (skill levels B and higher), and 2.4% for labour intensive jobs or jobs that require a high school diploma (skill levels C and higher). The employment rate in Alberta is higher relative to Métis across Canada. The employment rate gap in Alberta is also high compared to Métis across Canada, which is likely a result of Alberta’s high employment rate in the non-Indigenous population.



- Employment Rate in Alberta
- Weekly COVID-19 Case Rate
- 03-17-2020: Lockdown
- 05-14-2020: Stage 1 Relaunch
- 06-12-2020: Stage 2 Relaunch
- 12-13-2020: Lockdown
- 02-08-2021: Stage 1 Relaunch
- 03-01-2021: Stage 2 Relaunch
- 04-06-2021: Stage 1 Relaunch
- 06-10-2021: Stage 2 Relaunch
- 07-01-2021: Stage 3 Relaunch
- 09-20-2021: Vaccination Passports
- 02-08-2022: Some Restrictions
- ✕ WHO Declares Global Pandemic
- ◆ Vaccinations Begin
- 50% of Province Vaccinated



Alberta is vulnerable to labour market fluctuations due to its dependence on industrial development and natural resources extraction. The COVID-19 pandemic, changing public health measures, and unstable commodity prices have led to volatility in employment rates. The Weekly COVID-19 Case Rate & Employment Rates in Alberta figure presents a timeline of the COVID-19 pandemic and employment rates in Alberta. We note that since the onset of the pandemic, there has been a gradual increase in the employment rate, experienced by both Alberta Métis and non-Métis. However, due to the nature of the rapidly changing labour market, it is difficult to evaluate RLI’s contribution to closing the employment and occupational skills gaps. Instead, using the number of job placements and skill upgrades achieved relative to pre-pandemic values can be a way to measure RLI’s contribution. Since 2019, RLI has reconnected over 2,000 clients with the labour market, by supporting them to find employment, pursue self-employment, and return to school.

RLI will continue to track our progress by comparing the number of successful client outcomes relative to the 2016 Census data and by keeping track of current labour market trends using Labour Force Survey data. Additionally, when the 2021 Census data become available later this year, we will conduct a comprehensive analysis of the changes that have occurred between 2016 and 2021.

Future of RLI

- VISION**

A skilled, knowledgeable, and self-reliant Métis Nation.
- MISSION**

To enhance the self-sufficiency and well-being of Alberta Métis through quality education, training, and research.
- VALUES**

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

After a year of great hardships but even greater successes, the future for Métis citizens looks bright. There are an increasing number of opportunities available for growth and development, and Rupertsland Institute is well positioned to continue supporting the growth of a skilled, knowledgeable, and self-reliant Métis Nation. Our team and leadership have strategic steps in place to ensure RLI remains resilient and adaptable, and to continues evolving alongside a changing Alberta landscape. We celebrate the successes of this year and we look forward to the year ahead, with the changes and new opportunities it will bring.

This year brought with it a change in leadership. We celebrate the legacy of Lorne Gladu as he transitions from founding CEO of RLI to retirement. Over his 12 years leading RLI, Lorne’s work has transformed the lives of Métis citizens through creating the mandates in education, training and research, and has guaranteed the success of the organisation.

With Lorne’s departure, Mark McCallum stepped up as the new CEO. Mark has had a long relationship working with and in RLI. After joining RLI’s forerunner as the regional labour market development manager in Fort McMurray directly after graduation, he left to pursue his CET designation and worked as Vice-President of Business Development for a publicly traded mining company. Throughout his time in that role, Mark maintained his close ties to RLI, serving on RLI’s Board of Governors for six years. Mark rejoined RLI in 2020, serving as the Senior Director of Operations. We welcome Mark into the role of CEO and we are confident that he will continue to build on the many years of excellence at RLI.

This year also saw RLI complete the final year of its 2018-2022 Strategic Plan. The successes achieved under the previous Strategic Plan are fueling the Executive Team and Board to develop the 2023-2027 Strategic Plan. This plan will continue building on the achievements of the past while positioning RLI for continued success in the future. Priority areas will focus on enhancing support for Métis citizens through all levels of life-long learning, strengthening governance, transitioning RLI towards Métis self-government, maximising research informed practice, and continued operational excellence.

Over the next year, RLI will continue its ongoing support of Métis in Alberta by expanding and building upon existing successes delivering on its mandate in Education and Training. In partnership with the Métis Nation of Alberta and Apeetogosan Métis Development, RLI will open a new office space in Edmonton in the coming years. This space will become the new Rupertsland Centre for Applied

Learning, an institution that will house the Rupertsland Centre for Teaching and Learning and continue to provide educational and training services to Alberta Métis, seeking to enhance their skills before heading into the labour market. This institution will shape the skills of our future Métis citizens. Additionally, expansion of apprenticeships and early learning supports for Alberta Métis is expected, as RLI has secured additional funding for the 2022-2023 year.

Looking forward, RLI anticipates changes and innovations that will further the development of initiatives that support Métis citizens. As the MNA develops and ratifies the future Constitution based on the Métis Government Recognition and Self-Government Agreement, RLI will be ready to adapt its business to the realities of our future and continue to pursue its vision, mission and values with the MNA. In preparation for these future changes, RLI is continuing to focus and invest in initiatives that support strong governance and business models. The Rupertsland Board of Governors will continue to provide oversight and strategic guidance to ensure opportunities are capitalised on and risks are appropriately managed in an evolving environment. This includes ensuring RLI updates and utilises new technology to maximise its efficiency and effectiveness as the number of Alberta Métis citizens, clients, and students seeking access to RLI’s services continue to grow. Investments will be made to take advantage of new technology automation that will support RLI in providing strong service delivery to a growing population.

Rupertsland Institute is as committed as ever to deliver on its mandates on Education, Training and Research. We are proud to receive such positive success stories from alumni and community connections about the impact RLI has made on their lives. We look back and celebrate this year of success, and look forward to a bright future continuing to pursue our mission to enhance the self-sufficiency and well-being of Alberta Métis.

Celebrating Lorne

Congratulations Lorne on winning the Indspire award. When I think about the amount of work and effort that you've put into making post-secondary a possibility for Métis students in Alberta, I can't think of anyone who's more deserving of this award. So, congratulations.

— Dr. Chris Andersen, RLI Board

After a fruitful 26 years working in labour market development and 12 years founding, supporting, and guiding the Rupertsland Institute, Lorne Gladu has embarked on his next journey and stepped into a well-deserved retirement. Lorne is a bridge builder and advocate for Métis people – Métis learners in particular – and is himself an exemplary representative of what it means to be a life-long learner. Under his vision and guidance, RLI successfully delivered on its mandates of Education, Training and Research that have had, and continue to have, profound impacts on the lives of Métis across Alberta and Canada.

Lorne's journey in this work started in 1993 when he entered the national Pathways to Success program. Then, upon graduating with a degree in management training from MacEwan's School of Business, Lorne took on roles that advanced the needs of Métis with the Métis Nation of Alberta and Human Resources and Social Development Canada.

Through these experiences, Lorne built long-standing relationships with post-secondary institutions, industry, and government organisations, and gained knowledge fundamental to what would become Rupertsland Institute. Lorne's strong conviction that education is the path to change cemented the vision for RLI from its

founding in 2010. Within months of its incorporation, Lorne helped RLI become a signatory under the Aboriginal Skills and Employment Training agreement, securing annual funding of \$12.5 million for five years. Within a year, Lorne established Rupertsland Centre for Métis Research, Canada's first Métis-focused academic research centre.

Under Lorne's leadership, RLI became the authority on Métis education in Alberta, providing educators and students with resources to better understand Métis history, identity and life. With his guidance, RLI secured over \$170 million in funding to support Alberta Métis and established 20 endowments and awards for Métis scholars to pursue higher-education. Academic institutions have recognized the impact of Lorne's long-standing community advocacy and leadership. Lorne has received two Honorary Doctors of Law degrees, one from Athabasca University in 2020 and one from the University of Alberta in 2022, as well as an Indspire Award in Education in 2021, celebrating his tireless work transforming the lives of Métis in Alberta and Canada at large.

Lorne, these words cannot express our gratitude. We thank you for all you have done.

It has been an honor to have a chance to work with Lorne Gladu on the Rupertsland Institute Board, to witness his passionate commitment to and tireless advocacy for the Métis people, particularly in the areas of education, research and training. He has been such an important partner for our work at the University of Alberta, supporting the Rupertsland Centre for Métis Research, scholarships for Métis students across the entire province, and so much more. His vision, generosity, and commitment have made an incredible difference in this community. Thank you, Lorne. You are amazing!

— Dr. Laura Beard, RLI Board

June 2016 Alberta Education Joint Commitment of Action with the National Centre for Truth and Reconciliation

Depicted: RLI CEO Lorne Gladu, Alberta Education Minister David Eggen, RLI Associate Director of Education Solange Lalonde, Alberta Métis Education Council Member Delores Pruden



Left: Lorne Gladu at the University of Alberta's ceremony to receive his honorary Doctors of Law degree

Right: Lorne Gladu and MacEwan University's Elsie Elford for the MEF Endowment Supplement Announcement

Celebrating Guido



Guido was given recognition by MNA Region 3 as an “Honorary Métis” from Regional President Marlene Lanz; a designation he wears proudly to this day.

In 2021-2022, Guido Contreras retired from Rupertsland Institute after an incredible 22 years of service. In his time at RLI, Guido worked on Aboriginal labour market programming issues at both the national and provincial levels, dating back to the Aboriginal Human Resources Development Agreements (AHRDS I&II) and the Aboriginal Skills Employment and Training Strategy (ASETS), during which he served as Regional Manager and Associate Director of Research, Policy and Strategic Partnerships.

As an Associate Director, Guido was appointed as RLI’s representative to the Métis Human Resources Development Working Group. This working group negotiated terms and conditions for contribution agreements for AHRDS and national evaluation processes and stayed on top of Treasury Board policy on the National Aboriginal Human Resources Development Program, all ASETS companion documents, and the Standard Data File for client results calculations. In addition to this, Guido conducted research with numerous academics to support RLI’s agenda on labour market development and he introduced trend analyses to annual and quarterly planning tables at RLI senior team.

In 2018-2019, Guido was promoted to Senior Director of Operations and he became instrumental on strategic planning and institutional development activities as well as the development of organizational policies for administration and client-based services. We thank Guido for his commitment to advancing the mission of RLI over his impressive career.



Guido in the House of Commons during the signing ceremony of the new Métis Self-Government Agreement between the Métis Nation and the Government of Canada.

Rupertsland Community Impact Honour Roll

RLI ALUMNI (A TO Z)	POSITIONS (MOST CURRENT FROM LEFT TO RIGHT)	YEARS
Kristena Belcourt	Senior Administrative Officer, Assistant to the Director, Project Officer, Assistant Manager, Manager of Executive Operations, Manager – Provincial Projects, Manager – Central Region	16
Avery Enzenauer	Provincial Disability Consultant	3
Kimberley Fraser-Airhart	K-12 Manager – Education Course Development Theme Development, Summer Student	4
Steven Graham	Assistant Manager – Central Region, Employment Counsellor	8
Makayla Higham	Client Resource Assistant, Provincial Manager	2
Michelle Ingham	Assistant Manager, Online Program Assistant, MNA Finance Officer, Finance Clerk, Student Practicum	23.5
Breane Mahlitz	Métis Student Services, Summer Intern, Rupertsland Student and Alumni Services Advisor	1.5
Danielle Maurice	Employment Counsellor	1
Mark McCallum	CEO, Acting CEO, Senior Director of Operations, Board of Governor, NE Regional Métis Labour Market Development Manager	11
Maureen Moneta	Senior Executive Officer, Board of Governor	6
April Nabess	Employment Counsellor, Job Coach, Client Resource Assistant	7
Sharon Sawchuk	Director of Métis Training to Employment, Associate Director Métis Training to Employment, Team Lead Client Services, Senior Program Consultant of Quality Assurance and Data, Regional Labour Market Manager – South	17
Lori Stiles	Assistant Manager – South Region, Employment Counsellor, Program Assistant	2
Dylan Turner	Industry Relations, Regional Manager – South	5
Sheryl Weigelt	Quality Assurance Assistant	2
Raylene Whitford	Board of Governor	0.5
TOTAL		108

We salute the RLI Board of Governors and staff who are Rupertsland alumni, who now serve the Métis community with more than 100 years of service.

The total includes years with RLI’s predecessor, MNA Labour Market Development Department (1996-2010) demonstrating the deep generational impact and legacy of the Métis Nation-Canada Agreement Investments in Indigenous skills and training programs and education, to close the skills and employment rate gaps between the Métis Community and non-Indigenous Canadians.

Further supporting this strategy, the newly created Métis Post-Secondary Education Program Agreement provides Métis students with wrap-around supports with a focus on Lifelong Learning.



Funded by the
Government
of Canada

Canada

